



# **BUREAU OF INDEPENDENT REVIEW SEMI-ANNUAL REPORT**

JULY – DECEMBER 2010

**OFFICE OF THE  
INSPECTOR GENERAL**

BRUCE A. MONFROSS  
INSPECTOR GENERAL (A)

STATE OF CALIFORNIA

APRIL 2011



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# FOREWORD

The Bureau of Independent Review (bureau) was formed in 2004 to oversee the California Department of Corrections and Rehabilitation's employee disciplinary process, including internal affairs investigations and discipline decisions. A key component of this mission is to bring transparency to this critical process. This semi-annual report is the vehicle by which the bureau provides the public with information about serious allegations of misconduct alleged against employees of the state correctional system.

This is the 12<sup>th</sup> semi-annual report to be published by the bureau. Although this report documents a slight decrease in the department's performance since the last semi-annual report, it does still demonstrate an overall improvement in the handling of internal affairs investigations and employee disciplinary matters since the implementation of the reforms required by the federal court in the *Madrid* lawsuit. I am pleased that the bureau has been able to assist the department in this process.

As Inspector General, I remain committed to furthering our work with the department and its many stakeholders to ensure the department's internal affairs investigations and disciplinary decisions remain thorough, transparent, and fair. The implementation of the *Madrid* Remedial Plan has been successful to date through the sustained cooperation of the Office of Internal Affairs, the Employment Advocacy and Prosecution Team, the hiring authorities, and the bureau. Each of these entities has a vital role to play in achieving the kinds of successes that are demonstrated in this report. Without the sustained cooperation and determined adherence to the *Madrid* reforms by all affected parties, the department's disciplinary process would again be subject to a substantial risk of failure, and therefore future civil rights litigation.

On behalf of the management, attorneys, investigators and support staff of the bureau, I invite you to review this semi-annual report and provide us with your feedback. For more information about the Office of the Inspector General, including all reports, please see our website at [www.oig.ca.gov](http://www.oig.ca.gov).

— **BRUCE A. MONFROSS, INSPECTOR GENERAL (A)**

# INTRODUCTION

With great pleasure, I present the Bureau of Independent Review's 12<sup>th</sup> Semi-Annual Report. This report documents the bureau's case monitoring and oversight activities which concluded during the July 1, 2010, to December 31, 2010 period. This semi-annual report provides the Governor, the Legislature, and the public with an overview of the bureau's mission to ensure that the most serious allegations of misconduct in our state correctional system are investigated and addressed with integrity.

For the July to December 2010 reporting period, the bureau assessed 289 cases involving the most serious allegations of misconduct by department employees. Overall, the majority of cases were found to have a satisfactory outcome. However, for the first time since 2009, the number of cases resulting in an unreasonable outcome increased and the number of distinguished cases decreased in this reporting period. Of the 289 cases, 15 were found to have resulted in unreasonable outcomes. In addition, 46 cases received the bureau's highest rating of distinguished, meaning the outcome of the case was reasonable and the department substantially complied with the policies and procedures mandated by the *Madrid* court in conducting its investigation and determining whether discipline should be imposed.

The bureau's ability to fully carry out its mission, however, remained adversely impacted by the State of California's unprecedented fiscal crisis during this reporting period. Since early 2009, the majority of state agencies, including the bureau, reduced their work hours by almost 15 percent through furloughs. The bureau regained some of its available work hours at the end of this reporting period and became subject to a 5 percent reduction in November 2010. In addition, the bureau has been hampered in its recruitment activities by a hiring freeze which has left 15 percent of its authorized positions vacant. Despite this challenge, staff from both the bureau and department continue to demonstrate an extraordinary dedication to public service.

I wish to thank the bureau's many talented professionals with whom I am honored to work. I also want to thank the department's executives and staff members for their daily cooperation and support of the bureau's mission. I look forward to continuing the bureau's work with the department and other stakeholders to achieve our mutual goal of creating a model correctional system for California.

— **ROY W. WESLEY, CHIEF ASSISTANT INSPECTOR GENERAL (A)**  
**BUREAU OF INDEPENDENT REVIEW**

# SUMMARY OF MONITORING ACTIVITIES

The Bureau of Independent Review's (bureau) primary function is to monitor the California Department of Corrections and Rehabilitation's (department) disciplinary process. This includes monitoring of the department's internal affairs investigations into alleged employee misconduct, as well as any disciplinary decisions related to alleged employee misconduct. In addition, the bureau monitors the department's response to critical incidents. The bureau's evaluation of cases and critical incidents it monitors are contained in the bureau's semi-annual reports.

In this report, the bureau reports its initial evaluation of 289 monitored cases and 93 monitored critical incidents which reached a stage of completion allowing them to be publicly evaluated.<sup>1</sup> The bureau also provides updated information regarding 32 monitored cases in which the discipline imposed by the department has been significantly modified since the case was initially reported in a prior semi-annual report.

For the first time since 2009, the number of monitored cases reported has increased. Additionally, this reporting period includes an increase in the percentage of direct action monitored cases, which are disciplinary action cases without an internal affairs investigation by the department. This report also contains a decline in the number of critical incidents monitored by the bureau when compared to the bureau's last semi-annual report. The bureau reports on 93 critical incidents in this report, while it reported 136 critical incidents in the previous semi-annual report. This marks the third consecutive semi-annual report with the number of critical incidents monitored by the bureau declining. This trend is primarily related to the bureau's nearly 15 percent decline in available work hours beginning in February 2009 when work furloughs were mandated and hiring was curtailed due to the state's unprecedented fiscal crisis. As a result, the bureau more stringently defined the scope of critical incidents it monitored. Additionally, in this reporting period, the department delayed in providing the bureau appropriate notification in 28 percent of the critical incidents reported by the bureau.

## Monitoring Employee Misconduct

Whenever the department reasonably believes that employee misconduct may have occurred, the matter is forwarded to the department's Office of Internal Affairs' (OIA) central intake panel for evaluation. The central intake panel determines if an internal affairs investigation is warranted, whether enough information exists for the department to proceed with a disciplinary action without an investigation, or if no further action is warranted. The bureau participates in the central intake panel meetings to monitor the process, provide recommendations on central intake panel determinations, and determine which cases the bureau will accept for monitoring.

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<sup>1</sup> Monitored cases are those cases approved by the department for an administrative investigation, criminal investigation, or disciplinary action without an investigation. Critical incidents include serious events, such as riots or homicides, which require the department's immediate response.

Once a case is accepted for monitoring, the bureau follows the case through the various stages of the disciplinary process. If an internal affairs investigation is conducted, the bureau consults with the investigators, attends key interviews, reviews evidence, and provides recommendations regarding the investigative report. Department officials who are responsible for determining whether or not to impose discipline on an employee are referred to as hiring authorities. When a hiring authority determines what, if any, discipline will be imposed on an employee, the bureau provides feedback regarding the hiring authority's proposed course of action. If the hiring authority and the bureau representative have a significant disagreement regarding the appropriate outcome of a case, the matter may be elevated to the next supervisory level through a process called executive review. If the department's attorneys have been assigned to provide legal representation for the case, the bureau consults with them regarding legal issues and reviews any disciplinary documents drafted on behalf of the department. Once the department's internal disciplinary process has concluded, the bureau provides its assessment of the case in the tables that follow in this report.

Employees who are disciplined have a right to challenge the discipline imposed against them by filing an appeal with the State Personnel Board, which is an independent state agency. The bureau continues to monitor cases through this appeal process. If there is a significant change in the outcome of a case after it has been appealed, the bureau publicly reports the updated information in the Appealed Cases table of this report.

## **Monitoring Appealed Cases**

The bureau provides an update to a previously reported monitored case when a significant change to the discipline imposed occurs after the employee challenges the discipline by filing an appeal with the State Personnel Board. There are many reasons for the discipline imposed against an employee to be modified during the appeal process. For example, key witnesses may change their statements at hearing or not be available to testify. Facts previously unavailable may also be discovered. In addition, the department may agree to settle a case with the employee such that the employee receives an agreed upon penalty in exchange for withdrawing the challenge to the disciplinary action.

The Appealed Cases table in this report presents 32 cases in which the discipline initially imposed by the department was significantly modified after an employee filed an appeal with the State Personnel Board. During the reporting period, the bureau concurred with the final outcome in 50 percent of these cases in which the discipline was significantly modified after an appeal was filed. In the remaining half of these cases, the bureau found the final outcome resulting from a settlement agreement or decision of the State Personnel Board to be unreasonable. These cases are labeled deficient outcome or deficient decision in the appeal update section for each case in the Appealed Cases table. The Appealed Cases table begins on page 19 of this report.

## **Monitoring Deadly Force Investigations**

The department defines deadly force as either the use of lethal force, such as a firearm, or any force that is likely to result in death. Department policy provides for criminal and administrative investigations to be immediately conducted on all deadly force incidents, excluding warning shots fired in an institutional setting. Occasionally, an outside law enforcement agency will conduct the criminal investigation.

Any time department staff use deadly force, the department is required to promptly notify the bureau. Once the bureau receives notice of a deadly force incident, bureau staff respond to the incident scene to evaluate the department's management of the incident and the department's subsequent deadly force investigations.

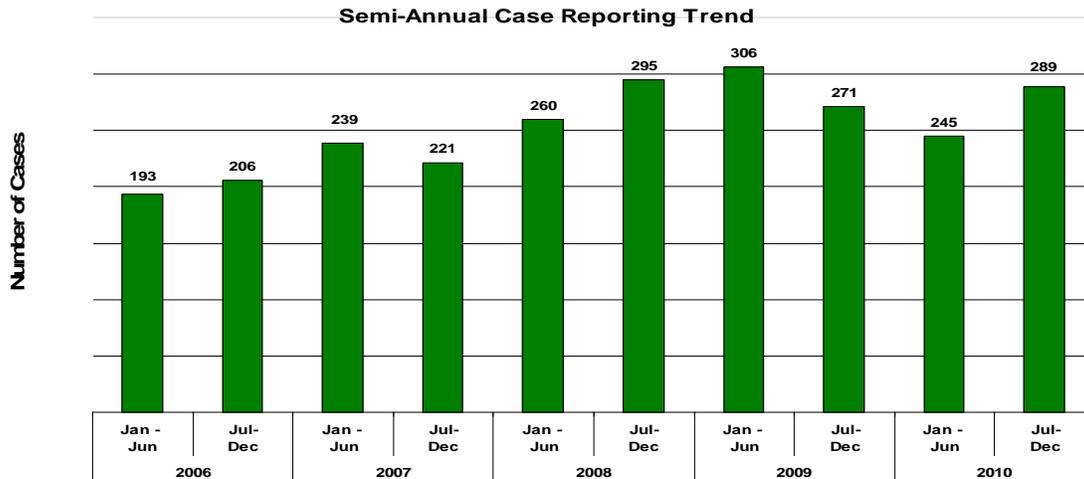
The bureau also participates as a non-voting member of the department's Deadly Force Review Board (DFRB). The DFRB is an independent body comprised of outside law enforcement officials and one department executive officer. Generally, once the administrative investigation is complete, the investigative report is presented to the DFRB. The DFRB examines the incident to determine the extent to which the use of force complied with department policies and procedures, and to determine the need for department modifications to policy, training, or equipment. The DFRB's findings are then presented to the department.

Because the use of deadly force has such serious implications, the department's use of deadly force has always received the bureau's highest level of scrutiny. In addition, the bureau's assessment of deadly force cases is presented in a separate Deadly Force Cases table so that the cases are publicly identified and easy to distinguish.

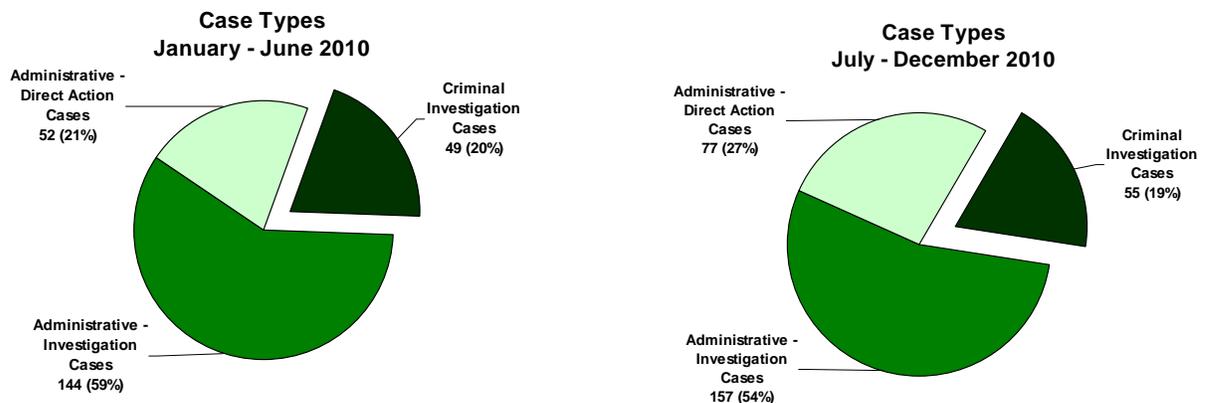
The bureau monitored 12 deadly force investigations that concluded during the reporting period, which included 6 criminal investigations and 6 administrative investigations. The bureau's assessment of these investigations are presented in the Deadly Force Cases table beginning on page 33 of this report. The bureau's assessment of the department's initial management of deadly force incidents are presented, amongst other serious incidents, in the Critical Incidents table beginning on page 120.

## **Caseload Trends**

This report includes an evaluation of 289 monitored cases completed between July and December 2010. As the chart on the next page illustrates, the bureau's number of reported cases generally increased from January 2006 to June 2009, until the end of 2009 when a decline is seen as a result of mandated furloughs. In this report, the bureau presents an increased number of reported cases, including more cases that involved disciplinary action without an internal affairs investigation. Additionally, the mandated 15 percent work furloughs per month ended after October 2010; thus during the last two months of this reporting period the bureau was subject to a lesser 5 percent furlough per month which did not have to be used during that particular month. This increased the number of work hours available to the bureau for the last third of the reporting period.



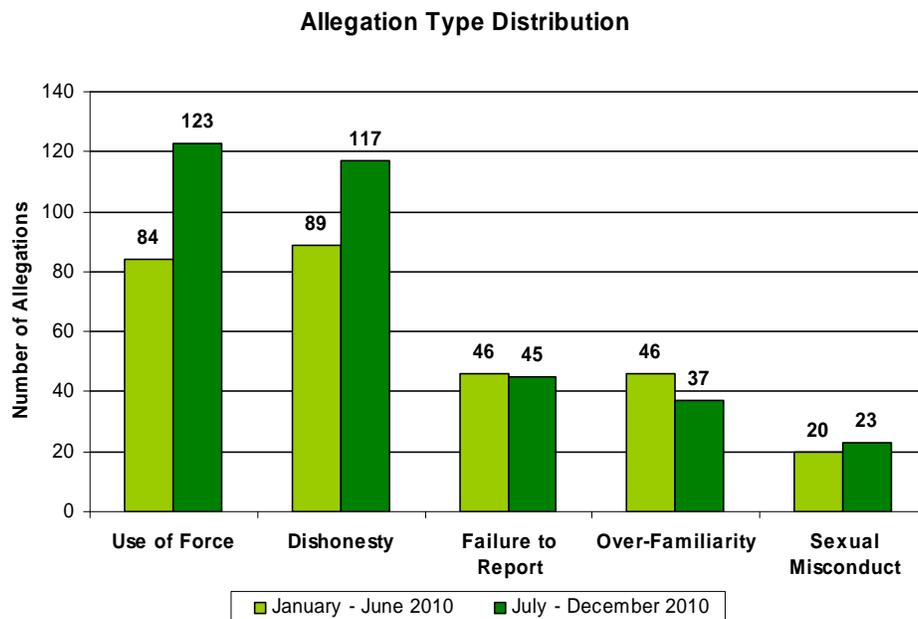
The department characterizes allegations of misconduct as administrative, criminal, or both. Most of the cases monitored by the bureau involve allegations of administrative misconduct. This includes cases in which the department conducts an internal affairs investigation, and then determines if disciplinary action is appropriate. These cases also include direct action cases wherein the department determines there is enough evidence to impose discipline without an internal affairs investigation.



In this report, the bureau provides an assessment of 234 administrative cases, including 157 administrative investigation cases and 77 direct action cases. The number of administrative investigation cases reported by the bureau decreased this reporting period to 54 percent, from 59 percent in the prior reporting period. However, the number of direct action cases increased by 6 percent over the prior reporting period, from 21 percent to 27 percent. The bureau also assesses 55 criminal investigation cases in this report. The percentage of criminal investigations showed little change from the prior reporting period with only a 1 percent decrease in this reporting period, for a total of 19 percent of reported cases involving criminal investigations.

## Allegation Type Distribution

Consistent with the *Madrid* remedial plan adopted by the federal court, the bureau focused a large portion of its monitoring activities during this reporting period on cases involving five allegation types: (1) improper use of force; (2) dishonesty in official reports or during investigative interviews; (3) failure to report misconduct; (4) overly familiar conduct between employees and inmates, wards, or parolees; and (5) sexual misconduct. The first three types of allegations are of concern because, if true, serious civil rights violations may have occurred. The other two types of allegations are of concern because they affect the safety and security of a correctional institution or the exploitation of the potentially vulnerable population served by the department.



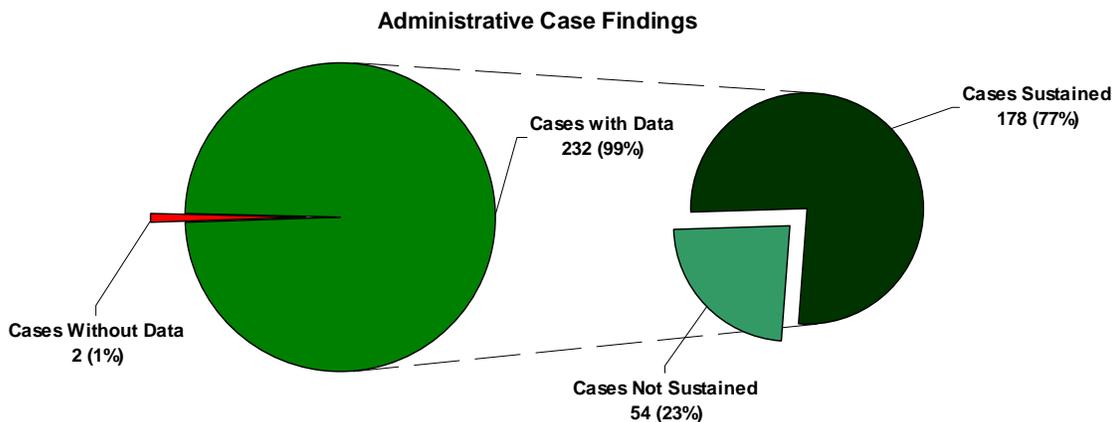
The chart above illustrates the number of times each of the five types of allegations were at issue in the 289 cases assessed in this report, compared to the number of times each allegation type was at issue in the cases reported in the last reporting period. As illustrated in the chart above, the number of use of force and dishonesty allegations, the type of conduct central to the concerns in the *Madrid* lawsuit, increased during this reporting period.

It is important to note that a single case often addresses many allegations of misconduct, thus, the number of allegations may exceed the number of cases reported. Additionally, the cases monitored by the bureau also include other allegations not contained in the five listed above.

## *Administrative Case Findings*

One of the most important steps in the disciplinary process occurs when a hiring authority determines whether or not to sustain allegations of administrative misconduct against an employee. The department is required to document this information in its case management computer system. In 2009 the department dramatically increased the number of cases for which this critical information was entered and electronically recorded into its case management computer system. In the last semi-annual report, the bureau reported the department had entered this information in 98 percent of monitored cases. During this reporting period, the department continued to improve in this area by entering this information in 99 percent of the cases. This represents a dramatic improvement since 2008, when the bureau reported this information was missing in 40 percent of monitored cases.

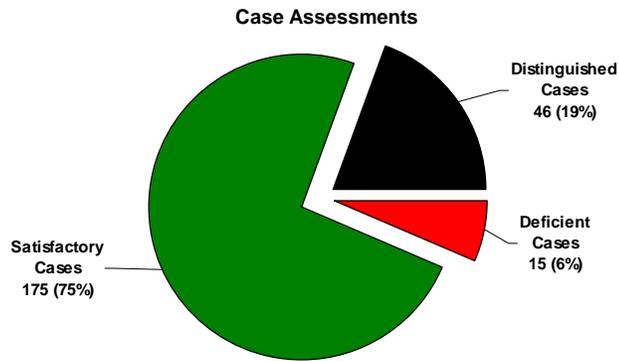
As shown in the chart below, the department documented allegation findings in its case management system for 232 of the 234 administrative cases reported. Of the 232 administrative cases, 54 cases, equal to 23 percent, had no allegations of misconduct sustained by the hiring authority. At least one allegation of misconduct was sustained in each of the remaining 178 cases.



## *Bureau Assessment*

The bureau assesses cases in two ways. One way is by evaluating the disposition, which is the outcome, of the case. The other way is by assessing the department's compliance with disciplinary processes required by the federal court in the *Madrid* lawsuit. There are three components to the department's disciplinary process: (1) investigations; (2) advocacy which is the legal advice and representation of the department during the disciplinary process from investigation through appeal; and (3) the hiring authorities, who are department officials responsible for determining whether or not to impose discipline.

For this six-month reporting period, the bureau identified 15 cases as deficient, which means the initial outcome of the case was unreasonable. These cases include administrative cases for which the department controls the disciplinary process. Additionally, these deficient cases include criminal cases for which the department did not complete the investigation before the deadline to file



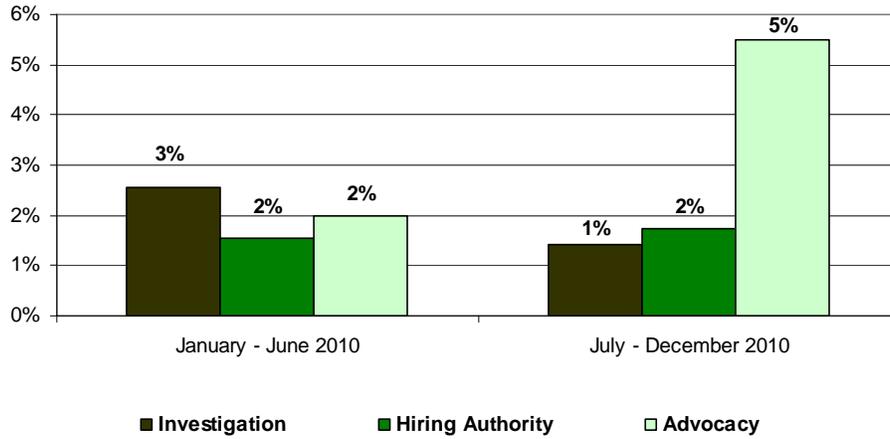
criminal charges expired. However, the bureau did not evaluate the disposition of the remaining criminal investigation cases because the decision to file criminal charges is made by district attorney's offices or the attorney general's office, not the department. The cases found to have a deficient initial outcome are presented in both the Deficient Cases table, beginning on page 51, and the Deadly Force Cases table, beginning on page 33. The bureau also found the final outcome of an additional 16 cases to be deficient as a result of penalty modifications that occurred after an appeal was filed with the State Personnel Board. These cases are presented within the Appealed Cases table, beginning on page 19.

The bureau identified 46 administrative cases as being distinguished, which means the initial outcome of the case was reasonable and the department substantially complied with its procedures. These cases are presented in the Distinguished Cases table, beginning on page 38. The bureau assessed 175 administrative cases as satisfactory, meaning the case resulted in a reasonable outcome despite procedural problems. These cases are presented in the Satisfactory Cases table, beginning on page 61.

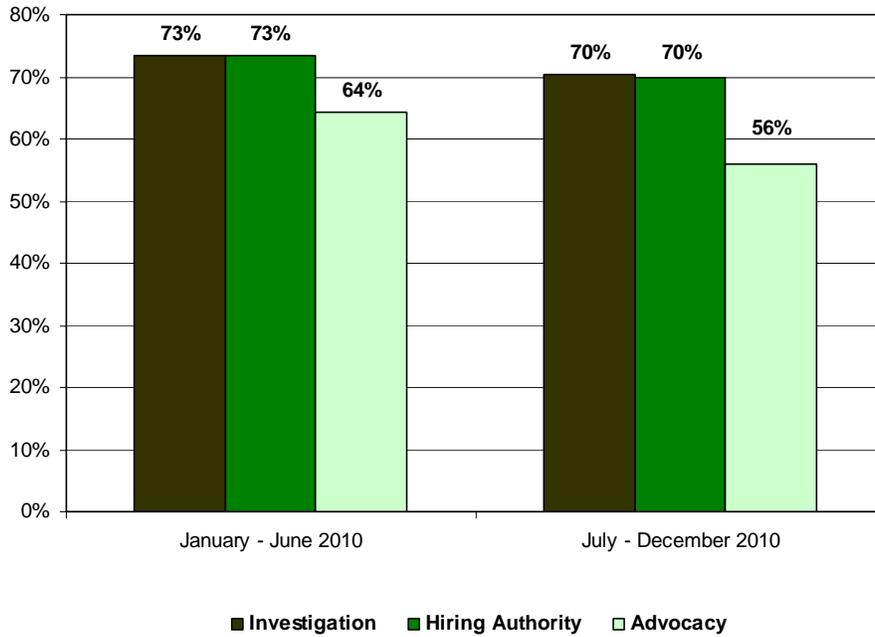
For procedural compliance assessment, it should be noted that the bureau does not assess the department's procedural compliance in some cases because there is not enough information available to provide a meaningful assessment. For example, if an employee who is under investigation resigns before the investigation is completed, the disciplinary process may be significantly streamlined, leaving too few applicable procedures for the bureau to assess.

Overall, the bureau found the department to be procedurally compliant with department policies and procedures more often than not in all three components of the disciplinary process. At the same time, all three components demonstrated a decrease in the number of cases which substantially complied with their policies and procedures, thus, contributing to an increase in the percentage of cases found to be in partial compliance. Additionally, an increase in the number of cases in which the advocacy component failed to comply with policies and procedures occurred during this reporting period, while the investigative component decreased its number of cases which failed to comply. This information demonstrating the changes in substantial compliance and failure to comply are contained in the charts on the following page.

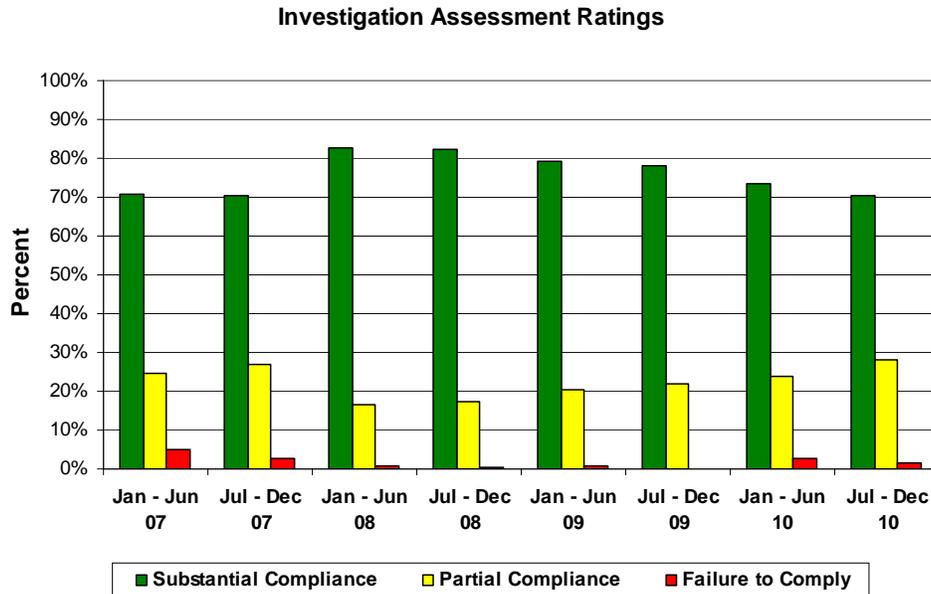
**Percent of Cases Assessed  
Failed to Comply**



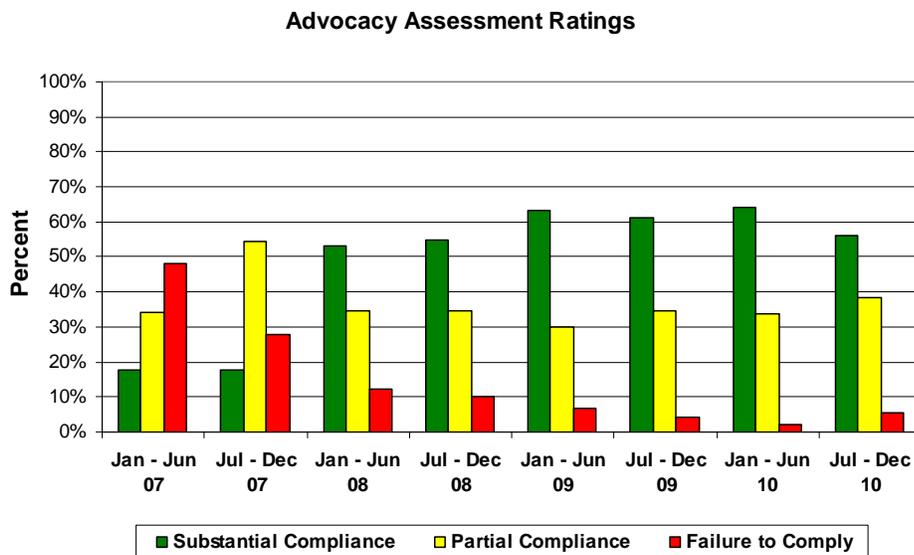
**Percent of Cases Assessed  
Substantial Compliance**



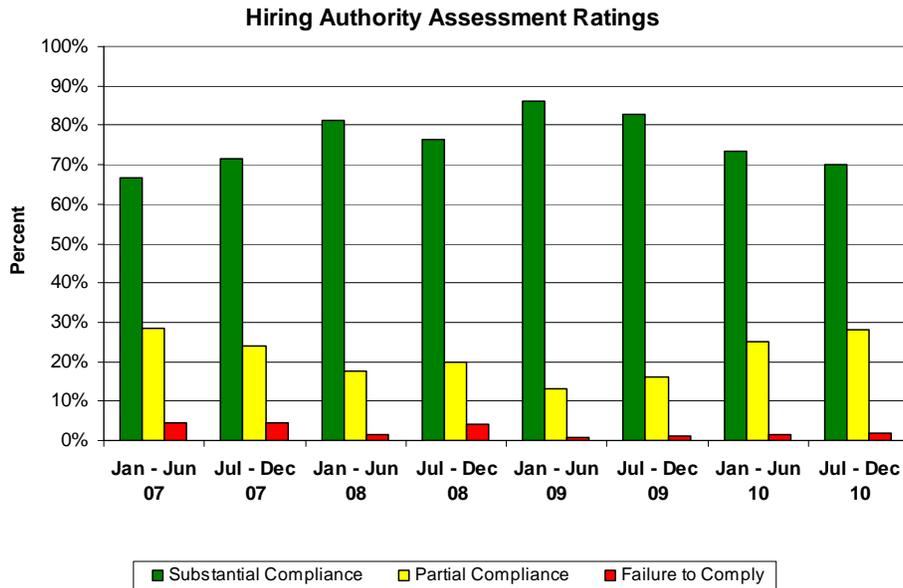
The chart below illustrates the overall procedural compliance for investigation as reported by the bureau since 2007. This reporting period, the bureau found the department to be substantially compliant in 70 percent of cases, to be partially compliant in 28 percent of cases, and failed to comply in 2 percent of cases.



The chart below shows the overall procedural compliance for advocacy as reported by the bureau since 2007. This reporting period, the bureau found the department to be substantially compliant in 56 percent of cases, to be partially compliant in 39 percent of cases, and failed to comply in 5 percent of cases.



The chart below shows the overall procedural compliance for hiring authorities as reported by the bureau since 2007. This reporting period, the bureau found the department to be substantially compliant in 70 percent of cases, to be partially compliant in 28 percent of cases, and failed to comply in 2 percent of cases.



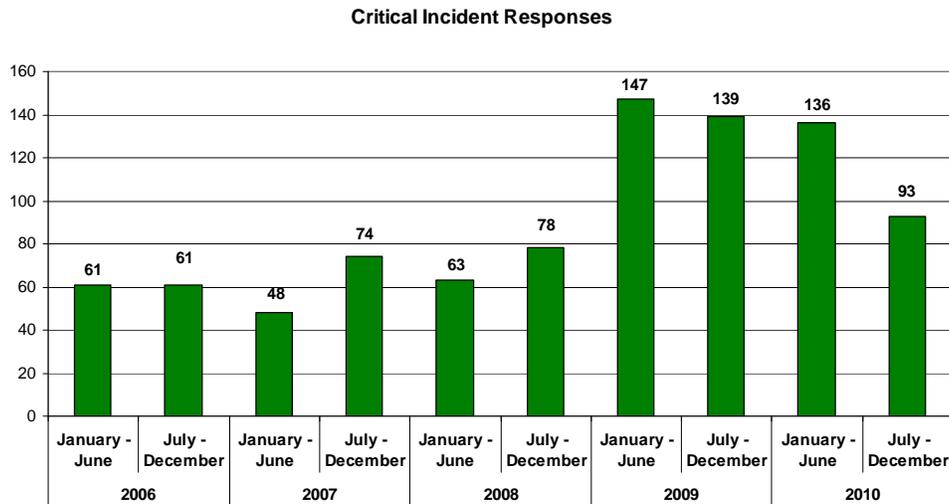
## Monitoring Critical Incidents

The department is required to notify the bureau of all critical incidents immediately after the time of the event. Critical incidents include serious events that require an immediate response by the department, such as riots, homicides, escapes, uses of deadly force, and unexpected inmate deaths.

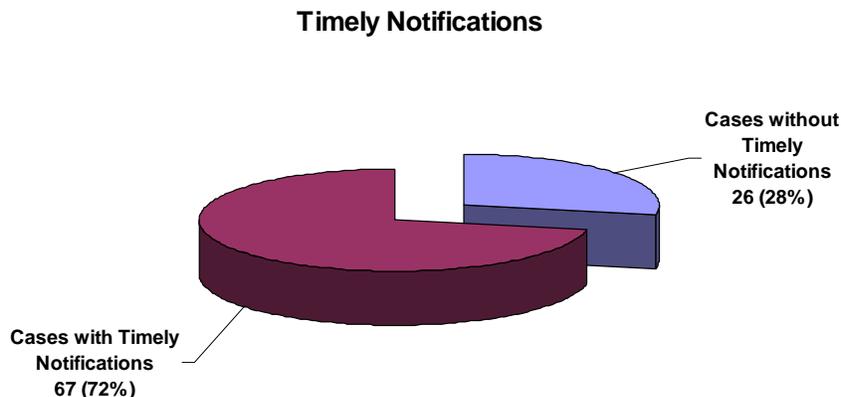
After notification, the bureau monitors the department’s management of the incident, usually by deploying bureau monitors to the site of the incident. More specifically, the bureau evaluates the department’s immediate response to the incident, the subsequent determination of whether the incident should be referred to the OIA, and the OIA’s decision regarding any referral. The bureau’s evaluations of these critical incidents are contained in the Critical Incidents table, beginning on page 120.

## Caseload Trends

During this reporting period, the bureau assessed 93 critical incidents, a decrease in reported critical incidents from the last three reporting periods. The bureau's critical incident responses continued to be constrained by work furloughs and vacancies within this reporting period. Additionally, the number of critical incidents within any period is dependent upon the events taking place within the department. Further, in order for the bureau to monitor an incident, the bureau relies on the department to provide notification that an incident meeting the notification criteria has occurred so that the bureau can determine whether the incident will be monitored.



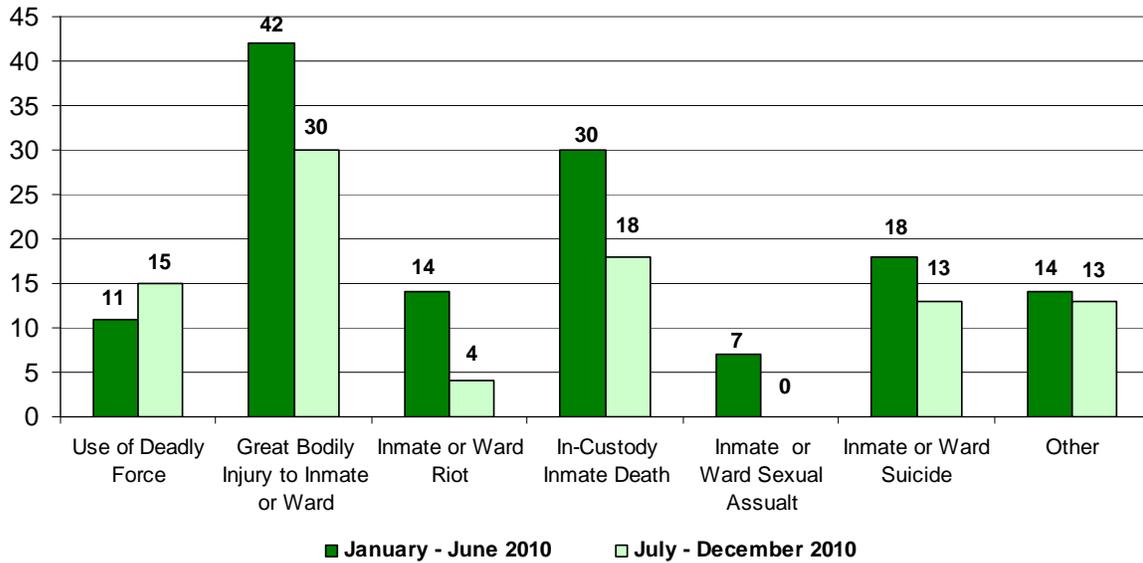
During this period, the department failed to provide the bureau with timely notification for 28 percent of the reported critical incidents as required. Failure to notify the bureau of critical incidents in a timely manner compromises the bureau's ability to provide robust on-site monitoring for these very serious events. Despite these notification issues and the bureau's limited work hours for most of 2010, the bureau continued to focus on safety and security issues affecting the department, which are particularly challenging during critical incidents.



### *Type of Critical Incident*

Consistent with past reporting periods, the bureau most often monitored critical incidents involving great bodily injury to inmates and wards. Also of note this reporting period was the increase in the number of critical incidents involving the department's use of deadly force. The chart below provides a comparison of the number of critical incidents of each type between this reporting period and the prior reporting period

**Type of Critical Incidents Comparison**



# EXPLANATION OF TABLE FORMAT

The tables that follow provide the bureau's assessment of individual cases and critical incidents it monitored. The Appealed Cases table provides an update regarding the resolution of selected monitored cases in which discipline was initially imposed and the employee filed an appeal with the State Personnel Board. The majority of the bureau's monitoring activities can be found in the Deadly Force Cases, Distinguished Cases, Deficient Cases, and Satisfactory Cases tables. These tables provide the bureau's assessment of the department's internal affairs investigations and employee discipline actions related to alleged misconduct. Finally, the Critical Incidents table provides an assessment of how the department handled a variety of serious incidents.

## Format of Appealed Cases Table

The Appealed Cases table provides updated information regarding cases monitored by the bureau in which the original discipline imposed was significantly modified during the appeal process. The bureau initially publishes its assessment of a monitored administrative case once the department determines whether or not to impose discipline on an employee; and, if discipline is to be imposed, the department serves the employee with a disciplinary action. However, employees may request a hearing before the State Personnel Board, an independent state agency, to challenge the discipline taken against them. The bureau continues to monitor the case through this appeal process. If there is a significant modification in the discipline after an appeal is filed, the bureau publicly reports this change in the Appealed Cases table.

Each case in the Appealed Cases table is listed in ascending order by the case's number, as published in the semi-annual report in which it first appeared. The first two digits of the case number reflect the year the case was reported, and the second number reflects the order in which the case was reported during that year. For example, case number **08-0606** was the 606th case appearing in the 2008 semi-annual reports.



Case No. 08-0606 (South Region)	
FACTS OF CASE	On May 24, 2006, inmates assaulted officers during a cell search. As the inmates were taken into custody, other inmates housed in three nearby cells made verbal death threats against staff members. The incident commander authorized staff to contact the inmates to determine if they would voluntarily go to administrative segregation. However, several sergeants formulated a plan whereby three teams of officers were to rush into the cells to either contact the inmates for voluntary placement or to conduct cell searches. The existing control booth officer was replaced with another officer who could be "trusted." Four of the sergeants then led the three teams into the housing unit. As the teams approached the three cells, the cell doors opened, necessitating the use of force against four inmates. It was alleged that the officers used unnecessary force while conducting the unauthorized cell extractions. The incident commander was never apprised of the plan prior to its execution and over 40 officers were identified as possible subjects.
DISPOSITION OF CASE	After an investigation, the hiring authority sustained allegations against 29 employees. Three employees were dismissed and five sergeants were demoted. Four employees, including an associate warden, received salary reductions. One employee received a 60 working day suspension. Fifteen employees received letters of reprimand. One action was not served timely and, therefore, did not take effect. After the Skelly hearings, one dismissal was reduced to a salary reduction of 5 percent for 12 months and the salary reduction for the associate warden was reduced to a letter of reprimand. All 28 employees who received discipline filed appeals with the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT OUTCOME:</b> While the matter was pending before the State Personnel Board, the department withdrew 23 of the 28 disciplinary actions. Also, the letter of reprimand for the associate warden was reduced to a letter of instruction. The department proceeded to hearing on four employees; an officer who was suspended for 60 working days, a sergeant who was demoted, and a sergeant and officer who were dismissed. During the State Personnel Board hearing, the department entered into settlement agreements with all four employees. The department modified the wording of the disciplinary action for the officer who was suspended. The department modified the sergeant's demotion to a temporary demotion. The sergeant and officer who were dismissed each agreed to receive a 60 working-day suspension. The department's attorneys were not prepared to represent the department before the State Personnel Board. As a result, the bureau concurred with the modifications, given the limited options available at the time.

It is important to note that only cases in which the final outcome deviates significantly from the discipline initially imposed are published in the Appealed Cases. Many additional cases are resolved during the appeal process. However, the majority of these cases are resolved in a manner that leaves the discipline originally imposed relatively unchanged so they do not appear in the Appealed Cases table. In addition, the length of time needed to resolve a case once an appeal has been filed can vary greatly from one case to another. For these reasons, not all cases in which an appeal is filed will be published in the Appealed Cases table and there are significant gaps in the number sequence of cases that appear in the Appealed Cases table.

## Format of Case Tables

The bureau’s approach to assessing individual cases focuses on the outcome, or disposition, of each case. A case in which the outcome was reasonable is presented as either a **distinguished** case or a **satisfactory** case, depending on how well the department complied with its policies and procedures in handling the case. Cases in which the disposition of the case was unreasonable are presented as **deficient** cases.

## Assessing the Disposition of Cases

The disposition in each case, which includes the allegations, findings, and penalty imposed, if any, has been given one of the following ratings:

Symbol	Rating Explanation
	Given the totality of the circumstances, the disposition of the case was reasonable and substantially consistent with the bureau’s recommendations. In addition, the department substantially complied with critical policies and procedures applicable to the case.
	Given the totality of the circumstances, the disposition of the case was reasonable and substantially consistent with the bureau’s recommendations. However, the department failed to comply with some critical policies and procedures applicable to the case.
	Given the totality of the circumstances, the disposition of the case was unreasonable and inconsistent with the bureau’s recommendations.
	The disposition of the case was unreasonable and inconsistent with the bureau’s recommendations but later rectified as the result of executive review, a process that elevates the unreasonable decision to the hiring authority’s superior within the department; 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.

The DISPO column shows the rating for the disposition of each monitored case.

Case No. 06-0335 (South Region) 10/18/05 06-003771-R 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.				

## Assessing the Department's Compliance

This report also provides an assessment of the department's compliance with policies and procedures governing its internal investigations and employee discipline. Three critical components are involved in the department's disciplinary process: (1) investigation (INV); (2) legal advice and advocacy (ADV); and the hiring authorities (HA), who determine if discipline is warranted and if so, the penalty to be imposed.

Each critical entity is assessed with one of the following ratings:

Symbol	Rating Explanation
	There was substantial compliance with critical policies and procedures.
	There was partial compliance with critical policies and procedures.
	There was a failure to comply with critical policies and procedures.
	There was insufficient data to provide an assessment or, because of the nature of the case, the individual component was not involved.

The rating for each critical entity appears in the INV, ADV, and HA columns for each case the bureau monitored.

Case No. 09-0656 (Central Region) Administrative Case		BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged that on June 23, 2008, while escorting an inmate to his cell, five officers used physical force to subdue the inmate and stop him from kicking the officers and then placed him in a holding cell. The officers allegedly failed to activate an alarm, alert the control booth officer of the incident, contact a supervisor, report the use of force, and request medical attention for the inmate in the holding cell. It was also alleged that upon discovery of the incident, the officers provided false or misleading statements about it.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority found insufficient evidence to sustain the allegations. Four of the five officers received corrective action to address their failure to have a personal alarm with them at the time of the incident.				
BUREAU ASSESSMENT	The department's attorneys did not attend investigative interviews for key witnesses, nor did they provide legal consultation to the assigned investigator. The department's attorneys also did not timely review the investigative report or provide written confirmation summarizing the critical discussions concerning it. Finally, the department's attorneys did not provide written confirmation summarizing critical discussions about the disciplinary decisions made in this case.				

An explanation of each appears in the "bureau assessment" box.

As previously mentioned, unless the case is presented in the Deadly Force Cases table, the bureau's monitored cases are presented in separate tables representing the following three categories:

- **Distinguished cases** – cases that resulted in *reasonable* outcomes that were handled well by each critical entity.
- **Deficient cases** – cases that initially resulted in *unreasonable* outcomes or cases in which the applicable statutory deadline expired before the case was resolved.
- **Satisfactory cases** – cases that resulted in *reasonable* outcomes despite not being handled well by one or more of the critical entities.

### **Format of Critical Incidents Table**

The Critical Incidents table provides a text-based description of the incident, the disposition of the case, and the bureau's assessment of how the department responded to the incident. The bureau's assessment addresses the following critical components of the department's response:

- Did the department appropriately respond to the incident?
- Was the bureau properly consulted, as mandated by the *Madrid* reforms?
- Did the department properly determine whether to refer the matter for investigation?
- If the matter was referred for investigation, did the OIA properly handle the referral?

When the bureau monitors an investigation opened as a result of a critical incident, it is reported in the case tables of the semi-annual report upon completion of the department's internal disciplinary process.

## APPEALED CASES

<b>Case No. 07-0011 (Central Region)</b>	
FACTS OF CASE	From about May 2005 through July 2005, a control booth officer allegedly directed racial slurs, derogatory comments, and other threats toward inmates; pointed his state-issued firearm at inmates for intimidation purposes; abandoned his post; and used excessive force on an inmate and failed to document the use of force. A second officer allegedly knew about the first officer's use of force and failed to report it, was engaged in a conspiracy to cover up the use of force, and moved the inmate allegedly assaulted to another institution without appropriate reason or documentation. Also, a lieutenant allegedly had knowledge of the first officer's alleged misconduct and engaged in a conspiracy to conceal the misconduct.
DISPOSITION OF CASE	The hiring authority sustained the allegations against the control booth officer, and the officer was dismissed. The officer appealed the dismissal, and the appeal is now pending before the State Personnel Board. The hiring authority did not sustain the charges against the second officer but required that the second officer take additional training on reporting obligations and inmate rehousing procedures. The hiring authority did not sustain the charge against the lieutenant.
APPEAL UPDATE	<b>The department entered into a settlement agreement with the officer in which he agreed to resign in lieu of dismissal. The officer also agreed not to seek future employment with the department and to withdraw his appeal. The bureau found the agreement to be reasonable.</b>
<b>Case No. 07-0102 (Central Region)</b>	
FACTS OF CASE	On April 23, 2006, an inmate alleged that an officer ordered the inmate to walk on his knees into a holding cell while in leg restraints, stood on the leg restraint chain and pushed the inmate. As a result, the inmate fell forward and struck his face on the back of the holding cage, causing in a laceration above his right eye. It was further alleged that the officer failed to report the use of force. In addition, a sergeant allegedly neglected his supervision duties related to the incident, and a second officer allegedly made false entries in the holding cell log sheet.
DISPOSITION OF CASE	The allegation against the second officer for false entries was deemed unfounded by the hiring authority. The allegations of incompetence, neglect of duty resulting in injury, and other failure of good behavior were sustained against the sergeant, and he was demoted from sergeant to officer. As for the initial officer, allegations were sustained for unreasonable use of force, neglect of duty resulting in an injury, and discourteous treatment. However, the dishonesty charge was not sustained. He received a 48-day suspension. The initial officer and the sergeant filed appeals, which are pending with the State Personnel.
APPEAL UPDATE	<b>During a pre-hearing motion, the State Personnel Board ruled the department exceeded the time within which to take disciplinary action against the officer for the use of force. The hiring authority agreed it was in the best interest of the department to settle the case by reducing the penalty from a 48 working-day suspension to a 24 working-day suspension. The bureau found the settlement agreement to be reasonable. The sergeant did not pursue his appeal with the State Personnel Board; thus, his penalty remained unchanged.</b>

## APPEALED CASES

Case No. 07-0141 (Central Region)	
FACTS OF CASE	On February 15, 2006, while conducting a security check in a mental health crisis unit, two officers entered a cell occupied by one inmate. One of the officers allegedly struck the inmate in the head while the other officer applied handcuffs. The officer who applied handcuffs then allegedly falsified documents by stating that they entered the cell and placed the inmate in handcuffs without incident. It is also alleged that one of the officers harassed a nurse who witnessed the incident.
DISPOSITION OF CASE	The hiring authority sustained two allegations of misconduct against the officer who handcuffed the inmate, and three allegations of misconduct against the officer who used force. The officer who handcuffed the inmate received a 5 percent salary reduction for six months. The officer who used force received a suspension without pay for 60 working days.
APPEAL UPDATE	<b>DEFICIENT DECISION: Following a hearing, the State Personnel Board determined that the officer who used force did not strike the inmate and therefore could not be held accountable for failing to document a use of force in his report. However, the State Personnel Board found that this officer did treat this inmate disrespectfully and reduced the penalty to a letter of reprimand. The bureau did not concur with the modification. The department entered into a settlement agreement with the officer who handcuffed the inmate. The department agreed to reduce 5 percent salary reduction for six months to a letter of reprimand and the officer agreed to withdraw the appeal. The bureau found the settlement agreement to be reasonable.</b>
Case No. 07-0427 (South Region)	
FACTS OF CASE	On August 5, 2006, an inmate was medically evaluated and found to have no injuries before being transported by van to the administrative segregation unit. Afterward, staff members found the inmate to have numerous injuries. The inmate alleged that during the transport, an officer in the rear of the van beat, kicked, and used a baton on the inmate while two other officers watched, and that one of the officers struck the inmate with his fist. The three officers did not report the use of force. The two officers were allegedly dishonest in their investigative interviews by stating that they did not look in the rear of the van and did not hear anything unusual.
DISPOSITION OF CASE	The hiring authority concluded that the two officers who indicated that they did not look in the rear of the van failed to report the use of force and were dishonest during their investigative interviews. Both officers were dismissed and filed appeals with the State Personnel Board. The other officer had already been dismissed from the department based on an unrelated case.
APPEAL UPDATE	<b>DEFICIENT DECISION: Following hearings, the State Personnel Board revoked the dismissals of all three officers. The bureau did not concur with the modifications.</b>
Case No. 07-0447 (Central Region)	
FACTS OF CASE	An inmate alleged that on June 28, 2006, an officer, without provocation, addressed him with profanity, pulled out a baton and threatened the inmate with physical harm.
DISPOSITION OF CASE	The allegations against the officer were sustained, and he was dismissed. The officer appealed the dismissal to the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT OUTCOME: The officer requested that the State Personnel Board delay hearing this case until criminal charges against him in an unrelated case were resolved. The officer was convicted of two misdemeanor counts of abuse under color of authority in the unrelated case, which he is challenging in the appellate court. After his convictions, the department entered into a settlement agreement with the officer in this case in which he agreed to resign in lieu of dismissal. The officer also agreed to waive any right to receive income from the time of his dismissal to the time of the agreement, agreed not to seek or accept future employment with the department, and agreed to withdraw his appeal. The bureau did not concur with the settlement agreement.</b>

## APPEALED CASES

Case No. 08-0007 (North Region)	
FACTS OF CASE	On July 4, 2007, an officer allegedly failed to take appropriate emergency action when one inmate was stabbing another inmate.
DISPOSITION OF CASE	After an investigation, the hiring authority sustained the allegation of neglect of duty and imposed a 5 percent salary reduction for six months. The officer filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT DECISION: The original allegation for failure to take emergency action was not sustained. However, after the investigation, the hiring authority sustained an allegation that the officer neglected his duty by failing to properly meet his quarterly range qualification and imposed the 5 percent salary reduction for six months. On appeal, the State Personnel Board determined that a 60 day delay in meeting his quarterly range qualification is not the kind of behavior, for a first offense, that warrants discipline and revoked the penalty. The bureau did not concur with the modification.</b>
Case No. 08-0344 (North Region)	
FACTS OF CASE	On May 8, 2007, two sergeants and seven officers allegedly conducted surprise cell searches and used excessive and unnecessary force to extract the inmates from their cells. The sergeants and officers then allegedly wrote false reports in an attempt to cover up their misconduct.
DISPOSITION OF CASE	The hiring authority sustained the allegations against both sergeants and all seven officers. One sergeant and three officers were dismissed and one sergeant received a 5 percent salary reduction for 36 months. All five have filed an appeal with the State Personnel Board. Three officers received a 5 percent salary reduction for 12 months and another received a 5 percent salary reduction for six months. These four officers did not file appeals with the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT DECISION: Following a hearing, the State Personnel Board revoked the dismissal of one officer; the bureau did not concur with the revocation. The State Personnel Board also dismissed the one sergeant's appeal because at the time he was served with the salary reduction notice in this case, the sergeant had already been dismissed by the department in an unrelated case, therefore, was not longer a department employee at the time the department attempted to impose the discipline in this case. The State Personnel Board further upheld the dismissals of one sergeant and one officer. The third officer who was dismissed entered into a settlement agreement with the department after filing his appeal. He agreed to resign in lieu of dismissal, withdrew his appeal, and agreed not to seek future employment with the department. The bureau found the settlement agreement to be reasonable.</b>
Case No. 08-0564 (South Region)	
FACTS OF CASE	On May 22, 2007, a parole agent allegedly informed a parolee that outside law enforcement was investigating him for numerous burglaries in which numerous firearms were stolen. On the same day, a shootout occurred between outside law enforcement officers, the parolee, and several of his associates. As a result, two suspects were killed. It was also alleged that the parole agent was dishonest when he documented that he provided drug tests to the parolee.
DISPOSITION OF CASE	The hiring authority sustained allegations of neglect of duty and dishonesty against the parole agent. The parole agent was dismissed. He filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>The department and the parole agent entered into a settlement agreement. The department modified the penalty to a 30 working-day suspension and the parole agent agreed to withdraw his appeal. Based on the significant evidentiary issues that arose in the case prior to the hearing, the bureau found the settlement agreement to be reasonable.</b>

## APPEALED CASES

<b>Case No. 09-0026 (North Region)</b>	
FACTS OF CASE	On April 4, 2008, an officer reported that another officer said that during an incident on February 2, 2008, three sergeants and five officers used unnecessary and excessive force on two-handcuffed inmates by lifting them by their forearms, slamming their heads into the wall, and kicking them in the groin. It was further alleged that the sergeants and the officers failed to report the force used.
DISPOSITION OF CASE	The hiring authority found sufficient evidence to sustain allegations that one sergeant witnessed the use of force but failed to report and appropriately respond to it. The sergeant was issued a notice of dismissal, which the hiring authority rescinded after a Skelly hearing. The hiring authority found there was insufficient evidence to sustain allegations against the two other sergeants. The hiring authority sustained allegations that one officer used unnecessary force, failed to report it, and was dishonest during his investigative interview. The officer was dismissed and filed an appeal with the State Personnel Board. The hiring authority also sustained allegations against the four other officers for failing to report the use of force they witnessed. The hiring authority imposed a 10 percent salary reduction for 24 months for one of those officers, which he did not appeal. Another officer received a 60 working-day suspension, which the department later agreed to modify to a 10 percent salary reduction for 30 months. The officer did not file an appeal with the State Personnel Board. One officer had been promoted to sergeant before the investigation was completed and the hiring authority demoted him back to officer. The final officer was no longer employed by the department at the time the investigation was completed so disciplinary action could not be taken.
APPEAL UPDATE	<b>DEFICIENT DECISION: The sergeant's case proceeded to hearing before the State Personnel Board. Following the hearing, the sergeant's penalty of demotion was modified to a 5 percent pay reduction for 12 months. The bureau did not concur with the modification. The department and one officer entered into a settlement agreement after several evidentiary issues were discovered that weakened the department's case against the officer. As a result, the department agreed to modify the penalty to a 15 month suspension and the officer agreed to withdraw his appeal. The bureau found the settlement agreement to be reasonable.</b>
<b>Case No. 09-0062 (Headquarters)</b>	
FACTS OF CASE	On May 10, 2007, a sergeant in a housing unit allegedly received an order to move an inmate to a different cell after the inmate reported that another inmate was causing him psychological harm by verbally badgering him through the ventilation system. However, the sergeant did not move the inmate for several days and the inmate later attempted suicide. Use of force was required by officers to stop the suicide attempt. The sergeant also allegedly provided false information to her supervisors concerning her failure to move the inmate. On May 24, 2007, in the same housing unit, multiple officers allegedly encouraged inmates to forgo showers by offering the inmates coffee or incidentals in lieu of showers, and they also encouraged inmates to attempt suicide, which in turn would necessitate the use of chemical agents against the inmates. On May 25, 2007, an inmate in the housing unit alleged that an officer used excessive force by slapping the inmate and placing tape across the inmate's mouth. Finally, on June 28, 2007, another inmate in the housing unit alleged that an officer used unnecessary force by kicking a food port; hitting the inmate's hand.
DISPOSITION OF CASE	The hiring authority sustained the allegations against the sergeant and served her with a notice of dismissal. The sergeant filed an appeal with the State Personnel Board. The hiring authority sustained the allegations that two officers bartered with the inmates to get them to forgo showers and served each of them with a notice of dismissal. Both officers filed appeals with the State Personnel Board. The hiring authority determined there was insufficient evidence to sustain the allegations against the remaining officers.
APPEAL UPDATE	<b>The State Personnel Board revoked the sergeant's dismissal because it was served after the statutory deadline for taking disciplinary action had expired. The State Personnel Board also revoked the officers' dismissals based on insufficient evidence presented at the hearing. The bureau concurred with the modifications.</b>

## APPEALED CASES

<b>Case No. 09-0164 (North Region)</b>	
FACTS OF CASE	On March 20, 2008, a parole agent called outside law enforcement about a vehicle he had been following on a highway and then pulled up behind the vehicle when it pulled over to the side of the highway. He then allegedly detained the citizen, took her keys, grabbed onto his weapon, and grabbed the citizen's arm. The agent was also allegedly dishonest with the law enforcement officers that responded to the scene.
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations that the parole agent inappropriately stopped the citizen and was discourteous to her, and imposed a 5 percent salary reduction for six months. The parole agent filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT DECISION: The State Personnel Board revoked the disciplinary action after a hearing, finding that the parole agent's conduct did not violate the department's policy. The bureau did not concur with the modification.</b>
<b>Case No. 09-0289 (North Region)</b>	
FACTS OF CASE	In March 2007, an officer allegedly directed two inmates to perform a sexual act in return for allowing them to share a cell. The officer allegedly photographed the act with his mobile phone and forwarded the photographs to a second and third officer. The second officer allegedly struck one of the inmates with a side-handle baton and sprayed the inmate with a small burst of chemical agent in a playful manner. None of the officers reported the conduct and all were allegedly dishonest when interviewed about the events.
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations against the three officers and served each of them with a notice of dismissal. Each officer filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT DECISION: Following a hearing before the State Personnel Board, the dismissal of the officer who directed the inmates to engage in a sex act and videotaped them was upheld. The second officer was found to be dishonest in the investigative interview, but the State Personnel Board reduced the penalty from a dismissal to a suspension without pay for 18 months. The bureau did not concur with the modification to the second officer's dismissal.</b>

## APPEALED CASES

Case No. 09-0523 (Central Region)	
FACTS OF CASE	On February 16, 2007, an officer alleged that she witnessed two other officers use unnecessary force on an inmate who was being argumentative. It was alleged that while the inmate was restrained, officers used force on the inmate, breaking his nose. It was further alleged that when the reporting officer told a sergeant who was present, he refused to take any action and told the officer to leave the area. It was also alleged that the sergeant told other staff in the facility to not say or do anything in front of this officer, since she would report them. A lieutenant in charge of the incident was also alleged to have been involved in covering up the incident. Other officers who allegedly witnessed the incident were alleged to have failed to report the use of force.
DISPOSITION OF CASE	The hiring authority sustained allegations against the two officers who initially used force and dismissed them. The hiring authority also sustained allegations against the sergeant and lieutenant and dismissed them. All four filed appeals with the State Personnel Board. The hiring authority sustained an allegation against one of the officers for neglecting his duty after he claimed that he did not witness the incident, although he was supposed to be providing coverage for the incident. The officer received a 10 percent salary reduction for 12 months. After a Skelly hearing, the penalty was modified to 5 percent salary reduction for 12 months pursuant to a settlement agreement. The hiring authority initially sustained allegations against another officer for failing to report the incident and for being dishonest and served the officer with a notice of dismissal. However, after a Skelly hearing, the dishonesty allegation was dismissed and the penalty was reduced to a 10 percent salary reduction for 12 months. Another officer received 55 working-day suspension for failing to report the incident and for being dishonest. She filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT DECISION: After a hearing before the State Personnel Board, the officer who initially used force's penalty was reduced from a dismissal to a salary reduction of 5 percent for six months and the sergeant's penalty was reduced from a dismissal to a demotion. The bureau did not concur with these modifications. The lieutenant's dismissal was upheld by the State Personnel Board; the bureau concurred. One of the two officers who initially used force was dismissed in another case; therefore, it was unnecessary for the appeal on this case to continue. The officer that received the 55 working-day suspension entered into a settlement agreement with the department wherein her penalty was reduced to a 10 percent salary reduction for 24 months and she withdrew her appeal. The bureau found the settlement agreement to be reasonable.</b>
Case No. 09-0608 (North Region)	
FACTS OF CASE	On October 23, 2008, an officer allegedly poured hot coffee on an inmate's head after the inmate took a cup of coffee from a staff coffee pot. The officer then allegedly grabbed the inmate and another inmate, who also took coffee, and placed them in a one person holding cell. The officer allegedly failed to report his use of force and failed to seek medical attention for the inmate who was burned by the coffee. In addition, the officer was allegedly dishonest during his investigatory interview.
DISPOSITION OF CASE	The hiring authority sustained the allegations including dishonesty and dismissed the officer. He filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>The department entered into a settlement agreement with the officer in which he agreed to resign in lieu of dismissal. The officer also agreed to not seek employment with the department and to withdraw his appeal. The bureau found the settlement agreement to be reasonable.</b>

## APPEALED CASES

<b>Case No. 09-0697 (South Region)</b>	
FACTS OF CASE	On December 29, 2007, it was alleged that a lieutenant ordered the emergency removal of an inmate from his cell after the inmate placed drops of his own blood throughout his cell, said that he was leaving his DNA for investigators to find, and refused to allow his cellmate to exit the cell. It was alleged that the lieutenant ordered the emergency removal of the inmate without contacting the administrative officer of the day, as required. While removing the inmate, a sergeant was allegedly negligent when he fired a less-than-lethal round from a distance of less than ten feet. Also, an officer allegedly used unnecessary force when he hit the inmate with a closed fist while later transporting him to the institution's medical clinic. It was further alleged that two other officers used unnecessary force when they lifted the inmate by his restraints when placing him on a gurney.
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain any of the allegations against the sergeant or the three officers. The hiring authority determined that the lieutenant failed to contact the administrative officer of the day and initially imposed a salary reduction of 5 percent for six months. However, the penalty was reduced to a salary reduction of 5 percent for three months after the Skelly hearing. The lieutenant filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>The department entered into a settlement agreement with the lieutenant. The department withdrew the disciplinary action and issued him a letter of instruction. The lieutenant withdrew his appeal and agreed to waive all back pay. The bureau found the settlement agreement to be reasonable because a material witness was unavailable for the hearing.</b>
<b>Case No. 09-0711 (Headquarters)</b>	
FACTS OF CASE	From March 1 to July 1, 2007, a chief medical officer allegedly approved timesheets for contract doctors that he knew included hours the doctors did not actually work. The chief medical officer's actions allegedly resulted in five doctors receiving pay for services they did not render. Combined, the five doctors were allegedly overpaid approximately \$160,000.
DISPOSITION OF CASE	The hiring authority determined that there was sufficient evidence to sustain the allegations and dismissed the chief medical officer. The chief medical officer filed an appeal with the State Personnel Board. The appeal was resolved with the chief medical officer resigning his position with CDCR. He was paid back pay between the date of dismissal and approximately 6 months after.
APPEAL UPDATE	<b>The department and the chief medical officer entered into a settlement agreement. The chief medical officer agreed to resign and withdraw his appeal, and the department agreed to withdraw the action. The bureau found the settlement agreement to be reasonable.</b>

## APPEALED CASES

Case No. 09-0723 (South Region)	
FACTS OF CASE	On June 10, 2006, it was alleged that a sergeant ordered a male inmate to wear women's underwear after claiming he had been raped. It was also alleged that the sergeant failed to appear for an investigative interview when ordered to do so. Also, two lieutenants were allegedly negligent when they failed to seize the underwear worn by the inmate as evidence, and two officers were allegedly untruthful about their actions and observations regarding the incident when interviewed by investigators.
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegation that the sergeant made a male inmate wear women's underwear. The hiring authority sustained the allegation related to the sergeant's failure to appear for an investigative interview and imposed a 10 percent salary reduction for six months. The sergeant filed an appeal with the State Personnel Board. The hiring authority determined there was insufficient evidence to sustain the allegations against the lieutenants; however, they were ordered to receive training related to the proper handling of evidence.
APPEAL UPDATE	<b>DEFICIENT DECISION: The State Personnel Board revoked the penalty against the sergeant after finding that the action was barred by the deadline for taking disciplinary action. The bureau did not concur with the modification.</b>
Case No. 10-0038 (Central Region)	
FACTS OF CASE	On February 4, 2009, it was alleged that a sergeant physically assaulted two restrained inmates while two officers assisted. The sergeant allegedly failed to report the assault, directed the officers to omit the assault from their reports, and lied during an investigatory interview. The two officers allegedly did not attempt to stop the assault and did not disclose the assault in the reports they submitted. Further, a third officer allegedly witnessed the assault and did not attempt to stop it, and failed to report it. A fourth officer witnessed the assault, but allegedly failed to report it in a timely manner.
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations against the sergeant and dismissed him. The sergeant filed an appeal with the State Personnel Board. The hiring authority sustained the allegations against the two officers, and imposed 60 working-day suspensions. Both officers filed appeals with the State Personnel Board. The hiring authority determined there was insufficient evidence to sustain the allegations against the third officer. The hiring authority sustained allegations against the fourth officer who witnessed the assault but delayed in reporting it and issued the officer a letter of instruction.
APPEAL UPDATE	<b>DEFICIENT OUTCOME: The department entered into a settlement agreement with the sergeant in which the department withdrew the dismissal, the sergeant resigned, and the sergeant agreed to not seek future employment with the department. The bureau did not concur with the settlement agreement. Following Skelly hearings, the department and the two escorting officers entered into settlement agreements which modified the 60 working-day suspensions to 10 percent salary reductions for 24 months. In exchange, the two officers withdrew their appeals and agreed to testify against the sergeant. The bureau found the settlement agreements with the two officers reasonable.</b>

## APPEALED CASES

<b>Case No. 10-0058 (North Region)</b>	
FACTS OF CASE	In August 2008, a sergeant allegedly told an officer that another officer who had previously reported staff misconduct was a "rat", "snitch," and that he wore a "wire".
DISPOSITION OF CASE	The hiring authority sustained the allegation and demoted the sergeant to officer. The former sergeant filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>The department entered into a settlement agreement with the officer in which the officer was reinstated to the position of sergeant after a ten month demotion and waived all claims for back pay. The sole witness to the most significant incident of misconduct in promoting the code of silence was unavailable for hearing. Under the circumstances, the bureau found the settlement agreement to be reasonable.</b>
<b>Case No. 10-0062 (North Region)</b>	
FACTS OF CASE	On February 2, 2008, it was alleged that two officers removed an inmate from his cell and forced him to the ground. One officer allegedly held the inmate down, as the other officer beat the inmate with a pepper spray canister. The officers allegedly wrote false reports about the incident. In addition, another officer and a sergeant allegedly witnessed the incident but failed to report it. Further, a lieutenant allegedly failed to properly supervise the officers following the incident.
DISPOSITION OF CASE	The hiring authority sustained the allegations against the two officers who used unnecessary force. Both were dismissed. The allegations against the other officer who witnessed the force but failed to report it were sustained, and he was also dismissed. The sergeant that failed to follow departmental training by not reporting the incident was demoted to the position of officer. The lieutenant who failed to perform within the course and scope of training was demoted to the position of sergeant. All employees who received disciplinary action filed appeals to the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT DECISION: Only the appeals by the officers who used force were initially pursued at the State Personnel Board, however, one of the officer's has passed away. After a hearing regarding the dismissal of the other officer, the State Personnel Board modified the penalty to a 12 month suspension. The bureau did not concur with the modification.</b>
<b>Case No. 10-0139 (Headquarters)</b>	
FACTS OF CASE	On April 15, 2009, it was alleged that a youth correctional counselor had been involved in an overly familiar relationship with a ward for approximately two years, including while the ward was incarcerated and after he was paroled. She also allegedly brought contraband into the facility and gave the items to the ward. She further allegedly failed to inform the hiring authority of contact with an outside law enforcement agency.
DISPOSITION OF CASE	The hiring authority found sufficient evidence to sustain the allegation regarding the overly familiar relationship and failure to report, but did not sustain the allegation related to contraband. The hiring authority dismissed the youth counselor, who filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>The department and the youth correctional counselor entered into a settlement agreement in which the counselor agreed to resign in lieu of dismissal. The youth correctional counselor also agreed to not seek future employment with the department and to withdraw the appeal. The bureau found the settlement agreement to be reasonable.</b>

## APPEALED CASES

<b>Case No. 10-0145 (Headquarters)</b>	
FACTS OF CASE	It was alleged that on April 8, 2009, three youth counselors failed to take appropriate action when they discovered a ward's cell window covered with paper, obstructing their view into the cell. The ward was later discovered hanging in his cell in an attempt to commit suicide. It was further alleged they were distracted from their assigned duties when they were watching television in the unit dayroom and incorrectly reported their security checks in the unit.
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations of failing to take action when discovering the covered window and distraction from duty; but did not sustain the allegation of incorrectly reporting the security checks. The hiring authority imposed a salary reduction of 5 percent for 36 months for one youth counselor and a salary reduction of 10 percent for 12 months for the second counselor. The third counselor had previously received disciplinary action for similar misconduct. As a result, the hiring authority dismissed him. All three counselors filed appeals with the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT DECISION: Following a hearing, the State Personnel Board modified the penalties for all three youth correctional counselors. The disciplinary action for the youth correctional counselor who received salary reduction of 5 percent for 36 months was revoked. The youth correctional counselor, who received a salary reduction of 10 percent for 12 months, reduced to a 10 percent salary reduction for six months after the hearing. The youth correctional counselor, who was dismissed, had his penalty reduced to a 30 calendar day suspension. The bureau did not concur with the modifications.</b>
<b>Case No. 10-0187 (Headquarters)</b>	
FACTS OF CASE	On November 20, 2008, it was alleged that a parole agent requested another parole agent to access a law enforcement computer system to obtain information on a private citizen. It was alleged that the parole agent did not disclose he wanted this information for personal reasons.
DISPOSITION OF CASE	The hiring authority sustained the allegation and imposed a salary reduction of 5 percent for three months. The parole agent filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT OUTCOME: The department and the parole agent entered into a settlement agreement. In addition to this case, the parole agent had another case pending before the State Personnel Board in which he was dismissed. The department allowed the parole agent to resign in both matters in exchange for him withdrawing his appeals and agreeing to not seek future employment with the department. The bureau did not concur with the settlement agreement.</b>

## APPEALED CASES

<b>Case No. 10-0213 (Headquarters)</b>	
FACTS OF CASE	On July 19, 2008, a parole agent's wife alleged that he struck her in the face multiple times with a closed fist. After several attempts to contact the parole agent, outside law enforcement contacted the department. Officials from the department made contact with the parole agent and made arrangements to transport him to the outside law enforcement agency. Despite being off-duty and having stayed in a hotel the night before, the parole agent arrived in his state-issued vehicle, which contained his firearms. The district attorney's office filed criminal charges against the parole agent.
DISPOSITION OF CASE	The hiring authority sustained the allegations that the parole agent engaged in domestic violence and inappropriately used his state vehicle off duty. The parole agent received a 10 percent salary reduction for 13 months. He filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>Subsequent to the hiring authority imposing discipline, the district attorney's office dismissed the domestic violence related criminal charges against the parole agent. Additionally, the parole agent's wife recanted her previous statement and in her new written statement indicated the parole agent had not harmed her. As a result, the department entered into a settlement agreement removing the allegations related to the alleged domestic violence, and reducing the penalty to a 5 percent salary reduction for three months based solely on the misuse of the state vehicle. The bureau found the settlement agreement to be reasonable given the evidentiary issues presented.</b>
<b>Case No. 10-0424 (North Region)</b>	
FACTS OF CASE	On August 8, 2009, an officer allegedly used excessive force by slamming an inmate's hands in a cell food port two times. A second officer allegedly used excessive force by kicking the food port door closed. Both officers also allegedly failed to report their own and each other's excessive use of force.
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations against both officers and dismissed them. Both officers filed appeals with the State Personnel Board.
APPEAL UPDATE	<b>The department entered into a settlement agreement with one of the officers in which the officer agreed to resign in lieu of dismissal. The officer also agreed to not seek future employment with the department and to withdraw his appeal. The department did not consult with the bureau prior to entering into the settlement agreement, however, ultimately the bureau found the agreement to be reasonable. The second officer did not appear for his hearing date, therefore, the State Personnel Board dismissed his appeal.</b>
<b>Case No. 10-0434 (Headquarters)</b>	
FACTS OF CASE	Between September 2008 and April 2010, a special agent allegedly violated the department's computer use agreement by viewing pornographic and other non work-related websites on his state-issued computer. The special agent was also allegedly insubordinate when he refused to answer questions during his investigatory interview.
DISPOSITION OF CASE	The hiring authority sustained the allegations. This case was combined with another case against the special agent involving domestic violence, and the special agent was dismissed. The special agent filed an appeal with State Personnel Board.
APPEAL UPDATE	<b>The department and the special agent entered into a settlement agreement in which the special agent agreed to resign in lieu of dismissal. The special agent also agreed to withdraw his appeal and not to seek or accept future employment with the department. The bureau found the settlement agreement to be reasonable.</b>

## APPEALED CASES

<b>Case No. 10-0474 (Headquarters)</b>	
FACTS OF CASE	On April 27, 2010, a special agent allegedly slapped his wife and forcefully removed her from their home by physically carrying her out. No criminal charges were filed against the special agent.
DISPOSITION OF CASE	The hiring authority sustained the allegation. This case was combined with another case against the special agent involving misuse of his state computer and refusing to answer questions during his investigatory interview, and the special agent was dismissed. The special agent filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>The department and the special agent entered into a settlement agreement in which the special agent agreed to resign in lieu of dismissal. The special agent also agreed to withdraw his appeal with the State Personnel Board and not to seek or accept future employment with the department. The bureau found the settlement agreement to be reasonable.</b>
<b>Case No. 10-0486 (South Region)</b>	
FACTS OF CASE	On March 8, 2010, a parolee's mother alleged she was engaging in a sexual relationship with a parole agent in exchange for the parole agent providing favors to the parolee. On March 19, 2010, the Office of Internal Affairs conducted surveillance of the parole agent at the residence of the parolee and her mother, at which time the parole agent exposed himself. Subsequently, the parole agent allegedly lied during his interview with the Office of Internal Affairs about the allegations.
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed the parole agent. The parole agent filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT OUTCOME: The parole agent attended a State Personnel Board prehearing and settlement conference on another disciplinary action against the parole agent. Although this case was not before the State Personnel Board that day, the department and parole agent entered into a settlement agreement regarding both cases in which the parole agent agreed to resign. The parole agent also agreed to withdraw his appeals of both disciplinary actions and to not seek future employment with the department. As the conference occurred in another case, the bureau monitor was not present for the settlement, nor was the bureau consulted before the department entered into the settlement agreement. In fact, the department informed the bureau that a continuance would be obtained, and instead, settled the case. The bureau did not concur with the settlement agreement.</b>
<b>Case No. 10-0594 (South Region)</b>	
FACTS OF CASE	On July 7, 2009, it was alleged that a parole agent had multiple discrepancies in the record of supervision of parolees. Specifically, dates of home visits allegedly did not match his case list roster, GPS monitoring allegedly lacked updated locations, and there were no laboratory results from alleged anti-narcotic testing of parolees.
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed him. The parole agent filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>The department entered into a settlement agreement with the parole agent in which he agreed to serve a 60 working-day suspension in lieu of dismissal. The parole agent also agreed to waive back pay and withdraw his appeal. The bureau found the settlement agreement to be reasonable based upon potential evidentiary issues regarding the anti-narcotic testing.</b>

## APPEALED CASES

Case No. 10-0625 (North Region)	
FACTS OF CASE	On March 27, 2009, a sergeant allegedly reported to outside law enforcement officers that on his way to work he had been attacked at a remote rest area, that the assailants mentioned another officer's name during the attack, and that he suspected the attack was related to gang activity at the institution. The sergeant suffered slashes that required stitches. As a result, outside law enforcement utilized over 1,400 hours and incurred approximately \$85,000 in costs to provide the sergeant and the officer with round the clock protection for five days. On February 2, 2010, the Office of Internal Affairs interviewed the outside law enforcement officers about the attack reported by the sergeant. Later that same day, the sergeant reported to the outside law enforcement officers that he had again been the victim of a crime, a hit and run outside of his home. The sergeant reported that while taking out the trash in the morning he was run over by an unknown vehicle and the assailants made gang-related references to him. The sergeant sustained multiple injuries including slashes on his leg. When the outside law enforcement officers interviewed the sergeant about the hit and run he had reported, the sergeant admitted that neither the March 27 attack, nor the February 2 hit and run, had occurred and that he had self-inflicted both sets of wounds.
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations that the officer had been dishonest to outside law enforcement about both of the incidents and dismissed him. The officer filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>The department entered into a settlement agreement in which the officer agreed to resign in lieu of dismissal. The officer also agreed to withdraw his appeal and to not seek future employment with the department. The bureau found the settlement agreement to be reasonable.</b>
Case No. 10-0632 (Central Region)	
FACTS OF CASE	Between February and June 2009, the number of sick days used by two officers and a sergeant were significantly reduced in the computer logs, as compared to the attendance sheets, concealing the actual number of sick days used. It was alleged that the sergeant used his position to delete the sick days taken by himself and the other two officers. The sergeant also allegedly lied during an investigatory interview.
DISPOSITION OF CASE	The hiring authority sustained the allegations and the sergeant was served with a notice of dismissal. The sergeant filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>DEFICIENT OUTCOME: The department and the sergeant entered into a settlement agreement. The dismissal was reduced to a 180 working-day suspension. Additionally, the sergeant agreed to voluntarily take unpaid leave for at least 5 months and no more than a year. Once the sergeant returns from the leave, he will be subject to a demotion and return as an officer. If the sergeant obtains a transfer and returns to another institution, he may do so as a sergeant. The department entered into the settlement agreement because of potential evidentiary issues in the case. The bureau did not concur with the settlement agreement.</b>

### APPEALED CASES

<b>Case No. 10-0668 (North Region)</b>	
FACTS OF CASE	Between June 2007 and December 2009, a chaplain allegedly appropriated inmate funds in a fraudulent manner and used his position with the state to solicit grant money to fund a personal non-profit business. Additionally, he was allegedly overly familiar with inmates and their families by facilitating monetary transactions. He was also allegedly dishonest in his investigatory interview.
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed the chaplain. The chaplain filed an appeal with the State Personnel Board.
APPEAL UPDATE	<b>The department entered into a settlement agreement with the chaplain in which he agreed to resign in lieu of dismissal. The chaplain also agreed to not seek future employment with the department and to withdraw his appeal. The bureau found the settlement agreement to be reasonable.</b>

## DEADLY FORCE CASES

<b>Case No. 10-0382 (Headquarters)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On August 27, 2010, a riot erupted in the main yard involving as many as 400 inmates. Staff repeatedly ordered the inmates to stop fighting and deployed pepper spray and blast dispersion gas grenades, however, the inmates continued to riot. A tower officer fired seven to eight lethal rounds with five of the rounds each hitting a different inmate. The injured inmates were transported to multiple local hospitals and eventually returned to the institution.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The Office of Internal Affairs conducted a criminal investigation into the use of deadly force. The case was referred to the district attorney's office, which declined to prosecute. The department also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0383 (Central Region)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On June 28, 2010, a tower officer observed two inmates attacking a third inmate with what appeared to be a stabbing weapon on an exercise yard. The officer fired a single lethal shot at one of the attacking inmates from his state-issued rifle. Although the shot missed, before he could fire a second shot, other officers on the exercise yard arrived at the scene of the fight and controlled the attacking inmates. A stabbing instrument was recovered near the scene of the attack, and the injured inmate sustained multiple serious injuries from the stabbing.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The Office of Internal Affairs conducted a criminal investigation into the use of deadly force. The case was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0384 (Headquarters)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On June 15, 2010, an officer observed two inmates fighting in their cell. The officer ordered them to stop fighting, but the inmates continued to fight. The officer sprayed the inmates with pepper spray and the inmates stopped fighting. They were removed from the cell and taken to separate showers to decontaminate. One of the inmates stated that he was having difficulty breathing. While medical staff evaluated the inmate, he became unconscious and stopped breathing. Life-saving measures were given, and continued, until the inmate arrived at a local hospital and a physician declared the inmate dead.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The Office of Internal Affairs conducted a criminal investigation into the use of force. The matter was referred to the district attorney's office, which declined to prosecute. The department also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0385 (North Region)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On May 13, 2010, two inmates attacked another inmate who was quickly overpowered and knocked to the ground. After numerous orders to stop were ignored, an officer fired a less-than-lethal round striking one of the aggressors. However, the inmates continued assaulting the other inmate who laid defenseless on the ground. The officer then fired one lethal round to stop the attack. The round missed its intended target and struck the roadway directly behind the involved inmates. The inmates stopped soon after the shot was fired.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The Office of Internal Affairs conducted a criminal investigation into the use of deadly force. The matter was referred to the district attorney's office, which declined to prosecute. The department also opened an administrative investigation, which the bureau accepted for monitoring.					

## DEADLY FORCE CASES

<b>Case No. 10-0386 (South Region)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On April 1, 2010, special agents from the Office of Correctional Safety assisted outside law enforcement officers with the service of a search warrant at a parolee's residence. When the special agents and officers arrived, the parolee exited her residence and released a pit bull. The pit bull charged at the special agents. One special agent fired one round from his shotgun and another special agent fired one round from his handgun. The shotgun round struck the dog in the right side, killing the dog.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The Office of Internal Affairs conducted a criminal investigation into the use of deadly force. The matter was referred to the district attorney's office, which declined to prosecute. The department also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0387 (Central Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On February 26, 2010, a parole agent assisted outside law enforcement in an investigation at a parolee's residence. While attempting to make sure the residence was secure, the parole agent saw two unrestrained dogs coming toward him. One dog aggressively charged at the agent. The agent fired one lethal round toward the dog, which caused it to stop. The round struck the ground and did not injure the animal. Animal control officers were called to the scene, and the dogs were eventually released unharmed to their owners.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The criminal investigation into the use of deadly force was conducted by outside law enforcement and referred to the district attorney's office, which declined to prosecute. The department's independent Deadly Force Review Board found that the discharge of the lethal round was in compliance with the department's use of force policy. The hiring authority exonerated the officer for the use of force. However, the hiring authority provided the officer with training related to checking the parolee's file before arriving at a home for information related to animals on the premises and crime scene preservation.					
<b>Case No. 10-0388 (South Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On January 27, 2010, a pit bull cornered a parole agent who was making a home visit to a parolee in a remote location. The parole agent repeatedly asked the parolee to restrain the dog without success. The dog lunged at the parole agent and the parole agent fired one lethal round, killing the dog.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The department's independent Deadly Force Review Board found that the discharge of the lethal round was in compliance with the department's use of force policy. The hiring authority subsequently exonerated the officer and the bureau concurred.					

## DEADLY FORCE CASES

<b>Case No. 10-0389 (South Region)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On December 16, 2009, a parole agent accidentally discharged his firearm inside a private residence during a parole search. The parole agent failed to notify the residents of the home and failed to immediately contact both outside law enforcement or a supervisor. Approximately two hours later at another location in the presence of other parole agents and outside law enforcement officers, the parole agent discharged his firearm a second time while performing a safety inspection of his firearm. The parole agent did not immediately notify his supervisor or report the second discharge to outside law enforcement.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The Office of Internal Affairs conducted a criminal investigation into the use of deadly force. The matter was referred to the district attorney's office, which declined to prosecute. The department also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0390 (South Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On December 16, 2009, a parole agent accidentally discharged his firearm inside a private residence during a parole search. The parole agent failed to notify the residents of the home and failed to immediately contact both outside law enforcement or a supervisor. Approximately two hours later at another location in the presence of other parole agents and outside law enforcement officers, the parole agent discharged his firearm a second time while performing a safety inspection of his firearm. The parole agent did not immediately notify his supervisor or report the second discharge to outside law enforcement.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The department's independent Deadly Force Review Board found that the agent's discharge of his weapon was not in compliance with policy. The hiring authority sustained the allegations that the parole agent carelessly handled his firearm resulting in the weapon discharging and that the parole agent failed to perform within the scope of his training when he failed to immediately notify a supervisor and outside law enforcement. The hiring authority imposed a 10 percent salary reduction for six months. The parole agent filed an appeal with the State Personnel Board.					
<b>Case No. 10-0391 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On September 14, 2009, after receiving information that a wanted parolee was at a motel, a parole agent and two outside law enforcement officers responded to the motel. Upon arriving at the motel, the parolee was found in the parking lot. The parolee attempted to evade the parole agent and outside law enforcement officers by getting into his car and backing up at a high rate of speed toward the parole agent. The parole agent reportedly fired shots at the parolee's car as he drove away. The shots did not hit the parolee.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The department's independent Deadly Force Review Board found that the agent was in compliance with the department's use of force policy when he discharged the first round, however, the Board found that the agent was not in compliance with the policy when he discharged the second round. The hiring authority subsequently exonerated the agent for the first discharge and sustained the allegation for the second discharge. The hiring authority imposed corrective action by issuing a letter of instruction to the agent.					
BUREAU ASSESSMENT	The bureau found the hiring authority's decision to impose corrective action unreasonable. The bureau believed that the serious nature of the conduct warranted formal disciplinary action pursuant to the disciplinary matrix. There were not sufficient mitigating factors justifying the decision to impose a lesser penalty.					

### DEADLY FORCE CASES

Case No. 10-0392 (South Region)		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	<p>On September 1, 2009, a parole agent was transporting a parolee to a parole office for a meeting with a licensed clinical social worker. The parolee was unrestrained and sat in the front passenger seat of the agent's state vehicle. During the transport, the parole agent noticed that the parolee was fixated on the parole agent's firearm and made several requests to see the weapon. The parole agent quickly swerved onto a freeway off-ramp and exited his vehicle. The parolee chased the parole agent outside the vehicle and a physical fight ensued. The parole agent used his pepper spray and sprayed the parolee several times. When the parolee continued his attack, the parole agent fired one round from his firearm at the parolee. The round travelled near the area of the parolee's legs, but did not hit the parolee. The parolee continued to advance towards the parole agent in a threatening manner, so the agent fired another round toward the parolee's torso area. The round struck the parolee and caused the parolee to fall to the ground. Paramedics arrived and stabilized the parolee before transporting him to a local hospital.</p>	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	<p>Outside law enforcement conducted a criminal investigation. The matter was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs conducted an administrative investigation. The department's independent Deadly Force Review Board found that the discharges of the lethal rounds were in compliance with the department's use of force policy. The hiring authority subsequently exonerated the officer and the bureau concurred.</p>					

## DEADLY FORCE CASES

Case No. 10-0393 (South Region)	<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On November 1, 2007, a parole agent assisted officers from two outside law enforcement agencies in pursuing a male parolee. Officers attempted to approach the male parolee who was driving a vehicle with a female parolee as a passenger. The male parolee refused to stop the vehicle and attempted to run over one of the outside law enforcement officers. The parole agent and two outside law enforcement officers each discharged a number of lethal rounds from their weapons at the vehicle, even as the vehicle fled away from them. The male parolee was able to escape. However, the female parolee was hit by gunfire and died at a local hospital.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	The department's Deadly Force Review Board found that the parole agent was in compliance with the department's use of force policy when he initially fired his weapon to stop an approaching vehicle. However, the board found that the parole agent was not in compliance with the department's use of force policy when he continued to fire his weapon after the parolee's vehicle turned away. The hiring authority subsequently exonerated the parole agent with regard to the initial shots and then sustained the allegation that, with regard to the latter shots, the parole agent violated policy and used significant and unreasonable force likely to cause serious injury. However, despite the sustained finding, the hiring authority chose not to discipline the parole agent because the hiring authority believed the department's current use of force policy does not represent the industry standards as they relate to officer involving shootings in the community.				
BUREAU ASSESSMENT	The hiring authority sustained an allegation that the parole agent used excessive force when he fired several rounds at the parolee's vehicle, yet failed to impose disciplinary action against the parole agent. The bureau disagreed with the decision not to take any disciplinary action against the parole agent despite the inappropriate use of excessive force. Therefore, the bureau elevated the issue to the hiring authority's supervisor through the executive review process, who declined to remedy the unreasonable decision made by the hiring authority. The bureau did not concur with the department's disposition of this matter because the parole agent should have been disciplined for an improper use of deadly force, which was very serious misconduct. Additionally, the case exhibited compliance issues. The department's attorneys did not timely confirm the deadline for taking disciplinary action. Additionally, the department's attorneys did not timely consult with the investigator and bureau when modifying the time to take disciplinary action became necessary, failed to coordinate with the bureau at each critical juncture of the investigatory process, and did not attend interviews of key witnesses to assess credibility and demeanor. Moreover, the department's attorneys did not provide timely feedback to the investigator regarding the investigative report, did not provide written confirmation of critical discussions regarding the investigation to the investigator and the bureau, and did not provide written confirmation of penalty discussions to the hiring authority and bureau.				

## DISTINGUISHED CASES

<b>Case No. 10-0394 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On September 1, 2010, an armed tower officer was allegedly found in possession of marijuana and marijuana paraphernalia at his post. The officer then allegedly made dishonest statements to his supervisors and was insubordinate when he refused to submit to a urinalysis test. The officer allegedly further violated department policy by improperly storing a firearm and ammunition in his vehicle parked at the institution.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained the allegations against the officer. However, the officer retired prior to the completion of the investigation; therefore, disciplinary action could not be taken. A letter indicating he retired under adverse circumstances was placed in his official personnel file.					
<b>Case No. 10-0395 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On July 8, 2010, a letter addressed to an inmate, which contained sexually explicit information, was found in an officer's desk.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority determined that there was sufficient evidence to sustain the allegation that the officer was overly familiar with the inmate and served the officer with a notice of dismissal. However, the officer resigned before the disciplinary action took effect. A letter indicating the officer resigned pending disciplinary action was placed in her official personnel file.					
<b>Case No. 10-0396 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	In June 2010, an officer allegedly smuggled narcotics and tobacco into the institution for inmates, for which he received cash and money orders from inmates and their family members.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed the officer. However, the officer resigned before the disciplinary action took effect. A letter indicating the officer resigned pending disciplinary action was placed in his official personnel file.					
<b>Case No. 10-0397 (Headquarters)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	In May 2010, the department became aware that inmates housed in an institution's behavioral modification unit were allegedly subjected to abuses by staff, during the unit's operation in 2007. Allegedly, in July 2007 the inmates made their complaints to the department's researchers who were conducting an evaluation of the behavioral modification unit. On July 16, 2007, the researchers and a branch chief informed an assistant secretary of the alleged inmate abuse and staff misconduct, and the assistant secretary allegedly failed to act on the information. Subsequently, the assistant secretary allegedly retaliated against a research program specialist for reporting the alleged inmate abuses by ensuring he did not get assigned appropriate work, transferring him, not selecting him for acting positions, and denying him positions for which he applied. After the researcher was transferred to another branch by the assistant secretary, his new branch chief also allegedly retaliated against him by failing to give him appropriate work, not selecting him for acting positions, and denying him positions for which he applied.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority determined that there was insufficient evidence to sustain the allegation that the assistant secretary retaliated against the researcher and that the allegation against the branch chief was unfounded.					

### DISTINGUISHED CASES

<b>Case No. 10-0398 (South Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	Between April 2010 and July 26, 2010, an officer was allegedly involved in an overly familiar relationship with an inmate. The officer allegedly kissed and intimately touched the inmate, engaged in sexual intercourse with the inmate, exchanged letters and gifts with the inmate, and provided confidential information about other officers to the inmate.	DISPO	INV	ADV	HA	
		★	●	●	●	
DISPOSITION OF CASE	The hiring authority sustained all the allegations, except the allegation that the officer engaged in sexual intercourse with the inmate. The officer was served with a notice of dismissal. However, the officer resigned before the disciplinary action took effect. A letter indicating the officer resigned pending disciplinary action was placed in her official personnel file.					
<b>Case No. 10-0399 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On March 8, 2010, a parolee alleged that a parole agent threatened to revoke her parole, and provided her with money and other items in exchange for sex.	DISPO	INV	ADV	HA	
		★	●	●	●	
DISPOSITION OF CASE	The hiring authority determined that there was insufficient evidence to sustain the allegations.					
<b>Case No. 10-0400 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On or about February 26, 2010, an officer allegedly submitted a misleading report by stating that two inmates who were under observation for contraband did not come out of their cells. A second officer allegedly submitted a misleading report by stating that he instructed one of the inmates not to cross a line and that he maintained constant visual observation of the inmate.	DISPO	INV	ADV	HA	
		★	●	●	●	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations against both officers.					
<b>Case No. 10-0401 (Central Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On February 15, 2010, two inmates started fighting in a dining hall. An officer fired multiple less-than-lethal rounds at the inmates. One of the rounds ricocheted and struck an officer. The officer who fired the rounds allegedly filed an inaccurate report describing the incident.	DISPO	INV	ADV	HA	
		★	●	●	●	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations that the officer was inaccurate in his report or that he intentionally endangered other officers. However, the hiring authority issued a letter of instruction to the officer regarding the use of less-than-lethal weapons, and instructed the officer to attend weapons training.					

## DISTINGUISHED CASES

<b>Case No. 10-0402 (Headquarters)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On January 21, 2010, it was alleged that the department failed to timely send lay-off notices to thousands of employees costing the state millions of dollars. Three staff services managers allegedly failed to timely send out the notices, used incorrectly dated envelopes, and failed to include a proof of service with the notices, as required. It was further alleged that the staff services managers and an associate director failed to notify their supervisors that the deadline had been missed.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority sustained allegations against two of the staff services managers. One staff services manager received a 10 percent salary reduction for 18 months. The other received a 10 percent salary reduction for 16 months, which was later reduced to five percent salary reduction for 12 months following a Skelly hearing. Both staff services managers who were disciplined filed appeals with the State Personnel Board. The hiring authority determined there was insufficient evidence to sustain the allegations against the third staff services manager and associate director.					
<b>Case No. 10-0403 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	An inmate alleged that on December 27, 2009, an officer struck him in the face with the officer's forearm. The inmate further alleged that another officer witnessed the incident. Finally, both officers allegedly wrote false reports documenting the incident.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The allegations of battery on an inmate and dishonesty in an official report were sustained against the officer who used force, while the allegation that the officer failed to report the use of force was not sustained. The officer was dismissed and he filed an appeal with the State Personnel Board. The allegations against the other officer were not sustained by the hiring authority.					
<b>Case No. 10-0404 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On December 21, 2009, an off-duty officer allegedly knocked on the door of a private residence demanding to speak with the occupant and identifying himself as a peace officer. The officer was allegedly searching for his stolen mobile phone.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegation of misuse of authority.					
<b>Case No. 10-0405 (Central Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On December 2, 2009, an inmate allegedly informed two officers and a correctional counselor that the inmate was being threatened with a razor and extorted by his cellmate. The officers and counselor allegedly failed to take any action and the following day the inmate was assaulted by his cellmate. On December 9, 2009, the inmate was also threatened by another inmate.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations that the two officers and the correctional counselor had specific knowledge that the inmate was being threatened and extorted by his cellmate.					

**DISTINGUISHED CASES**

<b>Case No. 10-0406 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	In December 2009, a supervising parole agent conducted an audit of a parole agent's caseload after the agent transferred to another unit. The audit revealed that between November 2007 and December 2009, the parole agent allegedly falsified her monthly roster and field book by indicating she met with parolees when she had not done so, and did not maintain appropriate parole supervision of parolees.		★	●	●	●
DISPOSITION OF CASE	The hiring authority sustained the allegations. However, the parole agent was non-punitively dismissed due to unauthorized absences, before the investigation was completed. A letter indicating the parole agent was non-punitively dismissed pending disciplinary action was placed in her official personnel file.					
<b>Case No. 10-0407 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 30, 2009, a parole office assistant unit supervisor allegedly entered a false date on a parolee's violation report, and entered a false date in the parole revocation scheduling and tracking system. In addition, the assistant unit supervisor allegedly signed the unit supervisor's name on the violation report.		★	●	●	●
DISPOSITION OF CASE	The hiring authority determined that while there was insufficient evidence to sustain an allegation of dishonesty for intentionally falsifying the dates and signature, there was sufficient evidence to sustain an allegation of neglect of duty for that conduct. The allegation of dishonesty for entering a false date into the system was not sustained. The parole office assistant unit supervisor utilized the date he completed the handwritten version of the form, rather than the date it was completed by clerical, and had never been told this was inappropriate. The assistant unit supervisor actually signed his own name, not the unit supervisor's name, next to the typed version of the unit supervisor's name. The assistant unit supervisor was served with a letter of reprimand. However, following a Skelly hearing, the hiring authority agreed to reduce the penalty to a letter of instruction.					

### DISTINGUISHED CASES

Case No. 10-0408 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 29, 2009, an inmate walked away from a confrontation and a sergeant allegedly allowed the inmate to enter an office after being told repeatedly, and refusing, to submit to restraints. While in the office, the inmate became verbally aggressive and uncooperative, and a forced extraction became necessary. A lieutenant allegedly failed to ensure that during the extraction proper equipment was issued or utilized by staff. During the extraction, it was alleged that pepper spray was used inappropriately, and unnecessary force was utilized to place the inmate in restraints. Further, during the decontamination process, it was alleged an officer continued to pour water from a hose on the inmate's face even after the inmate asked that the water be stopped. The sergeant allegedly failed to adequately write a complete report and allegedly included dishonest statements. It was also alleged that another sergeant was dishonest about the distance from which he sprayed the inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain allegations against the sergeant for allowing the inmate to walk unrestrained away from the area of a confrontation, not writing a clear report rather than being dishonest in his report, and cancelling an alarm before he could assess the immediate situation which was discovered during the investigation. The hiring authority imposed a 10 percent salary reduction for 24 months on the sergeant, which he appealed to the State Personnel Board. The hiring authority also sustained an allegation against a lieutenant for failing to ensure that the extraction team sent to detain the inmate was utilizing proper equipment, and issued a letter of instruction to the lieutenant. The hiring authority determined there was insufficient evidence to sustain the allegations that inappropriate force was used by officers or that an officer inappropriately continued to pour water on the inmate.				
Case No. 10-0409 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 23, 2009, it was alleged an officer sold mobile phones to inmates and that the officer failed to report a mobile phone in an inmate's possession. Additionally, the officer allegedly assisted an inmate with providing personal information about other officers' activities outside of work to inmates in the administrative segregation unit.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.				
Case No. 10-0410 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On November 14, 2009, an off-duty officer allegedly pulled his girlfriend by the hair and struck her face. The officer was arrested for domestic violence. The officer was also allegedly dishonest during the investigation about the alleged events.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations and dismissed the officer from his position. The officer filed an appeal with the State Personnel Board.				

## DISTINGUISHED CASES

<b>Case No. 10-0411 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On November 3, 2009, an officer was allegedly discourteous toward another officer when he used profanity toward him and repeatedly called him derogatory names such as "rat." The officer who was allegedly called a "rat" had previously been a witness in a case against another employee with a close relationship to the subject officer.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority determined that there was insufficient evidence to sustain the allegation of discrimination or harassment because the victim could not confirm that the term "rat" was specifically used. However, there was sufficient evidence the officer made discourteous statements toward the other officer. The hiring authority issued the subject officer a letter of instruction and arranged on-the-job training.					
<b>Case No. 10-0412 (South Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On October 21, 2009, two officers allegedly sent text messages warning other staff members about an undisclosed search for contraband that was going to be conducted as staff entered the institution on the following day.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.					
<b>Case No. 10-0413 (Headquarters)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	In October 2009, it was alleged that a parole regional administrator had been illegally hiring, promoting, and transferring employees. The parole regional administrator, along with another administrator, allegedly promoted one parole agent to a supervising position and another parole agent to a specialist position based on a personal relationship. Allegedly, the same two parole agents who had been promoted were conducting a personal business on state time and from within their offices using state equipment. It was also alleged that the regional administrator knew about this practice and condoned it because his son also worked for the same business as the parole agents.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority sustained an allegation that one parole agent sent personal emails from his state email account and provided the agent with corrective counseling. The hiring authority determined the rest of the allegations were unfounded.					
<b>Case No. 10-0414 (Central Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On September 23, 2009, an office assistant alleged that between January and May 2008, a lieutenant allegedly forced entry into her apartment and performed a sexual act in front of her. The office assistant also alleged that in August 2008, the lieutenant forced the office assistant to orally copulate him while inside an office at the institution.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.					

## DISTINGUISHED CASES

<b>Case No. 10-0415 (Central Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On September 17, 2009, it was discovered that an officer allegedly had engaged in sexual activity with an inmate and had engaged in other overly familiar activities with the parolee since October 31, 2008.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained the allegation of sexual misconduct with a parolee. However, the officer resigned prior to the completion of the investigation; therefore, disciplinary action was not taken. A letter indicating the officer resigned under adverse circumstances was placed in her official personnel file.					
<b>Case No. 10-0416 (Central Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On September 2, 2009, an officer allegedly used more force than was necessary when escorting an inmate. Specifically, the inmate was handcuffed, with his hands behind his back. The officer allegedly placed his arm under the inmate's hands and placed his hand on the inmate's back, requiring the inmate to bend slightly forward at the waist as he was escorted. The officer allegedly failed to report his actions as a use of force. The officer was also allegedly dishonest when documenting the incident when he claimed that another officer assisted in controlling the inmate.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority determined that the officer's actions did not constitute a use of force and, therefore, the officer was not required to file a report. The hiring authority also found that the report submitted by the officer was poorly written, but not dishonest. As a result, the hiring authority determined there was insufficient evidence to sustain the allegations. The officer received training in the area of proper report writing and escort procedures.					
<b>Case No. 10-0417 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On August 31, 2009, an officer allegedly stole a television, a wrist watch, and sunglasses from mail intended for inmates. The officer then allegedly solicited an inmate to assist him in smuggling the items out of the institution. The officer was also allegedly dishonest when interviewed by the Office of Internal Affairs about the allegations.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained the allegations, and determined the appropriate penalty was dismissal. However, the officer retired before discipline was imposed. A letter indicating the officer retired under adverse circumstances was placed in his official personnel file.					
<b>Case No. 10-0418 (Headquarters)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On August 25, 2009, a youth correctional counselor allegedly used excessive force by kicking a ward in the head area, while attempting to separate two wards involved in a fight on an inclined portion of the recreation area.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained the allegation and imposed a 5 percent salary reduction for 15 months. The youth correctional counselor did not file an appeal with the State Personnel Board.					

## DISTINGUISHED CASES

Case No. 10-0419 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 25, 2009, a parolee's ex-wife alleged that a parole agent had attempted to solicit sexual relations from her in exchange for not sending the parolee back to prison.	DISPO	INV	ADV	HA
		★	●	●	●
DISPOSITION OF CASE	The hiring authority sustained an allegation that the parole agent was overly familiar with the ex-wife by engaging in communications and spending time with her. However, the parole agent retired prior to the completion of the investigation; therefore, disciplinary action was not taken. A letter indicating he retired under adverse circumstances was placed in his official personnel file.				
Case No. 10-0420 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 18, 2009, while off-duty at a bowling alley, an officer allegedly made rude and discourteous comments regarding other custody staff and inmates.	DISPO	INV	ADV	HA
		★	●	●	●
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation. This case was consolidated with another disciplinary action involving use of force, failure to report, and dishonesty, and the officer was dismissed. The officer filed an appeal with the State Personnel Board.				
Case No. 10-0421 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 16, 2009, while on security detail at an outside hospital, a sergeant allegedly ripped an intravenous device out of an inmate-patient, and grabbed the inmate by the throat, and then submitted a false report regarding the incident. In addition, an officer who was also on the security detail allegedly failed to properly secure his duty firearm and ammunition, and submitted an inaccurate report regarding the use of force by the sergeant.	DISPO	INV	ADV	HA
		★	●	●	●
DISPOSITION OF CASE	The hiring authority sustained the allegations and dismissed the sergeant and the officer. Both filed appeals with the State Personnel Board.				
Case No. 10-0422 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 13, 2009, an officer was searched prior to entering the secured perimeter of an institution as part of a random search of staff members. The officer had in his possession three mobile phones, three phone chargers, two bags of tobacco, one bag of rolling papers, two lighters, and a manila envelope disguised to look like inmate correspondence. It was alleged that the officer was attempting to smuggle in items of contraband for the benefit of inmates.	DISPO	INV	ADV	HA
		★	●	●	●
DISPOSITION OF CASE	The hiring authority sustained the allegation and dismissed the officer. However, the officer resigned before the dismissal took effect. A letter was placed in the officer's official personnel file indicating that he resigned under adverse circumstances.				

### DISTINGUISHED CASES

Case No. 10-0423 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 11, 2009, an inmate was found hanging in an administrative segregation cell and was later pronounced dead. A sergeant and four officers allegedly failed to perform required 30 minute inmate welfare checks and failed to complete the required documentation regarding new inmates in the unit.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations of neglect of duty as to the sergeant and two officers and issued an official letter of reprimand to each of them. One of the officers filed an appeal with the State Personnel Board. The hiring authority found insufficient evidence to sustain the allegations against the two other officers.				
Case No. 10-0424 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On August 8, 2009, an officer allegedly used excessive force by slamming an inmate's hands in a cell food port two times. A second officer allegedly used excessive force by kicking the food port door closed. Both officers also allegedly failed to report their own and each other's excessive use of force.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations against both officers and dismissed them. Both officers filed appeals with the State Personnel Board.				
Case No. 10-0425 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 25, 2009, officers forcibly removed an inmate from his cell and then escorted him to the institution's medical clinic. An officer allegedly used unreasonable force during the escort by pushing the handcuffed inmate into a wall face first, and failed to report the use of force. A second escorting officer allegedly failed to accurately report the first officer's use of force. A control booth officer, a sergeant, a correctional counselor, and the officer who video-recorded the removal from the cell, all allegedly saw the use of force and also failed to report it. Further, a lieutenant allegedly failed to supervise the removal of the inmate from his cell and failed to conduct the required video-recorded interview of the inmate following the incident.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations against the two escorting officers and served the officers with notices of dismissal. Following a Skelly hearing, both officers and the hiring authority entered into settlement agreements. The hiring authority agreed to reduce the penalty for each officer to a 45 working-day suspension. The officers accepted responsibility for failing to report, and provided additional information explaining the inmate's actions and their response that the video of the incident was unable to capture. The inmate also died of causes unrelated to this case and, therefore, would not have been available to testify concerning the officers' misconduct. The hiring authority sustained the allegation against the sergeant and imposed a 24 working-day suspension, which was appealed to the State Personnel Board. The allegations against the lieutenant were also sustained and the hiring authority imposed a 30 working-day suspension. The lieutenant filed an appeal with the State Personnel Board. The hiring authority further sustained the allegation that the officer who conducted the video-recording failed to report and imposed a 30 working-day suspension, which the officer appealed to the State Personnel Board. The hiring authority determined there was insufficient evidence to sustain the allegations against the control booth officer and the correctional counselor.				

### DISTINGUISHED CASES

<b>Case No. 10-0426 (North Region)</b> <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 21, 2009, a parole agent allegedly falsified entries into his case records, failed to make field contacts with parolees, and failed to file parole violations.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations including dishonesty and dismissed the parole agent. He did not file an appeal with the State Personnel Board.				
<b>Case No. 10-0427 (North Region)</b> <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 21, 2009, it was alleged that an officer was engaged in bringing mobile phones, tobacco, and other contraband into the institution to sell to inmates. It was also alleged that the officer engaged in overly familiar behavior with inmates, parolees, and their family members.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed the officer, who did not file an appeal with the State Personnel Board.				
<b>Case No. 10-0428 (North Region)</b> <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 9, 2009, two officers allegedly failed to properly conduct an unclothed body search of an inmate, as well as failed to properly search the inmate's property. The inmate had hidden a weapon that he subsequently used to stab another inmate.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegation of neglect of duty and imposed a 5 percent salary reduction for two months as to both officers. Neither officer filed an appeal with the State Personnel Board.				
<b>Case No. 10-0429 (North Region)</b> <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On July 1, 2009, the Office of Internal Affairs and the institution's investigative services unit conducted an unannounced search of incoming staff members for contraband. During the operation, agents discovered that an officer sent a text message to other officers alerting them of the ongoing searches. During the investigation, it was discovered that yet another officer brought her personal mobile phone into the institution and used it while on duty.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority did not sustain the allegation against the officer that sent the text message to other officers because the department did not have a policy prohibiting such behavior. The hiring authority sustained the allegation of bringing contraband into the prison for personal use against the other officer and imposed a 5 percent salary reduction for six months. The officer did not file an appeal with the State Personnel Board.				

## DISTINGUISHED CASES

<b>Case No. 10-0430 (Central Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On June 30, 2009, an inmate was involved in a confrontation with another inmate, then retreated into his cell and closed the door. An officer followed the inmate, opened the door, and entered the cell, where he allegedly kicked the inmate in the back, knocked the inmate to the ground, and held the inmate's head to the floor with his foot, allegedly causing a cut to the inmate's right eye. Another officer allegedly observed the incident. Both officers were allegedly dishonest by failing to fully disclose the extent of the use of force within their reports.	DISPO	INV	ADV	HA	★ ● ● ●
DISPOSITION OF CASE	The hiring authority found insufficient evidence that the first officer was dishonest, but sustained the allegation that the first officer used unnecessary force on the inmate. He received a 5 percent salary reduction for nine months. The hiring authority did not sustain the allegation of dishonesty against the second officer because the officer's report included the handcuffing of the inmate and the officer believed the use of force was part of the handcuffing and not a separate incident. However, the hiring authority sustained the allegation that the second officer failed to report the use of force because it should have been reported as a separate incident from the handcuffing. The hiring authority imposed a two working-day suspension on the second officer. Neither officer filed an appeal with the State Personnel Board.					
<b>Case No. 10-0431 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On May 21, 2009, an officer allegedly used unnecessary force by placing his foot on the back of a nonresistant inmate lying in the prone position. Initially, the officer allegedly failed to report this use of force. Later when he was instructed to clarify his initial report, the officer was allegedly dishonest by reporting that his foot was on the inmate's ankle.	DISPO	INV	ADV	HA	★ ● ● ●
DISPOSITION OF CASE	The hiring authority sustained the allegation of failing to report a use of force and imposed a 5 percent salary reduction for three months. The hiring authority determined there was insufficient evidence to sustain the remaining allegations. The officer did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0432 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On May 9, 2009, an officer allegedly failed to properly conduct inmate counts during his first watch shift at a conservation camp. As a result, an inmate who had escaped from camp during the night was not discovered until the next morning. The officer also allegedly falsified the date and time that the inmate escaped to cover the failure to conduct the inmate count. The camp commander allegedly was insubordinate by discussing the investigation with the officer after the camp commander was interviewed as a witness.	DISPO	INV	ADV	HA	★ ● ● ●
DISPOSITION OF CASE	The hiring authority did not sustain the allegation that the officer was dishonest in his report, however, did sustain the allegation of neglect of duty against the officer. The hiring authority imposed a 5 percent salary reduction for 13 months and removed the officer from his camp assignment. The hiring authority also sustained the allegation of insubordination against the lieutenant, imposed a 5 percent salary reduction for 36 months, and removed the lieutenant from his camp assignment. The officer and lieutenant both filed appeals with the State Personnel Board.					

### DISTINGUISHED CASES

<b>Case No. 10-0433 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On February 2, 2009, a child with visible injuries told school officials that his parents, one of whom was an officer, beat him with a belt and had previously struck him with an electrical cord. The school contacted Child Protective Services, and the officer told the Child Protective Services representative that she had not laid a hand on the child. The officer was arrested by outside law enforcement and admitted that she had spanked the child with a belt. The court ordered the officer to attend parenting classes and to not incur any additional complaints with Child Protective Services for six months. The officer successfully completed the required parenting classes and there were no further complaints.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The Office of Internal Affairs attempted to question the school official and Child Protective Services representative; however, they were uncooperative and claimed that the information was confidential. Without their statements, the hiring authority determined there was insufficient evidence to sustain the allegations.					
<b>Case No. 10-0434 (Headquarters)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	Between September 2008 and April 2010, a special agent allegedly violated the department's computer use agreement by viewing pornographic and other non work-related websites on his state-issued computer. The special agent was also allegedly insubordinate when he refused to answer questions during his investigatory interview.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained the allegations. This case was combined with another case against the special agent involving domestic violence, and the special agent was dismissed. The special agent filed an appeal with State Personnel Board.					
<b>Case No. 10-0435 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On August 14, 2008, it was alleged that a supervising cook was providing tobacco to inmates, engaging in a sexual relationship with an inmate, was overly familiar with another inmate, and used the institution phone for personal calls. Two officers were also allegedly overly familiar with inmates, provided contraband to the inmates, and failed to report misconduct of another employee. Additionally, two supervisors allegedly failed to properly document and address the allegations of over familiarity. Finally, during the course of the investigation, an allegation was added that one of the officers brought tobacco into the institution for personal use.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained allegations of over familiarity with one inmate and misuse of the phone during work hours against the cook. The cook was dismissed and did not file an appeal with the State Personnel Board. One officer admitted smoking while on duty and received a letter of reprimand, which was reduced to a letter of instruction after a Skelly hearing. The hiring authority determined there was insufficient evidence to sustain the remaining allegations against the two officers and the two sergeants.					

### DISTINGUISHED CASES

Case No. 10-0436 (Headquarters) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	Between October 2007 and October 2009, an associate warden and an office technician allegedly sent inappropriate emails to each other from their state-issued computers. The associate warden also allegedly violated the nepotism policy by being involved in a personal relationship with the office technician.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	The hiring authority sustained the allegation of misuse of state equipment and issued letters of reprimand to both the associate warden and office technician. Neither employee filed an appeal with the State Personnel Board. The allegation of nepotism was not sustained after it was determined that the associate warden did not directly supervise the office technician.				
Case No. 10-0437 (Central Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	Between July 13, 2007 and May 9, 2009, a secretary allegedly had contact with two parolees, who were friends of her spouse, and failed to report the contacts.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	The allegations were sustained and the hiring authority decided to impose a salary reduction of 5 percent for six months. However, after a Skelly hearing and prior to any appeal being filed, the secretary and the department entered into a settlement agreement. The department allowed the secretary to voluntarily demote in exchange for the secretary agreeing to not file an appeal with the State Personnel Board.				
Case No. 10-0438 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	Between August 2006 and August 2010, an officer allegedly engaged in a romantic and overly familiar relationship with an inmate. The inmate attempted or completed more than 14,000 telephone calls to the officer and the officer sent the inmate money for several years. It was further alleged that the officer was dishonest during her interview with the Office of Internal Affairs when she denied having an overly familiar relationship with the inmate.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and served the officer with a notice of dismissal. However, the officer resigned before the dismissal went into effect. A letter indicating the officer resigned pending disciplinary action was placed in her official personnel file.				
Case No. 10-0439 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On various occasions from December 13, 2005 until July 7, 2009, a lieutenant allegedly threatened and yelled at several staff members, including the warden, an associate warden, a sergeant, and the labor relations analyst. He also allegedly repeatedly violated orders of the warden not to go into certain areas of the institution. He further allegedly assaulted a sergeant and he threatened to assault another lieutenant because the lieutenant submitted a request for administrative review regarding one of his close associates.	DISPO	INV	ADV	HA
					
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.				

**DEFICIENT CASES**

<b>Case No. 10-0440 (Headquarters)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	In May 2010, it was alleged that inmates housed in an institution's behavioral modification unit were allegedly subjected to abuses by staff. The allegations included that in 2007, inmates housed in the unit were subjected to racial slurs, provoked into fights, denied medical treatment, had their mail tampered with, were not properly cared for after exposure to pepper spray, were forced to stand in cold weather partially clothed for long periods of time, and that officers destroyed inmate complaints about these matters. Initially, the Office of Internal Affairs conducted a preliminary inquiry into the allegations. As a result of the inquiry, the Office of Internal Affairs subsequently opened a full investigation into the following allegations: several officers and a sergeant used racial slurs towards inmates; an officer, two sergeants, and an associate warden allowed inmates to be escorted and remain outside in cold weather without proper clothing; an officer used unnecessary force on an inmate by striking him with a baton while the inmate was handcuffed; an officer swept an inmate's adult diaper filled with feces and urine under the door of another inmate's cell; and a licensed vocational nurse inappropriately removed an inmate from a disability program.	DISPO 	INV 	ADV 	HA 	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain any of the allegations.					
BUREAU ASSESSMENT	The department was did not complete the investigation before the time to take disciplinary action expired. Although department researchers, a branch chief, and an assistant secretary had been informed about the allegations in 2007, an investigation was not opened at that time. The Office of Internal Affairs did not become aware of the alleged misconduct until almost three years later. Because no allegations of misconduct were sustained, the expiration of the time within which the take disciplinary action did not prevent the department from taking disciplinary action against an employee for misconduct.					

**DEFICIENT CASES**

<b>Case No. 10-0441 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On January 2, 2010, it was alleged that an office technician assigned to an institution's personnel office was having a sexual relationship with a parolee.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and initially issued the office technician a letter of instruction. Subsequently, the letter of instruction was withdrawn and the office technician was demoted to an office assistant position. The office technician did not file an appeal with the State Personnel Board.					
BUREAU ASSESSMENT	Initially, the bureau was not involved in this matter. The initial hiring authority issued the office technician a letter of instruction in conjunction with the department's attorneys, which also transferred her to a new position because of her conduct. The initial hiring authority retired almost immediately after the letter of instruction was issued. The bureau then became aware of the improper penalty. Despite the department's attorneys involvement with the letter of instruction, its language raised issues of legal concern. The bureau invoked the executive review process and elevated the matter to the hiring authority's supervisor. The supervisor rescinded the letter of instruction. The supervisor then referred the matter to the new hiring authority, who replaced the retired person, to determine an appropriate penalty. The bureau recommended that formal discipline be imposed on the office technician. Despite having been involved in the decision regarding the initial letter of instruction, the department's attorneys now suggested a very strong penalty be imposed. Because the office technician had not received proper training and earnestly admitted her conduct, she was ultimately demoted to an office assistant position. During the course of the disciplinary process, the department's attorneys failed to provide appropriate legal consultation to the hiring authority, did not provide written confirmation of penalty discussions to the hiring authority and bureau, and did not timely confirm the deadline for taking disciplinary action.					

**DEFICIENT CASES**

<b>Case No. 10-0442 (Headquarters)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 30, 2009, a parole agent told his supervisor that he was addicted to methamphetamine. An investigation was opened into the parole agent's alleged drug use. During that investigation, it was alleged that the parole agent had used methamphetamine in the past and that other employees had been aware of his misconduct. Specifically, in 2007, the parole agent allegedly told another supervisor and another parole agent that he was using methamphetamine. The supervisor and the other parole agent allegedly failed to report the misconduct. Additionally, in 2008, four additional parole agents allegedly became aware of his drug use, confronted him at the office, and failed to report it. It was then alleged that in 2009, the parole region's district administrator became aware of the parole agent's drug use and failed to report it.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	At the beginning of the investigation, the district administrator was removed as a subject because it was determined that he did report the drug use. The hiring authority determined that the four parole agents also had reported the misconduct and, therefore, no allegations were sustained against them. No investigation was initiated regarding the allegations against the supervisor who allegedly failed to report the parole agent's drug use in 2007 because the supervisor had already retired. No investigation was initiated against the other parole agent who allegedly accompanied the supervisor to the parole agent's home in 2007 because the supervisor to whom he would have reported the alleged misconduct was present and aware of the situation.					
BUREAU ASSESSMENT	The alleged misconduct by the supervisor and the other parole agent occurred in 2007 and the alleged misconduct by the four parole agents occurred in 2006. Therefore, by the time the investigation was opened, the time period for taking disciplinary action had already expired. Nevertheless, no allegations were sustained against any current department employees so no discipline was prevented as a result of the disciplinary time period expiring.					

**DEFICIENT CASES**

<b>Case No. 10-0443 (Headquarters)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 7, 2009, an employee relations officer allegedly failed to prepare and serve a disciplinary action on a lieutenant before the time to take disciplinary action expired.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegation and initially issued a letter of reprimand to the employee relations officer. However, following a Skelly hearing, the hiring authority withdrew the letter of reprimand. Although the hiring authority determined that misconduct had occurred, no disciplinary action was ultimately imposed on the employee relations officer.					
BUREAU ASSESSMENT	The hiring authority did not submit the matter to the Officer of Internal Affairs for approval to take disciplinary action against the employee relations officer. The bureau disagreed and invoked executive review, which elevated the matter to the hiring authority's supervisor, an associate director. As a result of the executive review, the associate director agreed with the bureau and submitted the matter to the Office of Internal Affairs. Upon the bureau's urging that the matter required action, the Office of Internal Affairs determined misconduct had occurred but did not open an investigation. The matter was returned to the associated director to determine the appropriate action. The associate director determined that disciplinary action was not warranted. The bureau again invoked the executive review process and elevated the matter to the associate director's supervisor. Following the executive review, the associate director's supervisor determined disciplinary should be taken and issued a letter of reprimand. However, after a Skelly hearing, the associate director's supervisor reversed his decision and revoked the letter of reprimand, imposing no discipline. The bureau determined the decision to revoke the disciplinary action to be unreasonable. The timely processing of disciplinary actions is a core function of the employee relations officer's job, has a serious impact on the disciplinary process, and is critical to the reforms mandated by the federal court in the Madrid litigation. Therefore, this misconduct warranted formal disciplinary action.					

**DEFICIENT CASES**

<b>Case No. 10-0444 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 29, 2009, an inmate suffering a psychotic episode was forcibly removed from his cell. During the removal, the inmate fought with officers and hid under his bed. The inmate was allegedly exposed to chemical agents, removed from under his bunk by his hair, and placed in wrist and leg restraints. Thereafter, staff allegedly dragged the inmate down the tier by his restraints and decontaminated him with water while he was lying on the ground face up. Then, while restrained on a gurney for transportation to medical, an officer allegedly placed a chemically contaminated tee shirt and the officer's gloved hand over the inmates mouth. Six officers allegedly engaged in misconduct during the incident. A sergeant and lieutenant allegedly failed to properly supervise the extraction or to intervene in the incident. The officers, sergeant, and lieutenant allegedly failed to report the use of force. A captain allegedly failed to be present at the extraction as required by policy. An associate warden, who reviewed the extraction video, allegedly did not properly act on the incident which exhibited deviations from policy and procedure.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority sustained allegations against two officers for unreasonable use of force, failing to report use of force, and neglect of duty. One officer received a 60 working-day suspension and the other received a 10 percent salary reduction for 12 months. Both officers filed appeals with the State Personnel Board. The hiring authority sustained allegations against two other officers for failing to report use of force and neglect of duty. Both officers initially received a 5 percent salary reduction for 6 months. However, following a Skelly hearing, the hiring authority reduced the penalties to a 5 percent salary reduction for 3 months. The hiring authority did not sustain any allegations against the two remaining officers. The hiring authority also sustained allegations against the sergeant for failing to report use of force witnessed and neglect of duty and imposed a 24 working-day suspension, which he appealed to the State Personnel Board. The hiring authority sustained allegations against the lieutenant for failure to report unreasonable use of force witnessed and neglect of duty. The lieutenant was demoted to an officer and he filed an appeal with the State Personnel Board. The hiring authority further sustained allegations against the captain for neglect of duty and imposed a 48 working-day suspension. The captain did not file and appeal with the State Personnel Board. The hiring authority determined there was insufficient evidence to sustain allegations against the associate warden, who had brought the incident to the attention of the warden as required.					
BUREAU ASSESSMENT	Despite delays by the hiring authority in referring the matter for investigation, the Office of Internal Affairs' assigned special agent diligently completed the complex investigation before the time within which to take action expired. After the investigation was completed, the hiring authority initially determined that the captain's misconduct warranted a demotion to officer. The bureau did not concur with the demotion as an appropriate penalty based on the facts of the case because the captain did not actively participate in the incident. Rather the captain neglected his duty to be present when the inmate was extracted from the cell. The bureau invoked the executive review process and elevated the issue to the hiring authority's supervisor, a department executive. The department's executive agreed with the bureau and imposed an appropriate penalty consisting of a 48 working-day suspension.					

### DEFICIENT CASES

Case No. 10-0445 (Central Region)		<i>Direct Action Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On June 15, 2009, an outside law enforcement agency alleged that an officer was involved in an off-duty conspiracy to distribute narcotics. When contacted at the institution, the officer allegedly had drug paraphernalia in his vehicle. The officer was arrested and criminal charges were filed against the officer.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations and served the officer with a notice of dismissal. The department and the officer entered into a settlement agreement, pursuant to which the officer agreed to retire, waive his right to file an appeal with the State Personnel Board, and not seek or accept employment with the department in the future. The officer later violated the terms of the settlement agreement by failing to submit the paperwork for retirement. The department then had the settlement agreement set aside and dismissed the officer. The officer did not file an appeal with the State Personnel Board.					
BUREAU ASSESSMENT	The department entered into a settlement agreement with the officer before the disciplinary action took effect. The bureau found the department's decision to enter into a settlement unreasonable since the evidence against the officer supported the officer's dismissal. Subsequently, when the officer violated the settlement agreement, the department had to file a motion with the State Personnel Board to rescind the settlement and reinstate the original disciplinary action. The process to reinstate the original dismissal took several months, during which the officer continued to receive his monthly salary as he was not formally retired or dismissed. Therefore, the department paid the officer a substantial amount of wages which would have not been necessary had the department pursued the dismissal.					

**DEFICIENT CASES**

<b>Case No. 10-0446 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	<p>On May 18, 2009, an inmate refused to leave the exercise yard. After affording the inmate opportunities to willingly leave, a calculated extraction was used and videotaped. Staff deployed pepper spray, the inmate was removed from the yard, and she was carried to a shower for decontamination after refusing to walk. Once in the shower, staff ordered the inmate to remove her clothing. The inmate partially complied but refused to remove her underwear while voicing her concerns about being video recorded while disrobing, the number of staff observing her, and the presence of a male staff member. An officer and psychiatric technician allegedly ordered the inmate to take off her underwear as a condition of turning on the shower water to allow her to wash off the pepper spray. The inmate continued to refuse to remove all of her clothing to decontaminate or participate in a medical evaluation. The video recording then stopped for several minutes to change recording discs. During that time lapse, an unclothed body search of the inmate was conducted, a medical evaluation completed, the Inmate removed her underwear, and she put on clean clothing. The inmate then refused to exit the shower, which led to a forcible extraction to place her in her cell. Medical staff then attempted to complete a second medical evaluation, however the inmate would not respond to their requests and began to self decontaminate utilizing water from the sink in her cell. The sergeant and lieutenant allegedly did not appropriately supervise the incident, required the inmate become completely nude for decontamination, and failed to ensure she was provided water for decontamination after the use of pepper spray. A captain and associate warden allegedly failed provide appropriate instruction to the staff who forcibly removed the inmate, failed to ensure the process was properly video taped, and were not familiar with proper decontamination procedures.</p>	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	<p>The hiring authority determined there was insufficient evidence to sustain the allegations against the officer and the psychiatric technician. However, the hiring authority sustained the allegations against the sergeant and lieutenant who were in charge of the incident. The sergeant was issued a letter of reprimand and the lieutenant received a two working-day suspension. Both filed appeals with the State Personnel Board. The hiring authority also sustained the allegations against the captain and imposed a 5 percent salary reduction for two months. The captain did not file an appeal with the State Personnel Board. The hiring authority further sustained the allegations against the associate warden and issued a letter of instruction.</p>					
BUREAU ASSESSMENT	<p>The hiring authority did not intend to submit the matter to the Office of Internal affairs for approval to take disciplinary action or for an investigation. The bureau urged the hiring authority to do so, but the hiring authority refused. The bureau invoked the executive review process, and elevated the matter to the hiring authority's supervisor. The supervisor, a department executive, agreed to submit the matter to the Office of Internal Affairs. After much urging from the bureau that action should be taken on the case, the Office of Internal Affairs agreed to approve disciplinary action but declined to authorize an investigation. The supervisor determined the discipline imposed on the employees involved in the incident. The bureau concurred with the determination for all of the employees, except the associate warden. The bureau believed that the associate warden should have also received formal discipline, not simply corrective action in the form of a letter of instruction. However, because the supervisor made her determinations on the last day before the period for taking disciplinary action expired, the bureau's ability to invoke the executive review process to elevate the case to the next level of the chain of command was thwarted.</p>					

**DEFICIENT CASES**

<b>Case No. 10-0447 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 2, 2009, two inmates engaged in a fight. Subsequently, five officers allegedly failed to write rule violation reports for the inmates regarding the fight and a sergeant allegedly failed to ensure the officers wrote the reports. The sergeant also allegedly failed to ensure that the inmates were no longer housed together after the fight, and did not properly document the inmates' enemy concerns. Further, a lieutenant also failed to ensure that the two inmates were housed separately after the altercation. As a result, the inmates remained in the same housing unit and engaged in a second fight resulting in serious injury to one of the inmates. A correctional counselor and a captain were allegedly aware of the sergeant's misconduct and failed to report it.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained one allegation against the sergeant for failing to properly document the enemy concerns of the inmates and imposed a 5 percent salary reduction for nine months, which was appealed to the State Personnel Board. The hiring authority also sustained the allegation against the lieutenant and imposed a 5 percent salary reduction for three months. However, the disciplinary action against the lieutenant could not be imposed because it was not taken before the deadline. The hiring authority did not sustain the allegations against the five officers, the correctional counselor, or the captain.					
BUREAU ASSESSMENT	After the hiring authority decided to impose discipline, the department was required to serve the lieutenant with a notice document. The department failed to properly serve the notice document because it was not sent to the lieutenant's proper mailing address. Before the department could properly serve the notice, the deadline for imposing action expired, thereby precluding the department from taking disciplinary action against the lieutenant.					
<b>Case No. 10-0448 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 27, 2009, an officer allegedly threatened his stepdaughter and his soon-to-be ex-wife with a firearm. The officer was arrested and a temporary emergency protective order was issued against him.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 5 percent salary reduction for 12 months. The officer did not file an appeal with the State Personnel Board.					
BUREAU ASSESSMENT	The hiring authority failed to properly refer the matter to the Office of Internal Affairs for approval to take disciplinary action, however, imposed the salary reduction anyway. Due to the hiring authority's failure to appropriately comply with procedure in this case, the case did not come to the bureau's attention until the hiring authority provided a disciplinary notice to the bureau in a monitored case, which mistakenly contained the information related to this case. Upon receiving the notice, the bureau found the discipline imposed to be unreasonable based on the serious nature of the misconduct. However, by then, the notice had already been served on the employee after the time within which to take disciplinary action had expired. Therefore, appropriate discipline could not be imposed. Moreover, the bureau was precluded from invoking the executive review process to elevate the unreasonable decision to the hiring authority's supervisor. The hiring authority's violation of the department's policy requiring the submission of the case to the Office of Internal Affairs circumvented the process put into place by the Madrid reforms and the monitoring that would have been engaged in by the bureau throughout this case.					

## DEFICIENT CASES

<b>Case No. 10-0449 (South Region)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On March 27, 2009, a supervising cook was stopped by outside law enforcement on her way to work for a traffic violation. The outside law enforcement officer found an unregistered concealable firearm and letters from an inmate indicating a personal relationship between the inmate and cook within the vehicle.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe that a crime was committed. The matter was not referred to the district attorney's office. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
BUREAU ASSESSMENT	The department failed to complete the investigation before the time limit to file criminal charges had expired and was not conducted with due diligence. The Office of Internal Affairs did not make an appropriate determination of the existence of probable cause for the criminal charges. The department's investigators also failed to provide continual real-time consultation with the bureau, did not adequately confer with the department's attorneys upon case initiation, and did not adequately consult with the bureau and prosecuting agency to determine whether to concurrently conduct an administrative investigation. The department's investigators also did not adequately prepare for the investigation, the investigation did not adequately address the relevant issues regarding the allegations, and the final investigative report did not address all relevant facts. Further, the department's investigators did not timely forward the draft investigative report to the bureau and did not provide timely case activity updates in the department's case management system.					
<b>Case No. 10-0450 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On March 4, 2009, a registered nurse allegedly engaged in sexual battery of an inmate by fondling the inmate's breasts on three occasions and examined a female inmate without a chaperone in the room. The nurse was also allegedly dishonest in his internal affairs interview regarding the facts and circumstances of the medical treatment provided to the inmate.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegation of sexual misconduct. The hiring authority determined there was sufficient evidence to sustain the allegations that the nurse violated policy by performing an examination without a chaperone and was dishonest in his interview. The hiring authority served the registered nurse with a notice of dismissal; however, the registered nurse resigned before the dismissal took effect. A letter indicating the registered nurse resigned pending disciplinary action was placed in his official personnel file.					
BUREAU ASSESSMENT	The interviews and investigative report did not adequately address information that arose during the investigation which related to dishonesty. After reviewing the report, the initial hiring authority did not identify dishonesty as an allegation in the case. During the course of the disciplinary process evaluation, the department's attorneys did not provide appropriate legal advice to the hiring authority. The bureau recommended that a dishonesty allegation be identified and sustained. However, the hiring authority refused to identify a dishonesty allegation. Therefore, the bureau invoked the executive review process which elevated the case to the hiring authority's supervisor, the regional level of the nursing chain of command. The department's executive agreed with the bureau. An allegation of dishonesty was identified and sustained by the executive, who decided to dismiss the registered nurse.					

### DEFICIENT CASES

<b>Case No. 10-0451 (South Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On January 6, 2009, an officer allegedly used excessive force when he struck a handcuffed inmate in the back of the head during an escort, and failed to report the incident. A second officer, who was stationed in the observation tower, allegedly failed to adequately observe the escort. Moreover, a third officer who responded to the scene, allegedly failed to provide all relevant information about the incident during the investigation into the matter.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained the allegations against the first officer and dismissed him. The officer did not file an appeal with the State Personnel Board. The hiring authority determined the evidence was insufficient to sustain the allegation against the officer in the observation tower. As to the third officer, the hiring authority sustained the allegation and imposed a two working-day suspension. The officer filed an appeal with the State Personnel Board.					
BUREAU ASSESSMENT	Initially, the hiring authority failed to identify the second and third officers as subjects in the case. Later, the hiring authority refused to sustain the allegations against the third officer who failed to provide all relevant information regarding the incident. The bureau found this decision to be unreasonable since the evidence sufficiently established the misconduct. Therefore, the bureau invoked executive review, elevating the issue to the hiring authority's supervisor. After the review, the supervisor agreed with the bureau and sustained the allegation. A two working-day suspension was then imposed against the third officer.					
<b>Case No. 10-0452 (South Region)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On November 21, 2008, it was alleged that a parole agent requested another parole agent to access a law enforcement computer system to obtain information regarding a private citizen. It was alleged that the parole agent did not disclose that he wanted the information for personal reasons.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
BUREAU ASSESSMENT	For misdemeanor crimes, as alleged in this case, a criminal complaint must be filed within one year of the misconduct. Although the Office of Internal Affairs received the case for investigation more than nine months before the deadline expired, the investigation was completed after the deadline expired. Therefore, even though the investigation established probable cause to believe that the parole agent had committed a crime, the district attorney was precluded from filing criminal charges due to the department's failure to timely complete the investigation.					

**SATISFACTORY CASES**

<b>Case No. 10-0453 (North Region)</b> <span style="float:right"><i>Criminal Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 1, 2010, during a random search, an armed tower officer was found in possession of marijuana and drug paraphernalia. Staff also confiscated a handgun and 132 rounds of live ammunition found in his vehicle located on institutional grounds.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The case was referred to the district attorney's office, which accepted the case for prosecution. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.				
<b>Case No. 10-0454 (North Region)</b> <span style="float:right"><i>Direct Action Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 18, 2010, an officer was following behind other officers escorting an inmate when he sprayed the inmate with pepper spray and stated "take this bitch." The escorting officers were also struck with the pepper spray.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegation and imposed a 10 percent salary reduction for 24 months. The officer filed an appeal with the State Personnel Board.				
<b>Case No. 10-0455 (Central Region)</b> <span style="float:right"><i>Administrative Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 16, 2010, a newly arrived inmate escaped from an institution by assuming the identity of another inmate who was scheduled to be released. Despite three separate verifications, no officer noticed that the escaping inmate did not match the photograph on the identification card of the inmate who was scheduled to be released. The first officer allegedly failed to verify the inmate's identification twice before letting him board the van with other paroling inmates, once at the vehicle sally port area of the institution, and again when the inmate was handed a state-issued check by the officer. The second officer allegedly failed to verify the inmate's identification at the vehicle sally port prior to allowing the van to exit the institution. The third officer allegedly failed to identify which inmates had stepped into the van he was driving with paroling inmates. A sergeant allegedly failed to properly supervise the processing of the inmate who escaped and the inmate who was paroling. Ultimately the escaped inmate surrendered to outside law enforcement and was returned to the institution.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations against the three officers and the sergeant. The sergeant, the first officer, and the second officer each received a 10 percent salary reduction for 24 months. The third officer received a 5 percent salary reduction for 12 months for his failure to be proactive in the identification process of inmates. The sergeant and all three of the officers filed appeals with the State Personnel Board.				
<b>Case No. 10-0456 (North Region)</b> <span style="float:right"><i>Direct Action Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 14, 2010, while on-duty at an outside hospital, an officer allegedly utilized the restroom without informing his partner, then left his duty weapon and baton unattended in the restroom.	DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and imposed a 10 percent salary reduction for 24 months. However, following a Skelly hearing, the hiring authority agreed to reduce the penalty to a 10 percent salary reduction for 13 months and the officer agreed not to file an appeal with the State Personnel Board.				

**SATISFACTORY CASES**

<b>Case No. 10-0457 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 9, 2010, an officer was arrested by outside law enforcement for allegedly punching his wife, and assaulting his 12-year-old son. He also allegedly made verbal death threats, and would not allow his wife to leave. The district attorney's office charged him with four felonies for his conduct. The officer pled guilty to felony spousal abuse and willful cruelty to a child for a guarantee of felony probation and no more than a year in jail.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The officer was dismissed from the department for being absent without leave while incarcerated and did not file an appeal with the State Personnel Board. The felony convictions also disqualify him from further employment as an officer.					
<b>Case No. 10-0458 (South Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	Between June 26, 2010 through July 26, 2010, an officer was allegedly involved in an overly familiar relationship with an inmate by accepting gifts, giving gifts, sending love letters, and engaging in sexual conduct.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The case was referred to the district attorney's office, and charges were filed against the officer for illegally communicating with an inmate. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0459 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 25, 2010, an officer was arrested for burglary and resisting arrest after he kicked in the front door of an apartment he used to rent.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained allegations that the officer engaged in inappropriate conduct and imposed a 5 percent salary reduction for six months. The officer did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0460 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 19, 2010, an officer was arrested for allegedly committing a battery against his girlfriend. The alleged victim reported that the officer grabbed her arms and shook her while he yelled at her. The district attorney's office did not pursue criminal charges against the officer due to a lack of evidence.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined that there was insufficient evidence to sustain the allegations.					
<b>Case No. 10-0461 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 7, 2010, outside law enforcement officers pulled up to a van occupied by an officer and two other males, one of whom was a parolee. One of the males was in possession of methamphetamine and the other had drug paraphernalia. The officer was found to be under the influence of methamphetamine. All three were arrested.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations and would have dismissed the officer. However, the officer resigned prior to the completion of the investigation; thus, the department indicated that the officer had resigned under adverse circumstances. Subsequently, the department and the officer entered into a settlement agreement wherein the department allowed the officer to resign, without the unfavorable circumstances notation, in exchange for the officer agreeing to not seek or accept future employment with the department.					

### SATISFACTORY CASES

<b>Case No. 10-0462 (South Region)</b>		<i>Direct Action Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On June 3, 2010, a parole agent allegedly raised a handcuffed parolee off a couch, pushed him into a wall, and removed him from a residence. The parole agent also allegedly used profanity while addressing the parolee.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and imposed a 5 percent salary reduction for 12 months. The parole agent filed an appeal with the State Personnel Board.					
<b>Case No. 10-0463 (Central Region)</b>		<i>Direct Action Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On May 29, 2010, an officer was ordered by outside law enforcement to leave a park without proper justification. After being ordered to leave the park, the officer walked away. Outside law enforcement then took him to the ground from behind, he struggled, and outside law enforcement tasered him. Outside law enforcement alleged that the officer refused an order to leave the park, resisted arrest, and caused them to taser him by struggling. The district attorney's office did not pursue a criminal case against the officer and dismissed all charges against the officer.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	Based on the totality of the circumstances and the district attorney's decision to dismiss all criminal charges, the hiring authority exonerated the officer of all allegations.					
<b>Case No. 10-0464 (Central Region)</b>		<i>Direct Action Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On May 29, 2010, an officer allegedly committed a battery upon his estranged wife by roughly grabbing her by the wrist and striking her in the head. The officer also allegedly took the telephone from her to prevent her from contacting outside law enforcement. The district attorney's office declined to prosecute the officer.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority sustained an allegation of failure of good behavior and dismissed the officer. This case was consolidated with another case against the officer for similar conduct for which the hiring authority imposed a 30 working-day suspension. Following a Skelly hearing, the hiring authority and the officer entered into a settlement agreement that the discipline in both cases would be reduced to a 10 percent salary reduction for 24 months, the officer would successfully complete an anger management program, and the officer would submit a letter of resignation which could be accepted without further notice by the hiring authority should there be any additional negative contacts with outside law enforcement within 12 months.					
<b>Case No. 10-0465 (North Region)</b>		<i>Direct Action Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On May 24, 2010, an officer allegedly used profanity when talking with an inmate, threatened to harm the inmate, and told the Hispanic inmate to learn English.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 10 percent salary reduction for six months. However, following a Skelly hearing, the hiring authority and the officer entered into a settlement agreement. The hiring authority removed the allegation that the officer used profanity and reduced the penalty to a 5 percent salary reduction for six months. The officer agreed not to file an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0466 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 19, 2010, an officer was arrested for committing a battery on his girlfriend and breaking her mobile phone when she attempted to call for help.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 10 percent salary reduction for 18 months. The officer filed an appeal with the State Personnel Board.					
<b>Case No. 10-0467 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 15, 2010, an off-duty officer allegedly grabbed his girlfriend by the foot and dragged her out of a hotel room into a hall way. The girlfriend sustained several "rug burn" abrasions as a result of the officer's actions. The officer was arrested for the incident; however, no criminal charges were filed against him. It was also alleged that the officer failed to notify the department of his arrest, as required.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a two working-day suspension. The officer did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0468 (Headquarters)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 14, 2010, a parole agent allegedly interfered in a homicide investigation conducted by an outside law enforcement agency. Allegedly, the parole agent was briefed on the outside law enforcement agency's plan to arrest a parolee and conduct a search of his house. It was alleged that the parole agent called the home of the parolee and let the parolee know the outside law enforcement officers' plans. The parole agent then went to the parolee's house and arrested the parolee prior to the officers arriving. He also advised the officers that they did not have to search the house since he had already done it, which was not true. Allegedly, the parole agent has a friendship with the family of the parolee's girlfriend.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0469 (North Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 6, 2010, a parole agent allegedly stole prescription medications from a parolee during a visit to the parolee's home.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe that a crime was committed. The matter was not referred to the district attorney's office. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0470 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 4, 2010, an officer allegedly neglected his duties by ordering a cell door to be opened when the inmate refused to give the officer his food tray, and then spraying the inmate with pepper spray.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and served the officer with a 5 percent salary reduction for six months. However, following a Skelly hearing, the hiring authority agreed to settle the case for a letter of reprimand and the officer agreed not to file an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0471 (Headquarters)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	In May 2010, the department became aware that inmates housed in an institution's behavioral modification unit were allegedly subjected to abuses by staff during the unit's operation in 2007. Allegedly, in July 2007, the inmates made their complaints to the department's researchers who were conducting an evaluation of the behavioral modification unit. On July 16, 2007, the researchers and a branch chief informed an assistant secretary of the alleged inmate abuse and staff misconduct, and the assistant secretary allegedly failed to act on the information. Subsequently, the assistant secretary allegedly retaliated against the chief of one of the department's research branches for reporting the alleged inmate abuses by issuing her a negative probation report, precluding her from performing her duties, and having her reassigned to a position which effectively served as a demotion.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority found there was insufficient evidence to sustain the allegation that the assistant secretary retaliated against the branch chief for reporting alleged misconduct.					
<b>Case No. 10-0472 (Headquarters)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	In May 2010, the department became aware that inmates housed in an institution's behavioral modification unit were allegedly subjected to abuses by staff during the unit's operation in 2007. Allegedly, in July 2007 the inmates made their complaints to the department's researchers who were conducting an evaluation of the behavioral modification unit. On July 16, 2007, the researchers and a branch chief informed an assistant secretary of the alleged inmate abuse and staff misconduct, and the assistant secretary allegedly failed to act on the information.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations that the assistant secretary failed to take appropriate action after being informed of the alleged abuses.					
<b>Case No. 10-0473 (Headquarters)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	In May 2010, it was alleged that a chief deputy secretary had refused to provide a urine sample for a random drug test in the fall of 2009, as required.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority exonerated the chief deputy secretary. The investigation revealed that the staff responsible for carrying out the drug testing did not follow proper procedures by failing to contact the chief deputy secretary's supervisor to determine availability. Had the procedure been followed, the supervisor would have informed the testing officer that the chief deputy secretary was unavailable. The day of the alleged refusal was not a regular work day for the chief deputy secretary, but rather the chief deputy secretary stopped by the office to drop off documents and pick up work on the way out of town for a pre-planned vacation. In addition, the testing officer excused the chief deputy secretary from the test due to her vacation status. The testing officer was counseled and provided training on appropriate testing notification procedures.					

**SATISFACTORY CASES**

<b>Case No. 10-0474 (Headquarters)</b> <span style="float:right"><i>Direct Action Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 27, 2010, a special agent allegedly slapped his wife and forcefully removed her from their home by physically carrying her out. No criminal charges were filed against the special agent.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegation. This case was combined with another case against the special agent involving misuse of his state computer and refusing to answer questions during his investigatory interview, and the special agent was dismissed. The special agent filed an appeal with the State Personnel Board.				
<b>Case No. 10-0475 (North Region)</b> <span style="float:right"><i>Direct Action Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 26, 2010, an officer allegedly violated post orders when he released two unrestrained and unescorted inmates from their cells in a secure housing unit. The inmates engaged in a fight resulting in the need to use force to stop the altercation.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation and imposed a 10 percent salary reduction for six months. The officer filed an appeal with the State Personnel Board.				
<b>Case No. 10-0476 (South Region)</b> <span style="float:right"><i>Direct Action Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 23, 2010, a sergeant allegedly kicked the door of his girlfriend's apartment and punched her, causing bruises and scratches. The sergeant also allegedly took the victim's mobile phone to prevent her from calling outside law enforcement. Outside law enforcement officers arrested the sergeant and he was charged with domestic violence, vandalism, and disruption of wireless communication.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and served the sergeant with a notice of dismissal. The sergeant did not file an appeal with the State Personnel Board.				
<b>Case No. 10-0477 (Central Region)</b> <span style="float:right"><i>Direct Action Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 17, 2010, an outside law enforcement agency was investigating an illegal animal fight in an orange grove. An off-duty officer allegedly drove his vehicle in the orange grove, crashed into a marked patrol vehicle injuring an outside law enforcement officer, then crashed into an orange tree, and ran from the area. The officer then allegedly filed a false police report and filed a false insurance claim indicating his vehicle had been stolen. The officer was arrested for felony hit and run, filing a false police report, defrauding an insurance company, and being present at an illegal animal fight.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and dismissed the officer. The officer filed an appeal with the State Personnel Board.				
<b>Case No. 10-0478 (South Region)</b> <span style="float:right"><i>Criminal Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 10, 2010, a sergeant allegedly kissed an inmate, rubbed her back, and grabbed her buttocks.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe that a crime was committed. The matter was not referred to the district attorney's office. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.				

**SATISFACTORY CASES**

<b>Case No. 10-0479 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 9, 2010, it was alleged that an off-duty officer had an inappropriate conversation with a server at a restaurant. Previously, the officer's friend, a fellow officer, was arrested and charged with kidnapping and sexually assaulting another server at the restaurant. Allegedly, the officer implied to the server that his fellow officer was not guilty and would be acquitted of the charges. Further, the officer continued to comment to the server about the details of his friend's case causing the server to feel intimidated.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation. The officer received a letter of instruction.					
<b>Case No. 10-0480 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 3, 2010, an off-duty correctional officer and his friend, an off-duty outside law enforcement officer, allegedly engaged in a kidnap, carjacking and sexual assault. Specifically, they had been drinking heavily at a restaurant and followed a waitress out of the restaurant as she walked to her car at the end of her shift. As the correctional officer stood by, his friend pointed a duty weapon at the waitress, forced her into her vehicle, and ordered her to drive away. The correctional officer failed to intervene or call law enforcement. The friend had the waitress drive to a secluded area where over the course of the next hour, the friend raped the waitress, forced her to orally copulate him at gun point, and punched her on the face and back. During the assault, the friend allegedly took photographs of the victim on his mobile phone and sent the pictures to the correctional officer. After the waitress escaped from her car, the friend called the correctional officer, who drove to the scene of the crime where he picked up his friend. The two were arrested the same day after the gun identified as belonging to the friend was found in the waitress's car. The correctional officer has been criminally charged with kidnapping, carjacking and aiding and abetting the sexual assault. The correctional officer allegedly failed to notify the department of his arrest, lied to outside law enforcement regarding the incident, and attempted to alter evidence related to the incident.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations against the officer. However, the officer had already been non-punitively dismissed from his employment for being absent without leave. Therefore, disciplinary action based on this incident could not be taken against the officer as he was no longer a department employee at the time the discipline would have been imposed.					
<b>Case No. 10-0481 (Central Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	Beginning on or around April 3, 2010, an officer allegedly stole inmate medication on several occasions from an institution's medical clinic.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime had been committed. Therefore, the case was not referred to the district attorney's office. The Office of Internal Affairs did not open an administrative investigation due to lack of evidence.					

### SATISFACTORY CASES

<b>Case No. 10-0482 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 27, 2010, an officer was arrested after he allegedly grabbed his girlfriend's neck, then threw her onto a bed causing her to strike her head on the headboard.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a salary reduction of 5 percent for six months. The officer filed an appeal with the State Personnel Board.					
<b>Case No. 10-0483 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 24, 2010, an inmate complained that his food was cold. An officer allegedly escorted the culinary inmate to the complaining inmate's cell, told the inmate to talk to the culinary inmate, and opened the complaining inmate's cell door. The inmate physically attacked the culinary inmate, and a fight ensued.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegation that the officer intended to endanger either of the inmates. The hiring authority determined the officer would be provided training regarding how to handle situations involving disgruntled inmates.					
<b>Case No. 10-0484 (Central Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 12, 2010, an officer allegedly brought marijuana, tobacco, mobile phones, and heroin into the institution for use by inmates.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The department did not open an administrative investigation due to lack of evidence.					
<b>Case No. 10-0485 (North Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 8, 2010, a parolee alleged that a parole agent threatened to revoke her parole and provided her with money as well as other items in exchange for sex.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The department also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0486 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 8, 2010, a parolee's mother alleged she was engaging in a sexual relationship with a parole agent in exchange for the parole agent providing favors to the parolee. On March 19, 2010, the Office of Internal Affairs conducted surveillance of the parole agent at the residence of the parolee and her mother, at which time the parole agent exposed himself. Subsequently, the parole agent allegedly lied during his interview with the Office of Internal Affairs about the allegations.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed the parole agent. The parole agent filed an appeal with the State Personnel Board.					

## SATISFACTORY CASES

Case No. 10-0487 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On March 1, 2010, it was alleged that a parole agent allowed five parolees to be held in a county jail beyond their parole revocation release dates and falsified documents regarding those parolees.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and decided to dismiss the parole agent. However, the parole agent retired before the investigation into his misconduct was completed. A letter indicating the parole agent retired under adverse circumstances was placed in his official personnel file.				
Case No. 10-0488 (North Region) <span style="float: right;"><i>Direct Action Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On February 28, 2010, an officer allegedly improperly opened a cell door in a secure housing unit which allowed one inmate to attack another inmate.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation and issued the officer a letter of reprimand. The officer did not file an appeal with the State Personnel Board.				
Case No. 10-0489 (Headquarters) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On February 11, 2010, the department received information that in October 2009, an associate warden allegedly slapped an executive secretary on the back of her head. The warden allegedly witnessed the incident and failed to take appropriate action. The executive secretary allegedly reported the incident to a lieutenant who also allegedly failed to take appropriate action.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	After an investigation by the Office of the Inspector General, the hiring authority determined there was insufficient evidence to sustain the allegations.				
Case No. 10-0490 (Central Region) <span style="float: right;"><i>Direct Action Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On February 4, 2010, a captain allowed an inmate out of his cell without being restrained or searched to counsel him. The inmate then attacked staff with an inmate-manufactured weapon. At the time this occurred, the captain allegedly knew that the inmate may have been in possession of a weapon and was refusing to exit his cell. However, the captain did not choose to remove the inmate from the cell through a tactical cell extraction.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegation that the captain failed to perform within the scope of training, and imposed a 5 percent salary reduction for six months. After the Skelly hearing, the parties entered into a settlement agreement wherein the department reduced the penalty to a 5 percent salary reduction for three months and the captain agreed not to appeal the discipline.				
Case No. 10-0491 (North Region) <span style="float: right;"><i>Direct Action Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	Between February 2010 and May 2010, an officer allegedly engaged in an overly familiar relationship with an inmate by allowing the inmate to kiss her. It was further alleged the officer sent the inmate a quarterly package containing personal and food items.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and served the officer with a notice of dismissal. However, the officer resigned before the disciplinary action took effect. A letter indicating the officer resigned pending disciplinary action was placed in her official personnel file.				

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<b>Case No. 10-0492 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	Between February and March 2010, a parole agent allegedly reported that parolees lived locally and came to the parole office but it was physically impossible because the parolees were residing more than 500 miles away. The parole agent also allegedly reported that she was making home visits to locations that had been vacant for months, and was dishonest by stating she was at the library doing computer work to monitor the GPS parolees when she never logged on to the system to verify the parolees' locations.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations. However, the parole agent was non-punitively dismissed due to unauthorized absences before the investigation was completed. A letter indicating the parole agent was non-punitively dismissed under adverse circumstances was placed in her official personnel file.					
<b>Case No. 10-0493 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On January 28, 2010, it was alleged that two officers used unreasonable force on an inmate when they forced the handcuffed inmate to the ground.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations against both officers. In an unrelated case, one of the officers was alleged to have used unreasonable force against another inmate. The hiring authority served the first officer with a notice of dismissal for the two combined incidents. The officer filed an appeal with the State Personnel Board. The second officer received a 5 percent salary reduction for nine months. Following a Skelly hearing, the hiring authority reduced the penalty of the second officer to a letter of instruction, based on the officer's observations of resistance by the inmate.					
<b>Case No. 10-0494 (South Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On January 27, 2010, an institution's investigative services unit received information that an office technician was involved in a romantic relationship with an inmate and smuggled drugs and alcoholic beverages into the institution. During an interview with the Office of Internal Affairs, the office technician admitted that she was involved in a romantic relationship with the inmate and that she provided him with money, tobacco, and alcoholic beverages, but denied providing him drugs.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The case was referred to the district attorney's office, which filed criminal charges against the office technician. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0495 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On January 27, 2010, an institution's investigative services unit received information that an office technician was involved in a romantic relationship with an inmate and smuggled drugs and alcohol into the institution. During an interview with the Office of Internal Affairs, the office technician admitted that she was involved in a romantic relationship with the inmate and that she provided him with money, tobacco, and alcohol but denied providing him drugs.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed the office technician. The office technician did not file an appeal with the State Personnel Board.					

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<b>Case No. 10-0496 (Central Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On January 25, 2010, an inmate alleged he was sexually assaulted by multiple staff members, which he refused to identify. Initially the inmate stated that officers took his property from his cell, then sexually assaulted him while in the shower. Later the inmate indicated the sexual assault occurred in his cell. At another time the inmate indicated that officers threw away his property, then as he was being escorted back from the shower, officers threw him to the ground and inserted fingers and a key into his rectum. After several requests, the inmate eventually identified the staff members allegedly engaging in the conduct. The inmate also indirectly suggested that the sexual assault allegations could go away if his property was returned.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The investigation failed to establish probable case to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The department did not open an administrative investigation due to lack of evidence.					
<b>Case No. 10-0497 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On January 23, 2010, a sergeant was arrested for allegedly punching and assaulting his fiance. Outside law enforcement officers reported that they observed visible injuries and fresh blood on the face and clothes of the fiance. No criminal charges were filed against the sergeant.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation and imposed a 10 percent salary reduction for 24 months. The sergeant filed an appeal with the State Personnel Board.					
<b>Case No. 10-0498 (Central Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On January 21, 2010, it was alleged that a supervising cook was smuggling mobile phones, narcotics, and marijuana into the institution for sale to inmates.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The department did not open an administrative investigation due to lack of evidence.					
<b>Case No. 10-0499 (South Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On January 21, 2010, two parole agents reported that a female parolee claimed that an officer at a female institution brought contraband to inmates if they exposed themselves to him. During the course of the investigation, another inmate claimed that in November and December 2009, she engaged in sexual intercourse and had other sexual contact with the officer. A third inmate claimed that on August 13, 2010, the officer raped her while she was sleeping in her cell.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe that a crime was committed, and the case was not referred to the district attorney's office. The Office of Internal Affairs opened an administrative investigation, which the bureau accepted for monitoring.					

### SATISFACTORY CASES

Case No. 10-0500 (Central Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 15, 2010, it was alleged that an officer had been engaged in an overly familiar relationship with an inmate, and had been smuggling mobile phones and marijuana into the institution for sale to inmates.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The department did not open an administrative investigation due to lack of evidence.				
Case No. 10-0501 (Central Region) <span style="float: right;"><i>Direct Action Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 12, 2010, an officer allegedly allowed two inmates to enter a third inmate's cell in violation of policy. The inmates attacked the third inmate with an inmate-manufactured weapon and their hands. Responding officers fired less-than-lethal rounds and used pepper spray and chemical grenades to end the assault.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority initially sustained the allegation against the officer and imposed a salary reduction of 5 percent for nine months. Following a Skelly hearing, it was discovered that the policy the officer allegedly violated was not in effect at the time of the incident, and that the officer was instructed by another officer to open the cell door. As a result, the hiring authority revoked the salary reduction and issued the officer a letter of instruction.				
Case No. 10-0502 (Central Region) <span style="float: right;"><i>Direct Action Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 10, 2010, three officers allegedly failed to properly secure and escort inmates in a housing unit. An inmate was able to assault another inmate.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations against the three officers and imposed a 5 percent salary reduction for three months for each officer. The officers did not file appeals with the State Personnel Board.				
Case No. 10-0503 (North Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 6, 2009, an officer allegedly trafficked heroin into an institution for an inmate.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The department did not open an administrative investigation due to lack of evidence.				
Case No. 10-0504 (South Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On January 3, 2010, a lieutenant allegedly allowed the daughter of another employee to enter a secured housing unit in an effort to prevent the daughter from engaging in future criminal activity. The lieutenant confiscated the girl's jewelry, ordered her to be handcuffed, and transported her to a secured housing unit where the girl was placed in a cell, given state-issued clothing to wear, and then detained her in a dayroom with numerous wards.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 10 percent salary reduction for 12 months. The lieutenant did not appeal the action.				

**SATISFACTORY CASES**

<b>Case No. 10-0505 (Central Region)</b> <span style="float:right"><i>Criminal Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 29, 2009, an accounting technician discovered that an officer had been sending money to an inmate. Following the discovery, a search of the inmate's belongings revealed correspondence which suggested the inmate and the officer were engaged in a sexual relationship.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The case was referred to the district attorney's office, which charged the officer with misdemeanor charges for having sexual contact with the inmate and communicating with the inmate without legal authority. The officer retired before the department could open an administrative investigation.				
<b>Case No. 10-0506 (South Region)</b> <span style="float:right"><i>Direct Action Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 29, 2009, a youth counselor was arrested after he allegedly threatened to kill his 14-year-old stepson, pressed a knife against the stepson's neck, and punched him in the abdomen. Additionally, the youth counselor allegedly failed to notify the hiring authority of his arrest.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and served the youth counselor with a notice of dismissal. However, he retired before the disciplinary action took effect. A letter indicating the youth counselor retired pending disciplinary action was placed in his official personnel file.				
<b>Case No. 10-0507 (South Region)</b> <span style="float:right"><i>Direct Action Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 29, 2009, an off-duty officer wearing her department uniform allegedly entered a retail store, loaded a shopping cart with items totaling almost \$3,000, and walked out of the store without paying for them. Outside law enforcement officers searched the officer's home and found the stolen items.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations against the officer and served the officer with a notice of dismissal. However, the officer resigned before the disciplinary action took effect. A letter indicating the officer resigned pending disciplinary action was placed in her official personnel file.				
<b>Case No. 10-0508 (North Region)</b> <span style="float:right"><i>Criminal Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 27, 2009, it was alleged that an officer physically assaulted an inmate while a second officer watched and provided gun coverage. The officer then allegedly filed a report indicating the inmate had attacked him. In retaliation for the assault, the inmate later slashed an uninvolved officer across his face and neck with an inmate-manufactured weapon. The injured officer required 68 stitches.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The case against the officer was referred to the district attorney's office, which filed criminal charges of assault under color of authority and for filing a false report against the inmate. The second officer, who allegedly provided gun coverage, was not a suspect in the criminal investigation. The case against the inmate, who was already serving a life sentence without the possibility of parole, was handled in a separate criminal investigation. The Office of Internal Affairs also opened an administrative investigation into the actions of both officers, which the bureau accepted for monitoring.				

**SATISFACTORY CASES**

<b>Case No. 10-0509 (Central Region)</b> <span style="float:right"><i>Criminal Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 27, 2009, an officer allegedly engaged in an overly familiar relationship with inmates and brought the inmates marijuana, tobacco, chewing gum, and coffee.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The case was referred to the district attorney's office for review to determine if probable cause existed. The district attorney's office declined to prosecute. The department did not open an administrative investigation due to lack of evidence.				
<b>Case No. 10-0510 (South Region)</b> <span style="float:right"><i>Administrative Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 27, 2009, a ward refused to get out of a chair located near the officers' station. As a result, an officer allegedly pepper sprayed the ward in the face and failed to activate his personal alarm before using force on the ward.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations that the officer inappropriately used force against the ward and failed to activate his alarm as required. The officer was issued a letter of reprimand, which was appealed to the State Personnel Board.				
<b>Case No. 10-0511 (South Region)</b> <span style="float:right"><i>Administrative Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 22, 2009, it was alleged that a parole agent falsified records of supervision when he indicated that he had conducted home visits and face-to-face contacts with parolees, who were in custody at the time of his alleged contacts with them. Additionally, a supervisor took several of the parole agent's files to review them; however, when the supervisor was not in his office, the parole agent allegedly removed the files.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and would have dismissed the parole agent. However, the parole agent resigned before disciplinary action could be taken. A letter indicating the parole agent resigned under adverse circumstances was placed in his official personnel file.				
<b>Case No. 10-0512 (South Region)</b> <span style="float:right"><i>Criminal Case</i></span>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 16, 2009, it was alleged that a parole agent had engaged in a sexual relationship with a parolee.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The department did not open an administrative investigation due to lack of evidence.				

**SATISFACTORY CASES**

<b>Case No. 10-0513 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 12, 2009, an officer was arrested for allegedly driving under the influence of a prescription medication, and allegedly failed to report her arrest to the department. On December 13, 2009, the officer was allegedly absent without leave from her assigned post. On December 14, 2009, it was alleged the officer knowingly operated a state vehicle without a valid California driver's license in her possession and provided a false statement to a supervisor regarding the status of her driver's license.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained all of the allegations against the officer. The officer had previously been non-punitively dismissed for failure to submit to a job-required tuberculosis test. After being non-punitively dismissed, the officer resigned from the department precluding the hiring authority from imposing disciplinary action based on the conduct alleged in this case. A letter indicating the officer resigned under adverse circumstances was placed in her official personnel file.					
<b>Case No. 10-0514 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 9, 2009, it was alleged that an officer was engaged in an overly familiar and sexual relationship with a parolee. Allegedly, the officer met the parolee when the parolee was an inmate incarcerated at the institution where the officer worked. After being released on parole, the parolee allegedly moved into the officer's residence and used the officer's money to purchase drugs.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and served the officer with a notice of dismissal. However, the officer resigned before the disciplinary action took effect. A letter indicating the officer resigned pending disciplinary action was placed in her official personnel file.					
BUREAU ASSESSMENT	The department's attorneys did not timely confirm the deadline for taking disciplinary action. The department's attorneys also did not timely review the draft investigative report and provide feedback to the investigator, nor did they provide written confirmation summarizing critical discussions concerning the investigative report.					
<b>Case No. 10-0515 (South Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 9, 2009, an officer allegedly had an overly familiar relationship with an inmate and allowed drugs and mobile phones to be smuggled into an institution. During a cell search of a different inmate, a mobile phone with numerous nude photos allegedly of the officer was discovered.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe that a crime was committed, and the evidence did not clearly establish that the officer personally engaged in criminal misconduct related to the photos. The matter was not referred to the district attorney's office. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					

**SATISFACTORY CASES**

<b>Case No. 10-0516 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 9, 2009, an officer allegedly had an overly familiar relationship with an inmate and allowed marijuana, tobacco, and mobile phones to be smuggled into the institution. During a cell search of a different inmate, a mobile phone with numerous nude photos of the officer was discovered. The officer also allegedly brought her personal mobile phone into the institution.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations that the officer was overly familiar with the inmate by allowing him to be in possession of her photos and that she brought her mobile phone into the institution on at least one occasion. The hiring authority did not sustain the allegation that the officer smuggled drugs and mobile phones into the institution. The hiring authority determined that dismissal was the appropriate penalty. However, the officer resigned before the penalty was imposed. A letter was placed in her official personnel file indicating that she resigned under adverse circumstances.					
<b>Case No. 10-0517 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 8, 2009, a sergeant allegedly was dishonest by forging a lieutenant's signature on an inmate housing assignment change form and then lied to an associate warden about the matter.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations of dishonesty for lying to the associate warden because as soon as the sergeant confirmed that he had signed for the lieutenant on the document in question, he reported such. The hiring authority determined there was also insufficient evidence to sustain the allegation that the sergeant was dishonest by inappropriately signing for the lieutenant. The hiring authority determined there was sufficient evidence to sustain the allegation that the sergeant was negligent when he signed the lieutenant's signature without indicating he was signing on behalf of the lieutenant. The hiring authority issued a letter of instruction to the sergeant.					
<b>Case No. 10-0518 (South Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 7, 2009, it was alleged that a parole agent was involved in an overly familiar relationship with a parolee. The parole agent also allegedly used his state-issued vehicle to transport the parolee daily to her methadone clinic, took the parolee out to lunch, and provided her with money, all the while reminding her that she was subject to being returned to prison.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The department did not open an administrative investigation due to lack of evidence.					

## SATISFACTORY CASES

<b>Case No. 10-0519 (Central Region)</b>		<i>Direct Action Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On December 5, 2009, an officer was arrested by outside law enforcement officers for allegedly striking his ex-wife in the face. However, the district attorney's office declined to prosecute the criminal case against the officer.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained an allegation of failure of good behavior and imposed a penalty of a 30 working-day suspension without pay. This case was consolidated with another case against the officer for similar conduct for which the hiring authority dismissed him. Following a Skelly hearing, the hiring authority and the officer entered into a settlement agreement that the discipline in both cases would be reduced to a 10 percent salary reduction for 24 months, the officer would successfully complete an anger management program, and the officer would submit a letter of resignation which could be accepted without further notice by the hiring authority should there be any additional negative contacts with outside law enforcement within 12 months.					
<b>Case No. 10-0520 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	In December 2009, it was alleged that during October and November 2008, an officer allegedly conspired with a parolee to smuggle marijuana, mobile phones, and tobacco into the institution for sale to an inmate.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained the allegations and determined that the appropriate penalty was dismissal. However, the officer retired prior to the completion of the investigation. Therefore, no disciplinary action could be taken. A letter indicating that the officer retired under adverse circumstances was placed in her official personnel file.					
<b>Case No. 10-0521 (South Region)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	Between December 2009 and May 24, 2010, a sergeant, an officer, and other staff members assigned to the institution's mailroom, allegedly stole money orders and stamps from inmate mail.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The department did not open an administrative investigation due to lack of evidence.					
<b>Case No. 10-0522 (South Region)</b>		<i>Direct Action Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	In December 2009, a parole agent allegedly falsified her case roster regarding anti-narcotic testing of parolees. The parole agent also allegedly failed to maintain the required case contacts and records of supervision for parolees assigned to her caseload.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegation that the parole agent falsified records but sustained the allegation of negligence in accurate record keeping. The parole agent received a letter of instruction.					

**SATISFACTORY CASES**

<b>Case No. 10-0523 (Headquarters)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 27, 2007, three parole agents arrested a parolee suspected of selling marijuana. During the arrest, the parole agents discovered a large amount of cash. The currency was turned over to the unit supervisor, who inventoried the cash and noted the amount as \$4,606. One of the parole agents threw the suspected marijuana into the garbage. On December 3, 2007, one of the agents delivered the \$4,606 to an outside law enforcement agency as evidence for the criminal prosecution of the parolee. However, a parole violation report completed by the parole agents on December 6, 2007, reflected that approximately \$1,000 in cash was seized from the parolee's person in addition to the approximately \$4,600 in cash seized from the parolee's vehicle. On February 23, 2009, the parolee demanded return of the approximately \$1,000 that was not turned over to the outside law enforcement agency. It was alleged that the parole agents committed a theft of approximately \$1,000.	DISPO 	INV 	ADV 	HA 	
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0524 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 26, 2009, an inmate threw a crumpled piece of paper at an officer, accidentally striking him in the face. The incident was not reported by the officer that day. The next day, allegedly following a sergeant's instructions, two officers stripped the inmate to his boxers and placed the inmate in an outside holding cell in inclement weather of rain, wind, and cold for over three hours. The inmate alleged that he began to feel pain and had difficulty breathing due to the conditions. The inmate was then moved to an indoor holding cell where he was interviewed by the sergeant, who had allegedly instructed the officers to take the inmate to the holding cell, and a lieutenant. After being informed of the misconduct, the lieutenant told the inmate that the inmate had done something wrong the night before, the staff had done something wrong now, so "it was a wash and to forget about it." Additionally, two officers reported in their inmate count that the inmate was in his assigned area during the time he was in the holding cell. The sergeant allegedly failed to assure the count was done properly.	DISPO 	INV 	ADV 	HA 	
DISPOSITION OF CASE	The hiring authority sustained allegations against the sergeant that he directed officers to place the inmate in the outside holding cell in his boxers and failed to ensure that officers conducted the count properly. He was issued a letter of reprimand, which he appealed to the State Personnel Board. The bureau did not concur with this penalty. The hiring authority sustained allegations against one of the officers for removing the inmate to an outside holding cell during inclement weather for one and one half hours, stripping the inmate to his boxers, and failing to properly count the inmate. The hiring authority sustained allegations against a second officer for failing to properly count the inmate. Both officers were served with a letter of reprimand. The department and the two officers entered into settlement agreements. The officers agreed not to appeal the discipline to the State Personnel Board and the department agreed to remove the letters of reprimand from their personnel files after two years. The hiring authority did not sustain allegations against the other officers, and found there was insufficient evidence the lieutenant made the alleged statement to the inmate.					

**SATISFACTORY CASES**

<b>Case No. 10-0525 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 21, 2009, an officer discovered an inmate who had committed suicide. The condition of the inmate's body indicated that the inmate had been dead for more than 30 minutes. The officer was allegedly dishonest when he indicated that he completed the required inmate welfare checks every 30 minutes.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations that the officer had failed to conduct the welfare checks and was dishonest about such.					
<b>Case No. 10-0526 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 21, 2009, an inmate attacked a housing unit officer resulting in significant injuries to the officer. The inmate was taken to the medical clinic where he received treatment from a nurse. While at the medical clinic, four officers allegedly repeatedly struck the inmate, who attacked the housing unit officer. The officers and nurse allegedly failed to report the officers' use of force in their written reports of the incident. It was also alleged that the inmate told a lieutenant that he had been beaten by the officers and the lieutenant failed to report the alleged use of force.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations against the four officers. Similarly, the allegation against the nurse for failure to report a use of force was not sustained; however, she was provided with a letter of instruction because she did not appropriately document the medical care she provided to the inmate. The hiring authority determined the lieutenant failed to appropriately document the inmate's allegations of use of force and issued the lieutenant a letter of instruction.					
<b>Case No. 10-0527 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 15, 2009, an officer allegedly failed to properly secure the door to an individual exercise module in an administrative segregation unit, which allowed an inmate to open the door, exit, and assault another inmate who was being escorted by an officer. A second officer allegedly failed to conduct a proper security check of the same exercise module.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation that the officer failed to properly secure the inmate in the exercise module. The officer received a 5 percent salary reduction for one month. The officer did not file an appeal with the State Personnel Board. The hiring authority did not sustain allegations against the second officer.					

**SATISFACTORY CASES**

<b>Case No. 10-0528 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 14, 2009, an officer allegedly battered his spouse then broke several phones when she tried to contact police. The officer was arrested on the same date and called in sick November 14 and 15. The officer failed to notify the department of his arrest, as required. On December 2, 2009, after having been criminally charged by the district attorney's office, the officer pled no contest to a misdemeanor with a diversion. Hence, if the officer completed specified conditions, there would be no conviction despite his plea. The officer was given no firearms restriction.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 60 working-day suspension. However, prior to filing an appeal, the department and the officer entered into a settlement agreement. The department agreed to reduce the penalty to a 45 working-day suspension and the officer agreed to not file an appeal with the State Personnel Board.					
<b>Case No. 10-0529 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 12, 2009, an officer was arrested by outside law enforcement for allegedly pushing his wife into a wall during an off-duty incident. It was further alleged that the officer did not report the arrest to the hiring authority in a timely manner.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the domestic violence allegation, but sustained the allegation that the officer neglected to report his arrest in a timely manner. The officer received a letter of instruction.					
<b>Case No. 10-0530 (Headquarters)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	Between November 12, 2009, and March 30, 2010, an officer allegedly had a sexual relationship with a parolee.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The case was referred to the district attorney's office, which filed criminal charges. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0531 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 6, 2009, an officer was arrested by outside law enforcement for allegedly making death threats toward his girlfriend and her family. Subsequently, the girlfriend recanted her statement to the police and the district attorney dismissed all charges.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations that the officer engaged in domestic violence.					

**SATISFACTORY CASES**

<b>Case No. 10-0532 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 4, 2009, following a traffic stop, an officer was arrested by outside law enforcement for possession of illegal steroids, vehicle registration fraud, and other traffic violations. During the course of the traffic stop, the officer displayed his department-issued credentials, allegedly in an attempt to influence the actions of the local law enforcement officer. It was further alleged that the officer was dishonest during the course of the traffic stop when he said he had recently purchased his car, and as a result had not been able to register it with the Department of Motor Vehicles.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained allegations that the officer illegally possessed a controlled substance, engaged in illegal activity, and was dishonest to law enforcement during the investigation. The allegation that the officer had misused his authority was not sustained. The hiring authority dismissed the officer. The officer filed an appeal with the State Personnel Board.					
<b>Case No. 10-0533 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 4, 2009, a lieutenant, two sergeants, and a fourth unknown correctional employee allegedly placed members of two rival groups in the same dayroom while their cells were being searched without proper precautions. As a result, members of one group attacked members from the other group, requiring staff to use force to gain control of the inmates.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations that the staff acted inappropriately.					
<b>Case No. 10-0534 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 2, 2009, it was alleged that an officer physically assaulted a restrained inmate in retaliation for the inmate complaining about the officer. Specifically, the officer allegedly picked up the inmate from the floor where he was in a prone position and handcuffed, punched the inmate in the face, threw the inmate back onto the floor, and then placed his foot on the inmate's face.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations against the officer. It was determined that the inmates who reported the misconduct could not have seen the incident as reported and that the inmates were upset with the officer because he was firm in his dealings with them. In addition, the officer provided a credible version of the incident during his investigatory interview.					
<b>Case No. 10-0535 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On November 1, 2009, it was alleged that an off-duty officer shot his brother, who was a parolee, and then attempted to flee the scene of the shooting. The officer was convicted of felony negligent discharge of a firearm. The officer also failed to notify the hiring authority that his brother had previously been an inmate and was currently a parolee.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations. However, before the officer could be served with a notice of dismissal, he was dismissed for being absent from work without leave. A letter indicating the allegations were sustained was placed in his official personnel file.					

## SATISFACTORY CASES

Case No. 10-0536 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 31, 2009, two sergeants allegedly used unnecessary force by pushing an inmate to the ground during a medical escort and then failed to accurately document their use of force.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined that there was insufficient evidence to sustain the allegations.				
Case No. 10-0537 (North Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 24, 2009, an institution's investigative services unit received an anonymous note alleging that an officer was trafficking drugs and mobile phones into the institution in exchange for money.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The department did not open an administrative investigation due to lack of evidence.				
Case No. 10-0538 (North Region) <span style="float: right;"><i>Administrative Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 23, 2009, three officers allegedly forced an inmate to the ground, placed him in handcuffs and carried him to a cell for placement. The inmate resisted entering the cell and one of the officers allegedly placed the inmate in a choke hold causing him to nearly lose consciousness. It was further alleged that the officers failed to accurately document their use of force.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined that there was sufficient evidence to sustain the allegations against two of the officers and dismissed them. Both of the officers filed appeals with the State Personnel Board. The allegation against the other officer was not sustained.				
Case No. 10-0539 (Central Region) <span style="float: right;"><i>Criminal Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 21, 2009, an inmate was found dead in an institution's medical treatment facility. A subsequent autopsy revealed a contributing factor in the cause of death was an overdose of methadone although the inmate had not been prescribed methadone. It was alleged that a registered nurse administered the methadone to the wrong inmate.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe that a crime was committed as it revealed that the inmate may have obtained the methadone from another inmate. The case was not referred to the district attorney's office. The Office of Internal Affairs also opened an administrative case, which the bureau did not accept for monitoring.				
Case No. 10-0540 (North Region) <span style="float: right;"><i>Direct Action Case</i></span>		BUREAU ASSESSMENT			
FACTS OF CASE	On October 14, 2009, a registered nurse was allegedly under the influence of alcohol while on duty.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation and dismissed the nurse, who filed an appeal with the State Personnel Board.				

**SATISFACTORY CASES**

<b>Case No. 10-0541 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On October 10, 2009, an off-duty officer allegedly was drunk and disorderly, used his position in the department to request leniency from outside law enforcement officers who responded to the incident, and resisted arrest.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 5 percent salary reduction for 36 months. The officer filed an appeal with the State Personnel Board.					
<b>Case No. 10-0542 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On October 9, 2009, an officer and a sergeant allegedly failed to report their use of force on an inmate. The sergeant also allegedly failed to report the officer's use of force.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations against the sergeant and officer.					
<b>Case No. 10-0543 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On October 6, 2009, an inmate alleged that an officer was introducing mobile phones and tobacco into an institution in exchange for money.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.					
<b>Case No. 10-0544 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On October 3, 2009, an off-duty officer allegedly approached a private citizen in a bar, showed the citizen his badge, and punched the citizen in the face and head multiple times, causing injury. The officer then allegedly fled the scene without contacting outside law enforcement officers, and did not report the incident to the department. Subsequently, outside law enforcement officers came to the institution and arrested him. The officer was criminally charged with battery under color of authority. It was also alleged that the officer lied during his interviews with outside law enforcement and with the Office of Internal Affairs about the incident.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed the officer. The officer filed an appeal with the State Personnel Board.					
<b>Case No. 10-0545 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On October 3, 2009, outside law enforcement responded to a sergeant's home where they saw several people in a physical altercation inside a bedroom. The sergeant was alleged to have battered his wife and was arrested for the incident.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations and initially demoted the sergeant to officer. The district attorney's office reduced the charges to disturbing the peace, a misdemeanor. Due to evidentiary issues, the hiring authority and the sergeant entered into a settlement agreement. The hiring authority agreed to reduce the penalty from a demotion to a 50 working-day suspension and the sergeant agreed not to file an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0546 (Headquarters)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On October 2, 2009, a sergeant assigned to an inmate transportation bus allegedly entered the inmate area of the bus and used unnecessary force on an inmate by grabbing his neck area, choking him, and pushing him down causing the inmate to hit his head on the back of a toilet. Two officers allegedly witnessed this unnecessary use of force and failed to report it.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegation that the sergeant entered the inmate area of the bus without proper coverage and served him with a letter of reprimand, which he did not appeal to the State Personnel Board. The hiring authority sustained the allegation that the officers observed the sergeant enter the inmate area of the bus and failed to report it. The officers were served with letters of instruction. The hiring authority determined there was insufficient evidence to sustain the use of force allegations.					
<b>Case No. 10-0547 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On October 2, 2009, an officer allegedly assaulted and severely injured a private citizen outside of a bar. The officer also allegedly failed to report his arrest to the department.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations. The investigation revealed that the officer acted in self-defense and that he was never formally arrested for the incident.					
<b>Case No. 10-0548 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 29, 2009, a lieutenant and a sergeant allegedly failed to properly process a razor blade recovered from an inmate as evidence.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.					
<b>Case No. 10-0549 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 29, 2009, a correctional counselor was arrested after being discovered as a passenger in a stolen vehicle while intoxicated. The counselor was criminally charged with vehicle theft, possession of stolen property, and criminal conspiracy. The district attorney's office dismissed all of the charges except public intoxication to which the counselor pled no contest.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegation of failure of good behavior for public intoxication and imposed a 5 percent salary reduction for two months. The correctional counselor did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0550 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 29, 2009, an officer allegedly disobeyed a supervisor's order when he used pepper spray on an inmate. The use of the pepper spray was allegedly an unreasonable use of force.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation of insubordination and initially imposed a 10 percent salary reduction for six months. However, following a Skelly hearing, the hiring authority agreed to reduce the penalty to a 10 percent salary reduction for three months. The hiring authority determined there was insufficient evidence to sustain the allegation regarding unreasonable use of force.					

**SATISFACTORY CASES**

<b>Case No. 10-0551 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 27, 2009, an officer allegedly threatened a sergeant with legal action and harassed him because the sergeant was a witness in an internal affairs investigation that resulted in the dismissal of the officer's son. The son was also an officer.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.					
<b>Case No. 10-0552 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 27, 2009, an officer allegedly released two inmates from their cell without ensuring the inmates were handcuffed as required by a modified program. The two inmates then attacked an inmate porter who was affiliated with a different group.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 5 percent salary reduction for six months. The officer did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0553 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 25, 2009, two officers allegedly dragged an inmate into his cell, twisted the inmate's arm and wrist while taking his handcuffs off, and rammed his head into the cell wall. The officers also sexually assaulted the inmate by fondling his genitals and rubbing a flashlight on his buttocks.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined that the allegations were unfounded. There was no physical or documentary evidence to support the allegations and multiple witness statements did not corroborate the claims made by the inmate.					
BUREAU ASSESSMENT	The department's attorneys did not timely confirm the deadline for taking disciplinary action, timely consult with the assigned investigator and the bureau when the deadline needed to be modified, or timely contact the assigned investigator and the bureau to discuss the elements of a thorough investigation. The department's attorneys also did not attend investigative interviews of key witnesses to assess demeanor and credibility. The department's attorneys further did not timely review the draft investigative report and provide feedback to the investigator, nor did they provide written confirmation summarizing critical discussions concerning the investigative report.					
<b>Case No. 10-0554 (Headquarters)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 23, 2009, an office technician alleged that in 2006 an associate warden placed his hand inside the front of her pants. The office technician also alleged that in 2008 a lieutenant forced his way into her apartment and performed a sexual act in her presence, as well as on a separate occasion forced the employee to perform a sexual act on him on institution grounds.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The case against the lieutenant was referred to the district attorney's office, which declined to prosecute. The investigation against the associate warden failed to establish probable cause to believe that a crime was committed. The matter was not referred to the district attorney's office. The Office of Internal Affairs opened an administrative investigation against the lieutenant only, which the bureau accepted for monitoring.					

**SATISFACTORY CASES**

<b>Case No. 10-0555 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 23, 2009, an off-duty building maintenance worker at a department youth facility was allegedly involved in a road rage incident while driving on the freeway. During the incident the maintenance worker allegedly sprayed mace into the citizen's open car window. Both vehicles stopped at a location off the freeway and outside law enforcement was called. The maintenance worker allegedly threw the mace into a trash can in an attempt to hide evidence prior to the arrival of law enforcement, and was dishonest when he told law enforcement that he did not use mace, but instead sprayed air freshener into the citizen's car. The maintenance worker was subsequently arrested and failed to timely report his arrest to the department. The maintenance worker allegedly was inappropriately in possession of state-issued mace and misused state property when he sprayed the mace at the private citizen. The maintenance worker's wife, a youth counselor, allegedly failed to timely return the state-issued mace canister to the youth facility and allowed her husband to possess it. The maintenance worker's wife, along with three other youth counselors, allegedly knew about the maintenance worker's arrest but failed to timely report it.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain all of the allegations of misconduct against the maintenance worker and dismissed him. The allegations were also sustained against the maintenance worker's wife who received a 60 working-day suspension. Allegations were sustained against the three other youth counselors. One of the youth counselors received a 10 percent salary reduction for one month, and two of the youth counselors received a 10 percent salary reduction for six months. The employees all filed appeals with the State Personnel Board.					
<b>Case No. 10-0556 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 23, 2009, an officer allegedly drove his vehicle while under the influence of alcohol and caused an accident. Outside law enforcement arrested the officer who had a blood alcohol level of .23, was found in possession of his off-duty weapon, and was unable to stand on his own. It was also alleged that the officer did not report the arrest to the hiring authority, as required.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 10 percent salary reduction for 18 months. The officer did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0557 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 21, 2009, an officer allegedly used unnecessary force and was disrespectful to an inmate when he placed the inmate on the ground and referred to the inmate in a derogatory manner. Additionally, it was alleged that the officer was negligent when he placed the inmate in a holding cell, which contained sensitive institutional mail.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority sustained the allegations that the officer was neglectful in his duties and was discourteous to an inmate and issued the officer an official letter of reprimand. The allegation that the officer had used unnecessary force was not sustained. The officer did not file an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0558 (Central Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On or about September 17, 2009, an officer allegedly entered into a sexual relationship with an inmate while on-duty, and continued the relationship after the inmate was released on parole.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The case was referred to two district attorney offices, both of which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0559 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 11, 2009, an officer allegedly spit at an inmate through the food port of his cell, called the inmate derogatory names, and later failed to fully report his actions. It was also alleged that a second officer observed the incident and failed to report that the first officer spit at the inmate.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined that the first officer used profanity toward the inmate, but determined that there was insufficient evidence to sustain the remaining allegations. That officer received a letter of instruction. The hiring authority determined there was insufficient evidence to sustain the allegations against the second officer.					
<b>Case No. 10-0560 (South Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	Between September 4 and November 26, 2009, an officer allegedly vandalized a vehicle belonging to a sergeant on numerous occasions because the sergeant previously initiated disciplinary action against the officer. At least one act of alleged vandalism was witnessed by another officer. The officer also allegedly wrote the word "rat" on a work schedule next to the name of the officer who witnessed the vandalism.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0561 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 4, 2009, a youth counselor allegedly sprayed a ward in the back of the head with pepper spray as the ward walked away from him. The youth counselor and another youth counselor allegedly failed to accurately report the event in their incident reports.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.					
<b>Case No. 10-0562 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 1, 2009, an officer, while off-duty, attempted to commit suicide and was transported to a local hospital. He allegedly became combative with hospital staff and then verbally and physically resisted a local law enforcement officer, who used a taser on him. The officer was placed on a psychiatric hold, which resulted in the officer being prevented from possessing or having control of any firearm. The officer failed to report the firearms restriction to the department, as required.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The firearms restriction against the officer expired. The hiring authority determined there was sufficient evidence to sustain the allegations and imposed a 5 percent salary reduction for 12 months. The officer did not file an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0563 (Headquarters)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	It was alleged that on September 1, 2009, an officer began introducing mobile phones, tobacco, and narcotics into an institution and was overly familiar with inmates.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe that a crime was committed. Therefore, the case was not referred to the district attorney's office. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0564 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 31, 2009, an officer allegedly threw down and broke an inmate's compact disc player, and threatened the inmate by remarking, "I dare you hero." The officer was also allegedly dishonest when he reported he accidentally dropped the compact disc player. Another officer allegedly observed the compact disc player being intentionally thrown and failed to report the misconduct.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations that the officer intentionally threw down the inmate's compact disc player, threatened the inmate, and lied about accidentally dropping the compact disc player. The officer was dismissed. However, disciplinary action could not be imposed since the officer had already been dismissed in another matter. The hiring authority also sustained the allegation that the other officer failed to report the misconduct and issued the officer a letter of instruction.					
<b>Case No. 10-0565 (North Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 31, 2009, an officer allegedly stole a television, a wrist watch, and sunglasses from inmate mail. The officer also allegedly solicited an inmate to assist him in smuggling the items out of the institution.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0566 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 28, 2009, an officer allegedly stepped on the back of an inmate, who was handcuffed and on the ground in a prone position.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation that the officer used unreasonable force. The officer received a letter of reprimand, which was not appealed to the State Personnel Board.					
<b>Case No. 10-0567 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 28, 2009, an officer ordered an inmate, who was suspected of being under the influence of alcohol, to exit his cell and submit a urine sample. As the cell door opened, the officer allegedly punched the inmate's cellmate several times in the head without provocation.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.					

**SATISFACTORY CASES**

<b>Case No. 10-0568 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 25, 2009, a 27-year-old inmate was allegedly inappropriately housed in the same cell with a 68-year-old inmate, resulting in the 27-year-old inmate killing the older inmate. A sergeant allegedly failed to properly evaluate the factors required to be considered when housing the inmates together and instead relied simply on the inmates' consenting to being housed together. The sergeant was also allegedly dishonest about his review of the case factors during his investigative interview.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations that the sergeant negligently performed his duties or was dishonest.					
<b>Case No. 10-0569 (North Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 25, 2009, a parolee's ex-wife alleged that a parole agent had attempted to solicit sexual relations from her in exchange for not sending the parolee back to prison.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe that a crime was committed. The matter was not referred to the district attorney's office. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0570 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 19, 2009, several officers and a sergeant allegedly hazed a lieutenant who was transferring to a new assignment. Specifically, the officers and the sergeant allegedly had inmates grab and carry the lieutenant to a fence, where he was then handcuffed and left for a period of time. The participants then allegedly conspired to not report the incident. In addition, the lieutenant allegedly failed to report the misconduct and made misleading statements about the incident.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained allegations against two officers for neglecting their duties and for being discourteous to the lieutenant. The officers received 5 percent salary reductions for 24 months. The hiring authority sustained allegations against the sergeant for participating in the event and conspiring not to report it. The sergeant was demoted to officer. The hiring authority sustained the allegations against the lieutenant that he failed to report the misconduct and made misleading statements about the incident. The lieutenant was demoted to officer. All four subjects appealed to the State Personnel Board.					
<b>Case No. 10-0571 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 18, 2009, an officer was arrested for allegedly hitting his wife, leaving a bruise around her eye. The officer also allegedly failed to report his arrest to the institution, as required.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and imposed a 10 percent salary reduction for 12 months. However, following a Skelly hearing, the department and the officer entered into a settlement agreement. The department reduced the penalty to a 10 percent salary reduction for six months and the officer agreed to not file an appeal with the State Personnel Board.					

### SATISFACTORY CASES

<b>Case No. 10-0572 (North Region)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On August 18, 2009, it was alleged that a lieutenant was bringing narcotics into the institution for sale to inmates.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe that a crime was committed. The matter was not referred to the district attorney's office. The Office of Internal Affairs opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0573 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On August 18, 2009, it was alleged that a lieutenant was bringing tobacco, mobile phones, and heroin into the institution for sale to inmates. It was also alleged that the lieutenant engaged in overly familiar conduct with both an inmate and a parolee. The lieutenant allegedly utilized the department's inmate information system to obtain information about the inmate and parolee, and allegedly sent the inmate letters and money. The lieutenant also allegedly engaged in an extensive relationship with the parolee, which included travelling to Las Vegas together, picking the parolee up at his home, dining out with the parolee, making over 60 telephone calls to the parolee, and sending 100 text messages to the parolee. When seen in Las Vegas with the parolee by a sergeant who recognized the parolee as a former inmate, the lieutenant allegedly lied to the sergeant by indicating he was not on parole. Additionally, outside law enforcement found the lieutenant travelling in a vehicle with the parolee, and the lieutenant was allegedly dishonest about his connection to the parolee. Finally, the lieutenant was allegedly dishonest about the allegations during his interview with the Office of Internal Affairs.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority found insufficient evidence to sustain the allegation that the lieutenant brought contraband into the institution. However, the hiring authority determined there was sufficient evidence to sustain the remaining allegations that the lieutenant was overly familiar with both an inmate and a parolee, and was dishonest to the sergeant, outside law enforcement and the Office of Internal Affairs. The hiring authority dismissed the lieutenant, who filed an appeal with the State Personnel Board.					
<b>Case No. 10-0574 (Central Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On August 17, 2009, an officer was alleged to have needlessly used pepper spray on an inmate. The officer and two other officers who witnessed it allegedly failed to report the use of force.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations against all of the officers.					
<b>Case No. 10-0575 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On August 16, 2009, an officer was allegedly at a parolee's residence under the influence of drugs and dishonest with outside law enforcement officers. During the investigation of the officer's alleged misconduct, additional information was received indicating that the officer allegedly used and bought methamphetamine from a parolee and his girlfriend.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed the officer. The officer filed an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0576 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 13, 2009, an officer allegedly conspired with his girlfriend to commit various crimes involving drugs, check fraud, and stolen property, as well as neglected his duty as a peace officer to report her actions. The officer was arrested and allegedly failed to report his arrest. Later he allegedly provided false or intentionally misleading information to outside law enforcement and department investigators.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The allegations that the officer failed to report the girlfriend's activities and provided misleading information to investigators were sustained. Allegations of actual conspiracy in any of the criminal acts and failure to report his arrest were not sustained. The department served the officer with a notice of dismissal. However, the department allowed him to resign in lieu of dismissal; the officer agreed not to file an appeal with the State Personnel Board and not to seek employment with the department in the future.					
<b>Case No. 10-0577 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 7, 2009, an officer allegedly failed to maintain constant and direct observation of an inmate who had allegedly swallowed contraband. The officer also allegedly lied when he said that he had not received direction from his supervisor regarding the procedures for watching the inmate and that the post orders governing the observation of inmates were not available during his shift.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation that the officer had failed to properly observe the inmate and imposed a 10 percent salary reduction for 10 months. The hiring authority determined there was insufficient evidence that the officer had been dishonest about his supervisor's instructions and also determined that the post orders did not exist. The officer filed an appeal with the State Personnel Board.					
<b>Case No. 10-0578 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 7, 2009, it was alleged that an officer forcefully shoved an inmate's face into a steel door while in the shower, causing an injury to the inmate's cheek. The officer also allegedly threatened another inmate and used profanity. The officer failed to report the use of force and the inappropriate statements. It was further alleged that the officer has been engaging in a pattern of overall inappropriate use of verbal and physical intimidation toward inmates.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations against the officer and dismissed him. The officer filed an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0579 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>						
FACTS OF CASE	On August 6, 2009, two officers searched the cell of an unruly inmate and his cellmate. After the search, one of the officers allegedly entered the cell and struck one of the inmates several times. The inmate reported that the officer stomped on his head when the inmate was laying down on the cell floor. The second officer allegedly ran into the cell and deployed his pepper spray on both inmates, who were lying in a prone position. Both officers reported that the officer who first entered the cell was dragged into the cell by the inmate after the officer attempted to grab a book away from the inmate. The officer who struck the inmate reported that he struck the inmate in self-defense. A control booth officer, who observed the incident, reported that he did not see the officer and inmate struggle over a book but, rather, observed the officer follow the inmate into the cell. It was further alleged that both officers lied to investigators when they stated that the inmate dragged the officer into the cell and that the officer was acting in self-defense, and also that both officers were insubordinate when they discussed the case with each other prior to being interviewed by investigators.	DISPO	INV	ADV	HA				
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed both officers. The officers filed appeals with the State Personnel Board.								
<b>Case No. 10-0580 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>						
FACTS OF CASE	On August 4, 2009, it was alleged that an off-duty officer inappropriately brandished his off-duty weapon during a verbal argument with a cab driver.	DISPO	INV	ADV	HA				
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegation, as the officer drew his weapon after seeing the cab driver search for something in the passenger compartment of the cab and the officer did not know if the cab driver was going to draw a weapon. The hiring authority counseled the officer on ways to deescalate confrontations in the future.								
<b>Case No. 10-0581 (South Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>						
FACTS OF CASE	On August 4, 2009, it was alleged that a parole agent engaged in an overly familiar and sexual relationship with a parolee. The parolee alleged that the parole agent touched her breasts and thighs. The parolee also alleged that the parole agent suggested that they go to a motel room and when the parolee stated she charged for sex, the parole agent asked about the price for the service.	DISPO	INV	ADV	HA				
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe that a crime was committed. Therefore, the case was not referred to the district attorney's office. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.								

**SATISFACTORY CASES**

<b>Case No. 10-0582 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On August 4, 2009, a parolee alleged that a parole agent had touched her breasts and thighs. The parolee also alleged that the parole agent suggested that they go to a motel room and, when the parolee stated she charged for sex, the parole agent asked about the price for the service. It was also alleged that the parole agent arrived at home visits in overly casual dress.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations except an allegation that the parole agent dressed inappropriately during parole visits and dismissed the parole agent. The parole agent filed an appeal with the State Personnel Board.					
<b>Case No. 10-0583 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 30, 2009, a parole agent allegedly admitted he had been using, and was addicted to, methamphetamine. The agent also allegedly failed to properly perform his duties for more than 60 days, and falsified signatures on official documents.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and dismissed the parole agent, who filed an appeal with the State Personnel Board.					
<b>Case No. 10-0584 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 3, 2009, while off-duty, an officer allegedly discharged a firearm in a bedroom with two other individuals present and failed to report it to the hiring authority. On August 10, 2009, the officer was served with a temporary restraining order. The officer was allegedly dishonest when he failed to fully report the reasons for the issuance of the restraining order. In addition, during the investigation, it was revealed that the officer failed to report that he associated with a family member of an inmate and a parolee.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained the allegations and served the officer with a notice of dismissal. However, he resigned before the dismissal took effect. A letter indicating that he resigned pending disciplinary action was placed in his official personnel file.					
<b>Case No. 10-0585 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 29, 2009, a group of officers allegedly created a discourteous and hostile work environment for several other officers by failing to assist with duties, failing to respond to requests for aid in securing inmates, and by informing them that they were on "walk alone" status; meaning that should they need assistance, the other officers would not provide it. Additionally, it was alleged that one of the officers drew a picture of a rat on another officer's locker.		DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations that misconduct occurred by the officers. However, one of the officers received a letter of instruction providing training related to appropriate behavior in the workplace.					

### SATISFACTORY CASES

<b>Case No. 10-0586 (South Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT						
FACTS OF CASE	On July 25, 2009, a sergeant was arrested by an outside law enforcement agency for allegedly assaulting her boyfriend, who was also a sergeant in the department. At the time of the incident, a third sergeant and a correctional counselor were present and provided memorandums to the department regarding the incident. Based on these memorandums, it was alleged that the sergeant who was assaulted fabricated the incident and filed a false police report. It was further alleged that the sergeant who committed the assault and the correctional counselor were dishonest during their investigatory interviews with the Office of Internal Affairs when they were asked about the details of the incident.	DISPO	INV	ADV	HA				
DISPOSITION OF CASE	The hiring authority determined that there was insufficient evidence to sustain the allegation that the sergeant who was assaulted filed a false police report. The hiring authority sustained the allegations that the sergeant who was arrested engaged in domestic violence and was dishonest, and that the correctional counselor was dishonest. Both employees were dismissed and filed appeals with the State Personnel Board.								
<b>Case No. 10-0587 (Central Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT						
FACTS OF CASE	On July 22, 2009, an off-duty officer was arrested by outside law enforcement for allegedly possessing narcotics and for child endangerment because the drugs were allegedly kept in her home and accessible to a child. The officer pled no contest to child endangerment. The officer also allegedly failed to report her arrest to the hiring authority.	DISPO	INV	ADV	HA				
DISPOSITION OF CASE	Based on the officer's conviction, the hiring authority served the officer with a notice of dismissal. However, the officer resigned before the dismissal took effect. A letter was placed in her official personnel file indicating the officer resigned pending disciplinary action.								
<b>Case No. 10-0588 (South Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT						
FACTS OF CASE	On July 22, 2009, officers allegedly observed a male officer speaking to a female on institution grounds, later determined to be a former inmate. A sergeant asked the officer if the woman with whom he was speaking with earlier was a parolee and the officer denied that she was a parolee.	DISPO	INV	ADV	HA				
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations that the officer was dishonest or overly familiar with a person on active parole.								

**SATISFACTORY CASES**

<b>Case No. 10-0589 (Headquarters)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 22, 2009, a ward who was taking psychotropic medication and on suicide watch, refused to exit his cell to be transported to another facility for a higher level of mental health care. The ward threatened to assault any staff who attempted to enter the cell. A captain authorized, and a sergeant executed, an emergency cell extraction during which chemical agents were used to gain the ward's compliance. The captain and sergeant allegedly inappropriately allowed the use of emergency cell extraction instead of a controlled use of force and allegedly violated policy by allowing chemical agents to be used against the ward. Additionally, the captain was allegedly dishonest about whether the chief medical officer approved the use of chemical agents. The chief medical officer also allegedly inappropriately approved the use of chemical agents and was dishonest about such.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority for the captain and sergeant determined there was insufficient evidence to sustain any of the allegations against them. Additionally, the hiring authority for the chief medical officer determined there was insufficient evidence to sustain the allegations against him.					
<b>Case No. 10-0590 (North Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 21, 2009, it was alleged that an officer was trafficking mobile phones, tobacco, and narcotics into an institution for personal gain.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0591 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 18, 2009, an officer allegedly used unnecessary force by pushing an inmate and kicking her feet out from under her. The officer also allegedly unholstered a canister of pepper spray and threatened to use it without cause.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.					
<b>Case No. 10-0592 (Central Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 17, 2009, it was alleged that an officer had been smuggling marijuana, tobacco, and mobile phones into an institution in exchange for money.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe that the officer had committed any crimes. As a result, the matter was not referred to the district attorney's office for prosecution. The department did not open an administrative investigation due to a lack of evidence.					
<b>Case No. 10-0593 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 14, 2009, a sergeant allegedly failed to act when an inmate tried to commit suicide on three occasions. The sergeant also allegedly failed to ensure the required log was documented. It was further alleged that on July 14, 2009, a responding registered nurse committed a security violation by entering a holding cell while the inmate was unrestrained.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegation against the sergeant and imposed a one working-day suspension. The hiring authority determined there was insufficient evidence to sustain the allegation against the registered nurse.					

**SATISFACTORY CASES**

<b>Case No. 10-0594 (South Region)</b> <i>Direct Action Case</i>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 7, 2009, it was alleged that a parole agent had multiple discrepancies in the record of supervision of parolees. Specifically, dates of home visits allegedly did not match his case list roster, GPS monitoring allegedly lacked updated locations, and there were no laboratory results from alleged anti-narcotic testing of parolees.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed him. The parole agent filed an appeal with the State Personnel Board.				
<b>Case No. 10-0595 (South Region)</b> <i>Direct Action Case</i>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 2, 2009, a senior youth counselor allegedly pushed a ward. It was also alleged the senior youth counselor failed to properly report the incident, failed to provide the ward with a medical examination after the incident, and lied during his interview with the Office of Internal Affairs.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority reviewed the video tape of the incident and determined that the alleged use of force was not significant. However, the hiring authority sustained the allegations that the senior youth counselor failed to properly report the incident and failed to refer the ward for medical attention, as required by department policy. The hiring authority determined there was insufficient evidence to sustain the remainder of the allegations. The senior youth counselor received a letter of instruction and training.				
<b>Case No. 10-0596 (South Region)</b> <i>Direct Action Case</i>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On July 1, 2009, an officer was arrested for allegedly threatening and hitting his girlfriend, holding her against her will, and destroying a mobile phone.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and imposed a 10 percent salary reduction for 12 months. The officer filed an appeal with the State Personnel Board.				
<b>Case No. 10-0597 (North Region)</b> <i>Administrative Case</i>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 28, 2009, an officer allegedly used excessive force when he struck a restrained but combative inmate five times with a baton.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegation. However, the officer was issued a letter of instruction for using the baton in an unsafe manner.				
<b>Case No. 10-0598 (North Region)</b> <i>Administrative Case</i>		<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 21 2009, a lieutenant allegedly conducted rules violation hearings improperly. Specifically, he failed to provide evidence, address appropriate offenses, or discover misapplied inmate classifications, as required. On August 2, 2009, the lieutenant also allegedly falsified a rules violation report and assessed an inmate a 181-day forfeiture of time credits after indicating that the inmate pled guilty to violating prison rules when in fact the inmate pled not guilty.	DISPO	INV	ADV	HA
DISPOSITION OF CASE	The hiring authority sustained four allegations that the lieutenant failed to properly conduct the hearings. However, the allegation that he falsified or made misleading statements in official reports was not sustained. The hiring authority imposed a 10 percent salary reduction for 14 months. The lieutenant filed an appeal with the State Personnel Board.				

**SATISFACTORY CASES**

<b>Case No. 10-0599 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 19, 2009, it was alleged that an officer was engaged in an overly familiar relationship with an inmate and provided the inmate with information about institutional activities, such as when the institution's investigative services unit or gang investigators were going to the inmate's housing unit. The officer also allegedly used her connection with the inmate to pressure other inmates to withdraw inmate complaints that had been filed against the officer.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations against the officer.					
BUREAU ASSESSMENT	The allegations against the officer originated from a confidential inmate informant, initially interviewed by institutional investigators. At the request of the hiring authority, the Office of Internal Affairs did not conduct an interview of the complaining inmate due to the department's fear that further interviews would expose the inmate as an informant. As a result, no subsequent information was obtained from the inmate that would either corroborate his initial allegations or assist in the investigation. The department's investigators did not adequately prepare for the investigation, properly address relevant issues regarding the allegations during interviews, or adequately address relevant issues in the investigation. The investigative report also failed to address the relevant facts regarding the allegations. Further, the investigation was not conducted with due diligence and was not completed within sufficient time for the hiring authority to review the investigative report and take disciplinary action before the deadline for taking action expired.					
<b>Case No. 10-0600 (Headquarters)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 15, 2009, an inmate reported to a lieutenant that officers had used unnecessary force on him by hitting him repeatedly with a baton and then kneeing and hitting him in the back of the head. Allegedly, the lieutenant failed to report the allegations made by the inmate. Further, the inmate alleged that he was interviewed by the lieutenant three times, the lieutenant failed to document any of the interviews, and the lieutenant inappropriately documented that the inmate had refused to make a statement. The lieutenant was also allegedly dishonest when he told the Office of the Inspector General that the inmate refused to make a statement.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority sustained the allegations that the lieutenant failed to document the interview with the inmate and inappropriately indicated the inmate declined to interview. However, the video equipment malfunctioned so no recording of the interview existed and when the lieutenant attempted to re-conduct the interview, the inmate refused on tape. The lieutenant told the Office of the Inspector General that recordings of interviews existed with the exception of the one when the inmate refused to be interviewed. Later he indicated that an interview had been conducted but no recording existed as the equipment malfunctioned. The lieutenant was demoted to an officer. The lieutenant filed an appeal with the State Personnel Board.					
BUREAU ASSESSMENT	The department's investigators did not properly address relevant issues regarding the allegations during interviews or adequately address relevant issues in the investigation. The department investigators also failed to cooperate with and provide real time consultation with the department's attorneys and the bureau. Further, the investigation was not conducted with due diligence and was not completed within sufficient time for the hiring authority to review the investigative report and take disciplinary action before the deadline for taking action expired.					

**SATISFACTORY CASES**

<b>Case No. 10-0601 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 14, 2009, an officer allegedly stabbed his girlfriend with a pocket-knife resulting in injuries to her leg and arms. Although the officer fled the scene of the attack, he was arrested for the offense on October 27, 2009, and failed to notify the hiring authority of his arrest.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	Due to evidentiary issues, the hiring authority determined there was sufficient evidence to sustain the allegations and imposed a 5 percent salary reduction for three months. The officer did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0602 (Headquarters)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 12, 2009, an officer allegedly used unnecessary force on an inmate. The inmate was being escorted to his cell by several officers when he allegedly became combative and kicked an officer in the chest. After officers subdued the inmate and had him lying on the ground, an officer allegedly kicked the inmate in the head twice.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The case against the officer was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0603 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 12, 2009, an officer allegedly used unnecessary force on an inmate. The inmate was being escorted to his cell by several officers when he allegedly became combative and kicked an officer in the chest. After officers subdued the inmate and had him lying on the ground, an officer allegedly kicked the inmate in the head twice. The officer then allegedly failed to report the use of force, made false or intentionally misleading statements in his subsequent incident report, and was dishonest during his investigative interview.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations concerning the officer's inappropriate use of force and his failure to report his use of force. The hiring authority determined there was insufficient evidence to sustain dishonesty allegations. The officer was dismissed and did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0604 (Central Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 5, 2009, it was alleged that two officers in a housing unit failed to follow appropriate procedures concerning the movement of inmates. As a result, an inmate was stabbed by inmates from a rival gang who had not been properly searched, secured, or escorted in the housing unit as required.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained allegations that both officers were neglectful in the performance of their duties. The hiring authority imposed a penalty of a 5 percent salary reduction for two months for the first officer, who had a prior adverse action, and issued a letter of reprimand for the second officer. The first officer filed an appeal with the State Personnel Board but the second officer did not.					

### SATISFACTORY CASES

<b>Case No. 10-0605 (Central Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On June 3, 2009, a riot occurred on an exercise yard. Responding officers formed a skirmish line. An officer allegedly violated policy when he ran from the skirmish line into the middle of the riot. The officer fell to the ground, causing other officers to break from the skirmish line to help him. After the riot ended, the officer allegedly kicked an inmate two or three times in the shoulder and back area after the inmate was prone on the ground to prevent the inmate from getting up.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained the allegation that the officer violated policy by failing to remain in the skirmish line. Several witnesses reported that the officer did not kick the inmate, but rather placed his foot on the inmate's back as the inmate was trying to get up. As a result, the hiring authority did not sustain the allegation that the officer kicked the inmate. However, the hiring authority determined that the officer violated policy by using his foot to keep the inmate on the ground. The officer received a letter of reprimand. The officer filed an appeal with the State Personnel Board.					
<b>Case No. 10-0606 (South Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On June 1, 2009, a lieutenant allegedly made derogatory statements to an inmate about the inmate's Arab ancestry and submitted false information to justify placing the inmate in an administrative segregation unit. Also, on June 30, 2009, the lieutenant allegedly used unnecessary and excessive force on an inmate when he shoved an inmate against a wall and held him there while making a threatening remark.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations that the lieutenant was discourteous and made misleading statements to put the inmate in an administrative segregation unit. The lieutenant received a 10 percent salary reduction for 16 months. The hiring authority did not sustain the allegation of unnecessary force. Following a Skelly hearing, the hiring authority agreed to settle the case for a 5 percent salary reduction for 12 months and the lieutenant agreed not to file an appeal with the State Personnel Board.					
<b>Case No. 10-0607 (North Region)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	Between June and September 2009, a director of nursing allegedly sexually battered several of his staff members by touching them inappropriately and threatening to withhold promotions if staff reported his alleged misconduct.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The matter was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					

**SATISFACTORY CASES**

<b>Case No. 10-0608 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	Between June 2009 and April 2010, an officer allegedly both possessed and used steroids and marijuana. The officer was also allegedly dishonest during his investigatory interview. Another officer had allegedly been aware of the other officer's use of illegal substances for several years and failed to report the misconduct.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations of off-duty use and possession of controlled substances and dishonesty. The hiring authority served the officer with a notice of dismissal; however, the officer resigned before the disciplinary action took effect. A letter indicating the officer resigned pending disciplinary action was placed in the officer's official personnel file. The hiring authority sustained the allegation against the other officer for failing to report the officer's misconduct and imposed a one working-day suspension. The officer did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0609 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 29, 2009, it was alleged that a parole agent improperly placed a parolee into custody based on the results of a narcotics screening test without confirming the results with a urine test and laboratory results. On June 12, 2009, the parole agent was allegedly a passenger in a vehicle that forced an ex-parolee's vehicle off the road while the agent yelled derogatory and threatening comments at the ex-parolee. When informed about the parole agent's alleged conduct toward the ex-parolee, his supervisor allegedly failed to take appropriate action upon receiving the complaint.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegation that the supervisor failed to take appropriate action when receiving the complaint about the parole agent, and imposed a one working-day suspension. The supervisor did not file an appeal with the State Personnel Board. The hiring authority determined there was insufficient evidence to sustain the allegation that the parole agent yelled derogatory and threatening comments at an ex-parolee. The hiring authority determined that the parole agent did not violate policy when he placed the parolee in custody based on the results of the screening test because the parolee refused to submit to confirming tests. However, the hiring authority provided training to the parole agent regarding documentation of events such as the parolee's refusal to participate in tests. The hiring authority also determined that the department lacks a clear policy governing parole agents' use of narcotics screening tests. Therefore, the bureau recommended that the department develop such a policy and provide parole agents with corresponding training.					
<b>Case No. 10-0610 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 29, 2009, an officer allegedly failed to properly secure an inmate in a temporary holding cell, after having been ordered to do so by his supervisor. As a result, the inmate who should have been restrained was able to spit at him. The officer also allegedly used unreasonable force by taking the inmate to the ground during an escort. Additionally, the officer was alleged to have been discourteous to the inmate by intentionally placing his food out of reach so the inmate could see the meal, but not reach it.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations that the officer was insubordinate and discourteous to the inmate, but determined there was insufficient evidence to sustain the allegation that the officer used unreasonable force. The officer received a 10 percent salary reduction for six months. The officer filed an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0611 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 25, 2009, a sergeant allegedly used profanity and the word "rat" during a training class to describe staff who report misconduct. It was further alleged that the sergeant lied during his interview with the Office of the Inspector General about the allegations.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	Following an investigation by the Office of the Inspector General, the hiring authority determined there was sufficient evidence to sustain the allegations of discourteous treatment and dishonesty. The sergeant was dismissed and filed an appeal with the State Personnel Board.					
<b>Case No. 10-0612 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 22, 2009, a parole agent allegedly engaged in a verbal dispute with a citizen while both were on the road and driving personal vehicles. The citizen exited his vehicle to further confront the parole agent, at which time the parole agent displayed his firearm. The parole agent then drove away without identifying himself as a law enforcement officer. Subsequently, the parole agent allegedly lied to outside law enforcement and the Office of Internal Affairs regarding the incident.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain allegations that the parole agent lied to outside law enforcement. However, the hiring authority determined there was sufficient evidence to sustain allegations that the parole agent inappropriately displayed a firearm, that he was discourteous to the private citizen, and that he was less than honest during his interview with the Office of Internal Affairs. The hiring authority imposed a 60 working-day suspension. The hiring authority elected not to dismiss the parole agent because he had years of service without any prior disciplinary issues and the parole agent was prompted to draw his weapon by a genuine fear for his safety. The parole agent appealed the suspension to the State Personnel Board.					
<b>Case No. 10-0613 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 22, 2009, an officer observed an inmate covering his cell window with paper. He ordered the inmate to stop but the inmate refused to comply. The officer then allegedly sprayed the inmate with pepper spray at which time the inmate complied.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegation of using unreasonable force and neglect of duty against the officer and imposed a penalty of a formal letter of reprimand. Following a Skelly hearing, the hiring authority modified the penalty to a letter of instruction. There was a conflict between the department's policy and the Department of Mental Health's policy that caused confusion as to the proper procedure for entering an inmate's cell under the circumstances present in this case. The conflict in policies has been addressed and corrected by the hiring authority in order to eliminate future confusion.					
<b>Case No. 10-0614 (South Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 21, 2009, the department received information that a youth counselor had allegedly engaged in a sexual relationship with a ward in 2008.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					

**SATISFACTORY CASES**

<b>Case No. 10-0615 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 21, 2009, the department received information that a youth counselor had allegedly engaged in a sexual relationship with a ward in 2008.					
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations. However, the youth counselor resigned before the investigation was completed. A letter indicating the youth counselor resigned under adverse circumstances was placed in her official personnel file.					
BUREAU ASSESSMENT	The department's attorneys did not timely confirm the deadline for taking disciplinary action. The department's attorneys also did not timely review the draft investigative report and provide feedback to the investigator, nor did they provide written confirmation summarizing critical discussions concerning the investigative report. Finally, the department's attorneys failed to coordinate with the bureau at each critical juncture of the disciplinary process. The hiring authority failed to consult with the bureau regarding the sufficiency of the investigation, prior to making a final decision regarding allegations and findings, and prior to making a final decision regarding disciplinary determinations. The hiring authority also did not inform the bureau of significant case developments. Further, the hiring authority failed to provide the bureau with documentation of critical decisions in the case, as required.					
<b>Case No. 10-0616 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 12, 2009, an officer was arrested after allegedly punching his girlfriend, a fellow officer, in the face and pushing her to the ground during an off-duty incident. He also allegedly threatened to kill his girlfriend if he went to jail and lost his job and children. Outside law enforcement referred the criminal case to the district attorney's office, which declined to prosecute. The officer allegedly failed to report his arrest to the institution and he lied during his interview with the Office of Internal Affairs regarding the allegations.					
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain all allegations, except that the officer lied during his interview with the Office of Internal Affairs, and imposed a 60 working-day suspension. The officer did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0617 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 5, 2009, an officer allegedly conducted a retaliatory search of an inmate's locker after the inmate refused to do as the officer asked and failed to document it in the search log. The officer also allegedly inappropriately confiscated the inmate's identification card, failed to provide the inmate with a receipt for property confiscated, and failed to follow a sergeant's orders regarding the confiscated property. The officer was allegedly dishonest about the property he confiscated from the inmate and about the facts of incident.					
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed him. The officer filed an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0618 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 5, 2009, it was alleged that an officer used unnecessary force on an inmate by spraying him with pepper spray, failed to accurately report the use of force, and was dishonest as to the incident when he wrote his report and was interviewed. Four other officers who were present were alleged to have failed to report the force they witnessed.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegation that the officer failed to report his use of force, but did not find that the officer used unreasonable force and did not find that the officer made intentionally misleading statements in his report or in a subsequent interview. The officer received a 5 percent salary reduction for 12 months. Subsequent to filing an appeal, the officer negotiated a stipulated settlement with the department whereby the salary reduction was reduced to 9 months (from 12) and the adverse action may be removed from his Official Personnel File after one year. Of the four officers that allegedly witnessed the use of force, the hiring authority sustained an allegation that one officer failed to report the use of force he allegedly witnessed and imposed a 5 percent salary reduction for three months. This officer negotiated a stipulated settlement after filing an appeal whereby the penalty remains the same, but the adverse action may be removed from his Official Personnel File after one year. The hiring authority sustained allegations against a second officer for failing to accurately describe the use of force he witnessed and for failing to correct discrepancies in his reporting during an interview by the Office of Internal Affairs. The officer received a 5 percent salary reduction for 12 months. After filing an appeal, this officer negotiated a stipulated settlement whereby the penalty was reduced to 9 months (from 12) and provides for removal of the adverse action from his Official Personnel File after one year. The hiring authority found that the third officer failed to accurately report the use of force he allegedly witnessed and imposed a 10 percent salary reduction for six months. This officer negotiated a stipulated settlement after filing an appeal whereby the penalty was reduced to five months (from six) and the adverse action may be removed from his Official Personnel File after one year. The fourth officer was found to have failed to report the use of force he allegedly observed and failed to clarify the discrepancies in his report during his interview by the Office of Internal Affairs. The officer received a 5 percent salary reduction for 12 months. Following an appeal, this officer negotiated a stipulated settlement whereby the salary reduction was modified to 9 months (from 12) and the adverse action may be removed from his Official Personnel File after one year.					
<b>Case No. 10-0619 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 20, 2009, after an officer's girlfriend vomited in a casino, security guards asked the officer and his girlfriend to leave. The intoxicated officer allegedly became belligerent, waved his departmental badge, and announced he was an armed law enforcement officer and that if anyone came close to him he would shoot them. The officer was arrested for disorderly conduct by outside law enforcement.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and imposed a 10 percent salary reduction for 24 months. The officer filed an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0620 (Headquarters)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 11, 2009, a youth counselor allegedly got into an argument with his wife during which he allegedly reached inside a vehicle the wife was sitting in, grabbed the keys out of the ignition, pushed her back, and injured her fingers by bending them back when she tried to grab the keys. When asked by responding outside law enforcement about the location of weapons he owned, the youth counselor allegedly initially made misleading statements, then subsequently provided accurate information. After being arrested for domestic violence, the youth counselor was allegedly uncooperative with outside law enforcement by slipping the handcuffs to the front of his body while in the police vehicle. The youth counselor also allegedly failed to report his arrest.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 10 percent salary reduction for 24 months. The youth counselor did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0621 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 10, 2009, it was alleged that between 2007 and 2009, a chief psychiatrist had been engaged in a pattern of discourteous treatment toward subordinate staff members. Numerous staff members reported that the chief psychiatrist demeaned others by calling them "losers," making inappropriate sexual comments, and making rude gestures. One staff member reported that the chief psychiatrist rudely tapped her on the back of her head on several occasions. It was further alleged that the chief psychiatrist was dishonest during his interview with the Office of Internal Affairs.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed the chief psychiatrist. The chief psychiatrist filed an appeal with the State Personnel Board.					
<b>Case No. 10-0622 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	Between April 10 and July 6, 2009, a parole agent allegedly falsified his monthly roster and field book by indicating that a parolee was assigned to a drug treatment program, while the parolee was actually in county jail. He also allegedly misrepresented that parolees had been drug-tested when they had not and failed to properly supervise parolees.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations. The hiring authority determined that the misleading statement in his field book regarding the drug program was attributable to a failure to review the parolee's file which contained an order changing his status. The hiring authority also found that records on anti-narcotic testing were not accurately maintained. However, based upon the agent's honesty during the interview, a statement from his supervisor regarding his significant improvements in performance, and the parole agent's lack of experience at the time of the errors, the hiring authority suspended the parole agent for 60 working-days. The parole agent filed an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0623 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 3, 2009, an officer allegedly took an inmate into the sally port to counsel him and threw him up against a wall. The officer then allegedly took the inmate outside and shoved him into a wall. A sergeant allegedly arrived on the scene, and placed his arm on the inmate to have the inmate transition from a standing to kneeling position. Additionally, the officer allegedly witnessed the sergeant's use of force and also failed to report it. It was also alleged the officer violated policy by counseling the inmate in an area that was not within sight of other officers.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence that the officer engaged in the alleged use of force, but sustain the allegations that the officer violated policy by counseling the inmate in an inappropriate area and that he failed to report the sergeant's use of force. The hiring authority initially imposed a 10 percent salary reduction for 12 months. However, following a Skelly hearing, the hiring authority agreed to settle the case for a salary reduction of 10 percent for seven months and the officer agreed not to file an appeal with the State Personnel Board. The hiring authority found the sergeant's use of force reasonable, but sustained the allegation that the sergeant failed to report his own use of force and imposed a salary reduction of 10 percent for nine months. The sergeant filed an appeal with the State Personnel Board.					
<b>Case No. 10-0624 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 27, 2009, an inmate was stabbed by other inmates on an exercise yard. Two inmates were detained based on their proximity to the stabbed inmate and because they had small specks of what appeared to be blood on their clothing. It was alleged that a lieutenant was negligent in his duties for failing to have the two inmates placed in an administrative segregation unit, as required. It was also alleged that a captain and an associate warden were negligent in their duties for failing to have the two inmates placed in an administrative segregation unit after learning details of the incident. It was further alleged that a sergeant and an officer working in the institution's investigative services unit were negligent in their duties for failing to properly document a blood trail that was reportedly at the scene of the stabbing.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations against the lieutenant and the sergeant and they were provided training. The hiring authority determined there was insufficient evidence to sustain the allegations against the captain, associate warden, and officer.					

**SATISFACTORY CASES**

<b>Case No. 10-0625 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 27, 2009, a sergeant allegedly reported to outside law enforcement officers that on his way to work he had been attacked at a remote rest area, that the assailants mentioned another officer's name during the attack, and that he suspected the attack was related to gang activity at the institution. The sergeant suffered slashes that required stitches. As a result, outside law enforcement utilized over 1,400 hours and incurred approximately \$85,000 in costs to provide the sergeant and the officer with round the clock protection for five days. On February 2, 2010, the Office of Internal Affairs interviewed the outside law enforcement officers about the attack reported by the sergeant. Later that same day, the sergeant reported to the outside law enforcement officers that he had again been the victim of a crime, a hit and run outside of his home. The sergeant reported that while taking out the trash in the morning he was run over by an unknown vehicle and the assailants made gang-related references to him. The sergeant sustained multiple injuries including slashes on his leg. When the outside law enforcement officers interviewed the sergeant about the hit and run he had reported, the sergeant admitted that neither the March 27 attack, nor the February 2 hit and run, had occurred and that he had self-inflicted both sets of wounds.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations that the officer had been dishonest to outside law enforcement about both of the incidents and dismissed him. The officer filed an appeal with the State Personnel Board.					
<b>Case No. 10-0626 (South Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 26, 2009, an inmate alleged that officers sexually assaulted him and that officers assisted other inmates in sexually assaulting him.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute. The department did not open an administrative investigation due to lack of evidence.					
<b>Case No. 10-0627 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 23, 2009, an inmate alleged that a lieutenant failed to report significant injuries on an inmate's body that the lieutenant allegedly saw during an unclothed body search of the inmate. It was further alleged that the lieutenant was dishonest when she filed a report denying that any injuries were noted on the inmate's body.	DISPO	INV	ADV	HA	   
DISPOSITION OF CASE	The investigation revealed that the inmate was not credible after having been found to have been dishonest on multiple occasions. During one of the interviews of the inmate, the inmate admitted that she had lied to staff regarding the alleged events. Therefore, the hiring authority determined there was insufficient evidence to sustain the allegations.					
BUREAU ASSESSMENT	The department's attorneys did not timely confirm the deadline for taking disciplinary action, nor timely contact the assigned investigator and the bureau to discuss the elements of a thorough investigation. The department's attorneys also did not attend investigative interviews of key witnesses to assess demeanor and credibility. The department's attorneys further did not timely review the draft investigative report and provide feedback to the investigator, nor did they provide written confirmation summarizing critical discussions concerning the investigative report. Finally, the department's attorneys failed to conduct the disciplinary process with due diligence.					

**SATISFACTORY CASES**

<b>Case No. 10-0628 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	Between March 19 and September 22, 2009, a parole agent allegedly failed to document any casework activity related to a parolee on his caseload. During that time period, the parolee allegedly abducted and sexually molested a 15-year-old boy.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation that the parole agent was negligent in his supervision of the parolee and imposed a 5 percent salary reduction for 24 months. At a Skelly hearing, the parole agent pointed out that he had another disciplinary case which was on appeal at the State Personnel Board addressing the same conduct, which had been imposed by the previous hiring authority. Therefore, the hiring authority and parole agent then entered into a settlement agreement resolving both cases in which the parole agent received a 5 percent salary reduction for six months.					
<b>Case No. 10-0629 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 13, 2009, two officers allegedly inaccurately completed forms indicating they had conducted 16 30-minute ward welfare checks during their shift. A videotape of the housing unit showed that they actually only conducted four welfare checks.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and imposed a 5 percent salary reduction for 36 months for both officers. Neither of the officers filed an appeal with the State Personnel Board.					
<b>Case No. 10-0630 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On February 23, 2009, an off-duty lieutenant allegedly grabbed his girlfriend's arm and forcibly took her mobile phone from her hand. He also allegedly provided misleading information to law enforcement officers regarding the incident. The lieutenant was arrested for domestic violence and theft of personal property, and allegedly failed to report the arrest to his hiring authority.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 10 percent salary reduction for 24 months. The lieutenant did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0631 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On February 17, 2009, an officer found an inmate-manufactured weapon during a cell search and provided it to another officer, who turned it into a sergeant. The sergeant allegedly told the officers to report that the officer who found it provided it to the sergeant. The sergeant documented that the officer who found it gave it directly to him in an attempt to simplify the chain of custody because departmental training instructs that the officer who finds a weapon should be the one who turns it in.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations and demoted the sergeant to officer. The sergeant, now officer, did not file an appeal with the State Personnel Board.					

### SATISFACTORY CASES

<b>Case No. 10-0632 (Central Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	Between February and June 2009, the number of sick days used by two officers and a sergeant were significantly reduced in the computer logs, as compared to the attendance sheets, concealing the actual number of sick days used. It was alleged that the sergeant used his position to delete the sick days taken by himself and the other two officers. The sergeant also allegedly lied during an investigatory interview.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority sustained the allegations and the sergeant was served with a notice of dismissal. The sergeant filed an appeal with the State Personnel Board.					
<b>Case No. 10-0633 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On or about January 23, 2009, it was alleged that an officer was engaged in an overly familiar relationship with an inmate, which included sexual activity. The officer also allegedly brought tobacco, drugs, lighters, and jewelry into the secured perimeter of the institution.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations. However, during his interview about the allegations, the officer inappropriately referred to an inmate by her first name and stated that he did not report all inmate requests for favors as required. The hiring authority determined that a letter of instruction was appropriate. However, the officer retired before the letter of instruction was issued.					
<b>Case No. 10-0634 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	During January through April 2009, a parole agent allegedly failed to conduct home visits for her assigned parolees and falsified documents by indicating that she had made those visits.		DISPO	INV	ADV	HA
						
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and imposed a 10 percent salary reduction for 18 months. However, following a Skelly hearing, the hiring authority agreed to reduce the penalty to a 10 percent salary reduction for 13 months. The parole agent filed an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0635 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>						
FACTS OF CASE	On December 26, 2008, an officer allegedly allowed an inmate to be released early from a fire camp, without first submitting the appropriate paperwork for an inmate release. A second officer also failed to properly conduct, document, and report the inmate count after the early release. The officers allegedly allowed a fire captain, who was not an employee of the department, to transport the inmate from the camp to be released in violation of policy. When the paperwork related to the release was finally sent to the appropriate unit in the institution for processing, the error was discovered. The officer who released the inmate was contacted, informed that the inmate should not be released, and asked if the inmate was still at the camp. The officer inaccurately responded that the inmate was still at the camp. Both officers allegedly failed to promptly notify a supervisor of the early release and instead personally attempted to locate the inmate.	DISPO	INV	ADV	HA				
DISPOSITION OF CASE	The hiring authority sustained allegations against the officer who released the inmate for failing to follow proper inmate release procedures, allowing a non-department employee to take custody of an inmate, providing inaccurate information regarding whether the inmate had left the camp, and failing to properly notify his supervisor of the inmate's early release once it was discovered. The officer received a 10 working-day suspension, and filed an appeal with the State Personnel Board. The hiring authority determined there was insufficient evidence to sustain allegations against the second officer.								
<b>Case No. 10-0636 (Headquarters)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>						
FACTS OF CASE	On December 17, 2008, the department received information that inmates at an institution may not be receiving all of their medications during lock-down periods. The health care manager/chief medical officer allegedly had knowledge of this and failed to act.	DISPO	INV	ADV	HA				
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain allegations that the institution's health care manager/chief medical officer had knowledge that inmates were not receiving all their medications and failed to take required action.								
BUREAU ASSESSMENT	The department's attorneys did not timely confirm the deadline for taking disciplinary action, The department's attorneys also did not timely review the draft investigative report and provide feedback to the investigator. Further, the department's attorneys failed to coordinate with the bureau at each critical juncture of the investigative process and did not conduct the discipline process with due diligence.								
<b>Case No. 10-0637 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>						
FACTS OF CASE	On December 10, 2008, an officer was allegedly involved in a road rage incident with an outside law enforcement officer who was driving an unmarked vehicle. The officer allegedly attempted to ram the outside law enforcement vehicle off the road and failed to yield when the outside law enforcement officer activated his vehicle's lights and sirens. The officer sped away and crashed his vehicle in a ditch. It was further alleged that the officer lied during his interview with the Office of Internal Affairs about the allegations.	DISPO	INV	ADV	HA				
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and decided to dismiss the officer. However, the officer retired before discipline could be imposed. A letter indicating the officer retired under adverse circumstances was placed in his official personnel file.								

### SATISFACTORY CASES

<b>Case No. 10-0638 (South Region)</b>		<i>Direct Action Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On December 4, 2008, an officer was arrested after he allegedly pushed his girlfriend into a mirror, which caused it to break. The girlfriend alleged that the officer then took a piece of the broken mirror and attacked her with it. Outside law enforcement responded to the disturbance and noted that the victim had injuries consisting of lumps to her face, a bloody nose, and cuts and scratches to her body.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation and imposed a 60 working-day suspension. The officer filed an appeal with the State Personnel Board.					
<b>Case No. 10-0639 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On November 12, 2008, a supervising registered nurse allegedly removed institutional prescription medications for personal use. Additionally, it was alleged that another registered nurse was aware of the alleged misconduct, yet failed to report the incident.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained the allegation against the supervising nurse and dismissed him. He filed an appeal with the State Personnel Board. The hiring authority sustained the allegation that the other registered nurse failed to report misconduct and imposed a 10 percent salary reduction for nine months. However, following a Skelly hearing, the hiring authority agreed to settle the case for a 10 percent salary reduction for six months and the nurse agreed not to file an appeal with the State Personnel Board.					
<b>Case No. 10-0640 (Headquarters)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	Between November and December 2008, an officer allegedly had sexual contact with an inmate who was assigned to a fire camp.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0641 (Headquarters)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	It was alleged that in November 2008 and December 2008 a parole agent inappropriately accessed law enforcement records from the California Law Enforcement Telecommunications System and the California Department of Motor Vehicles related to his girlfriend and his girlfriend's former boyfriend. He also allegedly made false entries in the records log that the computer searches were done during the course of an investigation. It was also alleged that the parole agent allowed his girlfriend to travel with him in his state vehicle and stay with the parole agent in a hotel while he was attending training for his job. Further, it was alleged that the parole agent threatened some juveniles with his state-issued rifle outside of his residence.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority sustained the allegations that the parole agent inappropriately accessed law enforcement records, made false entries in the records log, and allowed his girlfriend to travel in his state vehicle. The hiring authority imposed a 10 percent salary reduction for 24 months. The parole agent did not file an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0642 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On October 31, 2008, a doctor ordered a urine sample from an inmate. Another medical staff member allegedly reported to the nurse that the inmate would not cooperate with the sample and it may be necessary to request an order from the doctor to take a forced sample via catheter. Subsequently, the nurse allegedly proceeded with taking a urine sample via catheter while a sergeant and an officer forcibly restrained the inmate.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegation that the nurse proceeded with obtaining a urine sample via catheter without a proper order from the doctor. The hiring authority imposed a 5 percent salary reduction for 18 months, which the nurse appealed to the State Personnel Board. The hiring authority determined there was insufficient evidence to sustain allegations that the sergeant, officer and doctor engaged in misconduct.					
<b>Case No. 10-0643 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On October 9, 2008, an inmate was discovered hanging in his cell on his knees with his head slightly forward. Custody staff did not immediately initiate an emergency cell extraction. Instead, unsure if the hanging was a ruse, they began to assemble a team for a controlled cell extraction. After waiting for a brief time, custody staff entered the cell, even though a full team had not yet been assembled. The inmate was cut down and removed from the cell. Neither custody staff, nor the responding registered nurse, commenced CPR at that time. The inmate was then placed in a wheelchair, rather than on a gurney, with the ligature still around his neck and taken to the treatment center. At the treatment center, CPR was initiated. It was alleged that officers failed to timely enter into the cell, failed to initiate CPR and failed to adequately report the incident. It was alleged that the sergeant should have initiated an emergency cell extraction, and the lieutenant did not properly manage the extraction process or properly complete the corresponding incident package. It was further alleged that the nurse failed to properly respond to the medical emergency and failed to adequately document the incident.	DISPO	INV	ADV	HA	
						
DISPOSITION OF CASE	Allegations that four officers failed to initiate CPR and failed to adequately report the incident surfaced, which were sustained. Three of the officers received letters of instruction, while one officer received a letter of reprimand. No other allegations were sustained against any officers. An allegation of failing to initiate an emergency medical cell extraction was sustained against the sergeant, who received a 10 percent salary reduction for 12 months. Allegations of failure to manage the cell extraction and failure to complete a proper incident package regarding the incident were sustained against the lieutenant. The lieutenant was given a 10 percent salary reduction for 12 months. Allegations of failure to properly respond to a medical emergency and failure to properly document the incident were sustained against the registered nurse. The registered nurse was dismissed. The lieutenant, sergeant, and registered nurse filed appeals with the State Personnel Board.					

### SATISFACTORY CASES

<b>Case No. 10-0644 (Headquarters)</b>		<i>Direct Action Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	In October 2008, a doctor was allegedly dishonest during a State Personnel Board appeal of his dismissal. During that hearing, the doctor allegedly submitted an altered medical record and provided dishonest testimony about whether he had conducted a particular test on a patient.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations. In the interim, however, the State Personnel Board ruled in the doctor's favor in the original case which was the subject of the hearing and revoked his dismissal. The department and the doctor then entered into a settlement agreement in the original dismissal case, wherein the doctor agreed to resign and the department agreed not to appeal the State Personnel Board's revocation of his dismissal. The settlement agreement resolved all pending disciplinary actions against the doctor, including any future actions regarding the doctor's dishonesty alleged in this case.					
BUREAU ASSESSMENT	The hiring authority did not timely submit a request for disciplinary action to the Office of Internal Affairs. The hiring authority failed to consult with the bureau prior to making a final decision regarding allegations and findings, and prior to making a final decision regarding disciplinary determinations. The hiring authority also did not inform the bureau of significant case developments. Further, the hiring authority failed to provide the bureau with documentation of critical decisions in the case, as required.					
<b>Case No. 10-0645 (Headquarters)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	In October 2008, a warden allegedly allowed an institutional personnel officer to transfer to a counselor position based on his personal relationship with her. The delegated testing officer allegedly approved the transfer without verifying the institutional personnel officer met the minimum qualifications for the position.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	Following an investigation by the Office of the Inspector General, the hiring authority determined that there was insufficient evidence to sustain any allegations.					
<b>Case No. 10-0646 (South Region)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On September 30, 2008, an office assistant allegedly forged a doctor's signature on a worker's compensation related medical document which was submitted to the institution.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The criminal investigation failed to establish probable cause to believe that a crime had been committed; therefore, the case was not referred to the district attorney's office. An administrative investigation was opened, which the bureau accepted for monitoring.					

### SATISFACTORY CASES

<b>Case No. 10-0647 (South Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On September 30, 2008, an office assistant allegedly forged a doctor's signature on a worker's compensation related medical document which was submitted to the institution.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	After the investigation determined that the doctor's signature was authentic, the hiring authority determined that the allegations were unfounded.					
BUREAU ASSESSMENT	The department's attorneys did not timely confirm the deadline for taking disciplinary action, nor attend investigative interviews of key witnesses to assess demeanor and credibility. The department's attorneys also did not timely review the draft investigative report and provide feedback to the investigator or provide written confirmation summarizing critical discussions concerning the investigative report. The bureau and hiring authority were not provided with written confirmation of penalty discussions from the department's attorneys. Further, the department's attorneys failed to coordinate with the bureau at each critical juncture of the investigative and disciplinary processes.					
<b>Case No. 10-0648 (South Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On September 21, 2008, four youth counselors allegedly allowed two wards to engage in a fight in a laundry room. One of the wards suffered a broken jaw. Later, the four youth counselors allegedly conspired with another youth counselor to not cooperate with the investigation regarding the incident. It was further alleged three of the youth counselors lied during their interviews with the Office of Internal Affairs.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations against all the youth counselors, except the one who allegedly conspired with the four other youth counselors to not cooperate with the investigation. The hiring authority dismissed the three youth counselors who lied during their interviews with the Office of Internal Affairs. The hiring authority imposed a 60 working-day suspension without pay against the youth counselor who was truthful during his investigatory interview. All of the youth counselors filed appeals with the State Personnel Board.					
<b>Case No. 10-0649 (Headquarters)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	On September 21, 2008, four youth counselors allegedly allowed two wards to engage in a fight in a laundry room. One of the wards suffered a broken jaw. Later, the four youth counselors allegedly conspired with another youth counselor to not cooperate with the investigation regarding the incident.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					

**SATISFACTORY CASES**

<b>Case No. 10-0650 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On September 3, 2008, an officer allegedly used unnecessary force when he punched an inmate during an incident in which the inmate was being forcibly removed from his cell. In addition, the officer allegedly failed to report his use of force. It was further alleged that five officers and two sergeants saw the force used and failed to report it as required and that two of the officers were dishonest regarding the incident.					
DISPOSITION OF CASE	The hiring authority sustained allegations of unnecessary use of force, failure to report force used, and dishonesty against the officer who punched the inmate and he was dismissed. The hiring authority dismissed two of the other officers after sustaining allegations that they were dishonest and failed to report the force observed. The hiring authority determined there was insufficient evidence to sustain an allegation of failure to report force observed against a third officer; however, the hiring authority determined that the officer failed to properly operate a video camera during the incident and issued him a letter of reprimand. The hiring authority sustained the allegation of failing to report force observed against a fourth officer and initially imposed a 5 percent salary reduction for six months. However, following a Skelly hearing, the hiring authority reversed his decision after determining that there was insufficient evidence that the officer witnessed the force. All the officers who received disciplinary actions filed appeals with the State Personnel Board. The hiring authority determined there was insufficient evidence to sustain the allegations against the fifth officer and the two sergeants.					
<b>Case No. 10-0651 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	Between August 2008 and April 2009 a lieutenant allegedly failed to properly process and serve legal documents. As a result of the lieutenant's failure to properly serve documents in one case, the United States Marshals Service served the documents and charged the department for the cost.					
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and imposed a 5 percent salary reduction for three months. The lieutenant filed an appeal with the State Personnel Board.					
<b>Case No. 10-0652 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	Between July 2, 2008 and January 28, 2010, an officer allegedly engaged in an overly familiar relationship with an inmate by visiting the inmate at the institution where the inmate was housed and writing him letters. The officer was also allegedly dishonest when interviewed by the Office of Internal Affairs about the allegation.					
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed the officer. The officer filed an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0653 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 20, 2008, an office technician for the Board of Parole Hearings was confronted by agents who had observed her on a video camera placing packages into the trash that was later emptied by an inmate. The office technician admitted she was paid to bring the packages into the institution, but stated that she never saw the contents, although she assumed they contained contraband and possibly drugs. Contraband was retrieved from the institution and drugs were found during a voluntary search of her residence.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegation that she brought in contraband. However, the office technician resigned before the administrative investigation was completed. A notice that the allegation of misconduct was sustained against the office technician was placed in her official personnel file.					
<b>Case No. 10-0654 (North Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 19, 2008, two sergeants and five officers allegedly housed two inmates together who should have been housed individually. The error led to one inmate attacking the other. When interviewed by the Office of Internal Affairs about the allegation, one of the officers was allegedly dishonest.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained an allegation of neglect of duty against one sergeant and he received a two working-day suspension. The hiring authority determined that the other sergeant was not present during the incident and, therefore, exonerated her. The hiring authority sustained allegations of neglect of duty against all five of the officers; three received two working-day suspensions and two received letters of reprimand. No appeals were filed with the State Personnel Board.					
<b>Case No. 10-0655 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 27, 2008, an off-duty sergeant allegedly brandished a firearm and pointed it at a civilian who was attempting to repossess a vehicle.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegation after the sergeant was found not guilty in a criminal jury trial based on the same alleged misconduct.					
<b>Case No. 10-0656 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 25, 2008, an off-duty officer allegedly pushed his girlfriend on to a bed during an argument. At the time of the incident, the officer was on misdemeanor probation for a previous domestic violence-related incident and for driving under the influence. The terms of the officer's probation required that the officer not harm, strike, or threaten his girlfriend. The officer was sentenced to 30 days in jail. The officer also allegedly admitted to outside law enforcement that he fired a shotgun at a ceiling during another argument with the same girlfriend a year earlier.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegations and imposed a 10 percent salary reduction for 13 months. The officer did not file an appeal with the State Personnel Board.					

**SATISFACTORY CASES**

<b>Case No. 10-0657 (Headquarters)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On May 22, 2008, two parole agents allegedly entered the residence of a private citizen without permission while attempting to locate a parolee-at-large who was wanted in connection with a home invasion robbery.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained the allegation as to one parole agent and imposed a 5 percent salary reduction for 12 months. The agent filed an appeal with the State Personnel Board. The hiring authority did not sustain the allegation as to the second parole agent since the actions were addressed in a separate case that had already been adjudicated.					
<b>Case No. 10-0658 (Central Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On or about May 3, 2008, an officer allegedly paid to access a child pornography internet site. He then allegedly interfered with a criminal investigation by removing a computer from his home when notified about a search warrant issued to seize it. Between January 1, 2009, and July 28, 2009, the officer also allegedly brought a DVD player, CDs, and a mobile phone into the secured perimeter of an institution for personal use. Then, on September 17, 2009, the officer allegedly violated a directive prohibiting him from entering the secured perimeter of an institution. The officer was also allegedly dishonest during his investigative interview about the allegations.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority sustained all the allegations and dismissed the officer. The officer did not file an appeal with the State Personnel Board.					
<b>Case No. 10-0659 (South Region)</b>		<i>Administrative Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 2, 2008, an officer allegedly kicked an inmate who was being held down by other officers. It was also alleged that the officers who allegedly held down the inmate falsified their reports to conceal the use of force.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegations.					
<b>Case No. 10-0660 (South Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On April 2, 2008, an officer allegedly kicked an inmate who was being held down by other officers. It was further alleged that the officers holding down the inmate falsified their reports to conceal the use of force.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0661 (Central Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On March 18, 2008, it was alleged that an officer was introducing narcotics into an institution, as well as engaging in sales of narcotics outside the institution. It was further alleged that the officer was himself using illegal narcotics.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The investigation failed to establish probable cause to believe a crime was committed. Therefore, the case was not referred to the district attorney's office. The department did not open an administrative investigation due to lack of evidence.					

**SATISFACTORY CASES**

<b>Case No. 10-0662 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	Between March 2008 and May 2009, a staff services manager allegedly failed to properly serve and process employee discipline cases in a timely manner.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was insufficient evidence to sustain the allegation.					
<b>Case No. 10-0663 (North Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	In February and March 2008, a sergeant allegedly committed credit card fraud and theft of currency from a little league organization while acting as its president. Based on his conduct, the sergeant was charged with two felonies, and pled guilty to misdemeanor theft offenses. The sergeant was sentenced to ten days in jail.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	As a result of the jail term, the subject was separated from state service for being absent without leave. A letter was placed in the subject's personnel file reflecting that he separated under adverse circumstances and that discipline would be imposed should he reinstate with the department.					
<b>Case No. 10-0664 (Headquarters)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 30, 2007, a senior special agent was arrested for allegedly driving his personal vehicle off-duty while under the influence of alcohol and drugs. The senior special agent was also allegedly armed with his duty firearm at the time of the incident.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority sustained the allegations and issued the senior special agent with a letter of reprimand. The hiring authority determined that the senior special agent had experienced a severe negative reaction to a new prescription medication the senior special agent had taken. The hiring authority also found that the senior special agent was forthright in his investigatory interview and had no prior record of misconduct. The senior special agent did not file an appeal with the State Personnel Board.					
BUREAU ASSESSMENT	The department's attorneys did not timely confirm the deadline for taking disciplinary action or provide written confirmation of penalty discussions to the hiring authority and bureau. The department's attorneys also did not provide the bureau with a copy of the draft notice of disciplinary action, nor did they engage in consultation with the bureau about the notice. Finally, the department's attorneys failed to coordinate with the bureau at each critical juncture of the disciplinary process.					

**SATISFACTORY CASES**

<b>Case No. 10-0665 (South Region)</b>		<i>Direct Action Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 27, 2007, it was alleged a parole agent failed to maintain required records of supervision for nine parolees assigned to his supervision and that he failed to prepare arrest warrants for parolees who had violated their parole conditions. It was further alleged the parole agent failed to comply with a supervisor's directive to conduct a review of a parolee who was being considered for release from parole. As a result, the parolee was allegedly released from parole without the proper review being completed.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	Before discipline could be imposed in this case, the parole agent was dismissed in another case, which ultimately resulted in the parole agent receiving his job back. Once the officer returned to work, the hiring authority moved forward with the allegations in this case, sustained the allegations and imposed a penalty of a 10 percent salary reduction for 13 months. The parole agent did not file an appeal with the State Personnel Board.					
BUREAU ASSESSMENT	The department's attorneys did not timely confirm the deadline for taking disciplinary action, nor did they provide legal consultation to the hiring authority regarding allegations, findings, and disciplinary determinations. The department's attorneys failed to provide written confirmation of penalty discussions to the hiring authority and bureau. Additionally, the department's attorneys did not provide the bureau with a copy of the draft notice of disciplinary action, nor did they engage in consultation with the bureau about the notice. Finally, the department's attorneys failed to coordinate with the bureau at each critical juncture of the disciplinary process. The hiring authority failed to timely submit a request for disciplinary action to the Office of Internal Affairs. The hiring authority did not consult with the bureau prior to making a final decision regarding allegations and findings, and prior to making a final decision regarding disciplinary determinations. Further, the hiring authority failed to inform the bureau of significant case developments.					
<b>Case No. 10-0666 (Central Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On December 13, 2007, a correctional counselor allegedly committed a sexual battery upon a female inmate by touching her breast.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	Although the investigation failed to establish probable cause to believe that a crime had been committed, the case was referred to the district attorney's office for informational purposes and no charges were filed. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0667 (North Region)</b>		<i>Criminal Case</i>	<b>BUREAU ASSESSMENT</b>			
FACTS OF CASE	On June 6, 2009, a chaplain allegedly misappropriated over \$2,600 of inmate funds by transferring inmate donated money to a bank account he managed.	DISPO	INV	ADV	HA	
DISPOSITION OF CASE	The case was referred to the district attorney's office, which declined to prosecute. The Office of Internal Affairs also opened an administrative investigation, which the bureau accepted for monitoring.					

### SATISFACTORY CASES

<b>Case No. 10-0668 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	Between June 2007 and December 2009, a chaplain allegedly appropriated inmate funds in a fraudulent manner and used his position with the state to solicit grant money to fund a personal non-profit business. Additionally, he was allegedly overly familiar with inmates and their families by facilitating monetary transactions. He was also allegedly dishonest in his investigatory interview.		DISPO 	INV 	ADV 	HA 
DISPOSITION OF CASE	The hiring authority determined there was sufficient evidence to sustain the allegations and dismissed the chaplain. The chaplain filed an appeal with the State Personnel Board.					
<b>Case No. 10-0669 (North Region)</b>		<i>Criminal Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	From November 2006 through April 2007, a chaplain allegedly falsified timesheets with the intention of defrauding the state for financial gain. Specifically, he submitted timesheets indicating that on approximately 33 occasions, he worked simultaneously at two different prisons on the same day for full pay. In addition, he allegedly used state owned vehicles to commute to and from his personal residence to the institutions on numerous occasions and falsified mileage logs to conceal his misuse of the vehicles.					
DISPOSITION OF CASE	The investigation did not establish probable cause to believe a crime occurred. Therefore, the case was not referred to the district attorney's office. The Office of Internal Affairs opened an administrative investigation, which the bureau accepted for monitoring.					
<b>Case No. 10-0670 (North Region)</b>		<i>Administrative Case</i>	BUREAU ASSESSMENT			
FACTS OF CASE	From November 2006 through April 2007, a chaplain allegedly falsified timesheets with the intention of defrauding the state for financial gain. Specifically, he submitted timesheets indicating that on approximately 33 occasions, he worked simultaneously at two different prisons on the same day for full pay. In addition, he allegedly used state owned vehicles to commute to and from his personal residence to the institutions on numerous occasions and falsified mileage logs to conceal his misuse of the vehicles.					
DISPOSITION OF CASE	The hiring authority sustained the allegations and dismissed the chaplain. However, the chaplain retired before the disciplinary action took effect. A letter indicating the chaplain retired pending disciplinary action was placed in his official personnel file.					

## CRITICAL INCIDENTS

<b>Case No. 10-0671 (South Region)</b>	
FACTS OF CASE	On December 8, 2010, an institution received a bomb threat via telephone. The hiring authority initiated a search of the institution's outside perimeter and buildings. Canine officers from outside law enforcement agencies assisted in the search and two dogs alerted to a box located in the warden's suite. A bomb squad from an outside law enforcement agency responded to the institution and determined that the box did not contain any explosive devices. The entire institution was searched by staff and no other suspicious packages were located.
DISPOSITION OF CASE	No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was sufficient; however, the department did not provide timely notification to the bureau. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
<b>Case No. 10-0672 (North Region)</b>	
FACTS OF CASE	On December 7, 2010, an inmate notified officers that he observed an inmate hanging in one of the cells. The officers responded to the cell and observed the inmate unconscious with a sheet tied around his neck. The officers activated an alarm, utilized a cut down tool and performed life-saving measures. Medical staff also provided life-saving measures and transported the inmate to the infirmary. The inmate was pronounced dead by an on-duty physician.
DISPOSITION OF CASE	An autopsy determined that the inmate's cause of death was asphyxia due to hanging. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. While the department adequately consulted with the bureau regarding the incident, it failed to provide adequate notification. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.
<b>Case No. 10-0673 (North Region)</b>	
FACTS OF CASE	On November 30, 2010, while on an exercise yard, two inmates began hitting another inmate, who was in a wheelchair, with their fists. A control booth officer ordered all the inmates on the exercise yard to get down. The combatants did not comply. Responding staff arrived, formed a skirmish line, and gave numerous verbal orders, which were ignored. The combatants continued hitting and kicking the inmate, who was now on the ground unable to defend himself. The control booth officer fired one lethal round as a warning shot into the concrete wall of the exercise yard. The combatants still continued their attack. Responding staff then deployed pocket grenades of pepper spray, which stopped the attack. The inmate survived the attack.
DISPOSITION OF CASE	The case against the inmates was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

<b>Case No. 10-0674 (North Region)</b>	
FACTS OF CASE	On November 19, 2010, two inmates attacked a third inmate, inflicting serious injury to the attacked inmate. Staff fired multiple less-than-lethal rounds and deployed chemical agents to stop the altercation. The victim sustained stabs wounds and was sent to a local hospital for treatment. Two inmate manufactured weapons were located at the scene.
DISPOSITION OF CASE	The case against the inmates was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department adequately notified and 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. 10-0675 (North Region)</b>	
FACTS OF CASE	On November 5, 2010, an inmate committed suicide by hanging himself with a sheet secured to an air vent in his cell. Staff utilized a cut down tool and initiated CPR in the cell. CPR continued until the inmate was taken to a local hospital where he was pronounced dead.
DISPOSITION OF CASE	No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department informed the bureau about the incident in a timely and sufficient manner. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
<b>Case No. 10-0676 (Central Region)</b>	
FACTS OF CASE	On October 24, 2010, an officer discovered an inmate unresponsive and lying in a pool of blood during the early morning inmate count. The inmate was pronounced dead after life-saving efforts failed. The inmate had been stabbed 170 times. It was suspected the cellmate stabbed him.
DISPOSITION OF CASE	The medical examiner determined that the cause of death was due to massive blood loss. The case against the cellmate was referred to the district attorney's office for prosecution. Potential staff misconduct was identified; therefore, case was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The department's response was satisfactory except that after learning the stabbing weapon was passed to the cellmate by an inmate in another cell, the investigators did not conduct cell searches for evidence. The department informed the bureau about the incident in a timely and sufficient manner. The bureau agreed with the decision to submit the matter to the Office of Internal Affairs. The bureau agreed with the Office of Internal Affairs' response to the hiring authority's referral.
<b>Case No. 10-0677 (Central Region)</b>	
FACTS OF CASE	On October 20, 2010, a mailroom worker at an institution discovered a large envelope making a ticking sound in the incoming inmate mail. He quickly alerted officers and the immediate area was evacuated and cordoned off. A bomb squad from outside law enforcement arrived and proceeded to open the package, which contained a battery operated greeting card.
DISPOSITION OF CASE	No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for an investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department adequately notified and consulted with the bureau regarding the incident. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.

## CRITICAL INCIDENTS

<b>Case No. 10-0678 (North Region)</b>	
FACTS OF CASE	On October 19, 2010, an inmate attacked his cellmate with a suspected inmate-manufactured weapon. Officers heard yells for help coming from the cell. Responding officers arrived at the cell and found one inmate actively bleeding from numerous cuts on his head, neck, and back with his hands tied behind his back. Officers conducted an emergency cell extraction and the injured inmate was transported to a local hospital for further treatment of his injuries. The inmate sustained numerous slash type injuries resulting in the application of over 200 sutures to close the wounds and was returned to the institution.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution, which filed criminal charges. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. While the department adequately consulted with the bureau regarding the incident, it failed to provide adequate notification. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.
<b>Case No. 10-0679 (Central Region)</b>	
FACTS OF CASE	On October 15, 2010, while in the exercise yard during recreational activity, three inmates attacked a fourth inmate. The three inmates ignored multiple orders by officers for them to get down. The fourth inmate fell on the ground and remained motionless, unable to defend himself, while the three inmates continued to strike, kick, and make stabbing-type motions to the upper torso and head area of the fallen inmate. An officer fired one lethal round, as a warning shot, from the observation tower which stopped the attack. No injuries resulted from the warning shot.
DISPOSITION OF CASE	The case against the three inmates was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.
<b>Case No. 10-0680 (South Region)</b>	
FACTS OF CASE	On October 10, 2010, ten to 15 inmates were involved in a riot. An alarm was sounded and responding officers quelled the violence through the use of pepper spray. Four inmates were transported to local hospitals with serious injuries, including multiple puncture and stab wounds.
DISPOSITION OF CASE	No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs.
BUREAU ASSESSMENT	The department's overall response to the incident was sufficient; however, the department did not provide timely notification to the bureau. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

<b>Case No. 10-0681 (North Region)</b>	
FACTS OF CASE	On October 8, 2010, staff noticed some blood on a sheet covering an inmate who was lying on the lower bunk, while the injured inmate's cellmate was sitting on his bunk. After activating an alarm and placing the cellmate in restraints, staff entered the cell and found the injured inmate bleeding. The injured inmate was transported to a local hospital for treatment and was found to have seven puncture wounds to the abdomen and chest area believed to be caused by the cellmate.
DISPOSITION OF CASE	The case against the cellmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately consulted with the bureau on the incident; however, it did not timely notify the bureau of the incident. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0682 (North Region)</b>	
FACTS OF CASE	On October 4, 2010, staff observed four inmates hitting and kicking another inmate. The inmates ignored officers' orders to stop fighting. After an officer used pepper spray, two of the inmates stopped their attack and got down on the ground. Officers observed one of the remaining attackers pass a weapon to the other attacker, who threw the weapon over two perimeter fences. The inmate who was attacked was transported to a local hospital for treatment of injuries consistent with a slashing-type weapon.
DISPOSITION OF CASE	The case against the inmates was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. Although the department adequately consulted with the bureau following the incident, it failed to provide timely initial notification when the incident occurred. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
<b>Case No. 10-0683 (South Region)</b>	
FACTS OF CASE	On September 30, 2010, a parole agent and an outside law enforcement officer both shot at a pit bull who charged at them while executing a search warrant. The pit bull was struck, but survived. It was unknown which officer's bullet struck the pit bull.
DISPOSITION OF CASE	The Office of Internal Affairs dispatched special agents from the deadly force investigation team to the scene. The Office of Internal Affairs opened both criminal and administrative investigations into the use of deadly force. The bureau accepted the administrative investigation for monitoring.
BUREAU ASSESSMENT	With the exception of failing to obtain a public safety statement from the parole agent, the department's overall response to the incident was sufficient. While the department adequately consulted with the bureau regarding the incident, it failed to provide adequate notification.

## CRITICAL INCIDENTS

<b>Case No. 10-0684 (South Region)</b>	
FACTS OF CASE	On September 28, 2010, an inmate was allegedly attacked by two other inmates on the exercise yard. The fight escalated into a second two-on-one fight in the immediate area. Officers activated the audible alarm and discharged one less-than-lethal round. The less-than-lethal round struck one of the inmates in the facial area causing injury. The inmates continued the assault at which time an officer discharged a single lethal round as a warning shot into the ground away from inmates and staff. After the warning shot was fired, the attack stopped and officers secured the scene.
DISPOSITION OF CASE	The case against the attacking inmates was referred to the district attorney's office. No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. Although the department provided adequate notification at the time of the incident, it failed to properly provide sufficient consultation during the institution's executive review of the use of force. Although the bureau was provided notice for the initial use-of-force review for the incident, the bureau was not provided notice for the final meeting of the Institutional Executive Review Committee. Nonetheless, the bureau ultimately agreed with the decision not to submit the matter to the Office of Internal Affairs.
<b>Case No. 10-0685 (North Region)</b>	
FACTS OF CASE	On September 25, 2010, two inmates attacked another inmate. Responding staff used chemical agents in an attempt to stop the attack. The inmate who was originally assaulted began to choke one of his attackers to the point of unconsciousness. Staffs' baton use was unsuccessful in stopping the attack. A tower officer then discharged one lethal round which missed the intended target and struck the choking victim in the head. The inmate was immediately provided medical attention and life-saving efforts were initiated without success. The inmate was pronounced dead at the institution.
DISPOSITION OF CASE	The case against the attacking inmates was referred to the district attorney's office for prosecution. The department opened both criminal and administrative investigations into the use of deadly force, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department informed the bureau about the incident in a timely and sufficient manner.
<b>Case No. 10-0686 (Central Region)</b>	
FACTS OF CASE	On September 25, 2010, an inmate alerted staff that his cellmate was in bed and non-responsive. Officers responded, initiated CPR, and transported the inmate to the institution's medical clinic where he was pronounced dead. There were no signs of foul play in the cell, and no visible signs of trauma to the body.
DISPOSITION OF CASE	The final autopsy report lists the probable cause of death as asphyxiation and the death was determined to be from natural causes. No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. The department adequately notified and consulted with the bureau regarding the incident. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.

## CRITICAL INCIDENTS

<b>Case No. 10-0687 (Central Region)</b>	
FACTS OF CASE	On September 16, 2010, an inmate alerted an officer to an emergency at his cell. The cell window was covered, so the officer opened the door and found the inmate's cellmate hanging from a noose made from a sheet that was tied to a towel rack. Officers cut the inmate down and began CPR after determining the absence of a pulse and respirations. Medical staff took over the rescue attempt and the inmate began breathing on his own. The inmate was rushed to a local hospital and placed in the intensive care unit, but died the next day.
DISPOSITION OF CASE	The medical examiner determined the cause of death to be suicide by ligature hanging. No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0688 (Central Region)</b>	
FACTS OF CASE	On September 16, 2010, a control booth officer saw an inmate throwing a television inside a cell. The officer sounded an alarm. Upon reaching the cell, staff discovered an unresponsive inmate lying on the floor face up and blood all over the cell. The injured inmate's cellmate was standing in the back of the cell with blood all over his body. Staff ordered the cellmate to submit to handcuffs. As the cellmate walked toward the cell door, he kicked the injured inmate in the head, then submitted to handcuffs and was removed from the cell. Medical staff arrived and began life-saving measures, which were continued as the inmate was transported to a local hospital. The inmate was later pronounced dead.
DISPOSITION OF CASE	The case against the cellmate was submitted to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and consulted with the bureau regarding the incident. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0689 (Central Region)</b>	
FACTS OF CASE	On September 12, 2010, an officer discovered an inmate hanging in his cell during a welfare check. The inmate had tied a noose made from a sheet to the bed ladder. He was the sole occupant of the cell. Officers cut the inmate down and medical staff began CPR. A physician pronounced the inmate dead after advanced life-saving efforts failed. Two suicide notes were discovered in the cell.
DISPOSITION OF CASE	The medical examiner determined the cause of death was due to suicide by ligature strangulation. No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. While the department adequately consulted with the bureau regarding the incident, it failed to provide timely initial notification. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.

## CRITICAL INCIDENTS

<b>Case No. 10-0690 (North Region)</b>	
FACTS OF CASE	On August 28, 2010, a condemned inmate was found hanging by the neck from two hooks on his cell wall. He was pronounced dead at the scene.
DISPOSITION OF CASE	Potential staff misconduct was identified; therefore the case was referred to the Office of Internal Affairs. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. The department adequately notified and consulted with the bureau regarding the incident. The hiring authority chose to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.
<b>Case No. 10-0691 (North Region)</b>	
FACTS OF CASE	On August 27, 2010, a riot erupted in the main yard involving as many as 400 inmates. Staff repeatedly ordered the inmates to stop fighting and deployed pepper spray and blast dispersion gas grenades, however, the inmates continued to riot. A tower officer fired seven to eight lethal rounds with five rounds hitting a different inmate. The injured inmates were transported to multiple local hospitals and eventually returned to the institution.
DISPOSITION OF CASE	No cases against inmates involved in the riot were forwarded to the district attorney's office for prosecution. The Office of Internal Affairs dispatched members of its deadly force investigation team to the incident. The Office of Internal Affairs opened both criminal and administrative investigations into the use of deadly force, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. The department adequately notified and consulted with the bureau on the incident.
<b>Case No. 10-0692 (Central Region)</b>	
FACTS OF CASE	On August 22, 2010, a tower officer saw two inmates attacking another inmate on the institution's exercise yard. The attacking inmates used an inmate-manufactured weapon to stab the inmate and stomped on his head. The officer fired a lethal round as a warning shot, which was effective in stopping the attack. The inmate who was attacked was transported in an ambulance to a local hospital, where he ultimately recovered from his injuries.
DISPOSITION OF CASE	The institution submitted the case against the attacking inmates to the district attorney's office for prosecution. The institution's use-of-force review committee reviewed the officer's actions and found them to be within departmental policy. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and consulted with the bureau on the incident. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.

## CRITICAL INCIDENTS

<b>Case No. 10-0693 (South Region)</b>	
FACTS OF CASE	On August 16, 2010, two inmates attacked another with an inmate-manufactured weapon on the exercise yard. Officers utilized less-than-lethal impact rounds to stop the attack and gain compliance. The victim inmate sustained multiple slash and puncture wounds to his chest and upper torso. Due to the severity of his injuries, the victim was air-lifted to a local hospital for treatment.
DISPOSITION OF CASE	The case against the inmates was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department failed to provide adequate notification, but adequately consulted with the bureau regarding the incident. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0694 (Central Region)</b>	
FACTS OF CASE	On August 11, 2010, while conducting required welfare checks on inmates, an officer discovered an inmate slumped over with the support chain from his bed wrapped around his neck. Officers removed the inmate from the cell and began CPR. A physician pronounced the inmate dead after advanced life-saving efforts failed. The inmate was the sole occupant of the cell.
DISPOSITION OF CASE	The medical examiner determined the cause of death was due to suicide by ligature hanging. No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. While the department adequately consulted with the bureau regarding the incident, it failed to provide prompt initial notification. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0695 (Central Region)</b>	
FACTS OF CASE	On August 11, 2010, staff observed an inmate on the exercise yard stomping on another inmate's head while wearing his state-issued work boots. The aggressor inmate continued even after the other inmate appeared unconscious and was unable to defend himself. Two other inmates ran toward the aggressor inmate, causing him to stop the attack and run. The two inmates began to fight with the aggressor inmate. When responding staff arrived and ordered the inmates to stop fighting, they complied with the orders. Staff used pepper spray and an expandable baton to stop the fight. The unresponsive inmate was transported via ambulance to a local hospital for further treatment of severe head injuries; he was returned to the institution six days later.
DISPOSITION OF CASE	The case against the initial aggressor inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately consulted with the bureau about the incident, but it failed to provide initial timely notification. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

<b>Case No. 10-0696 (Central Region)</b>	
FACTS OF CASE	On August 9, 2010, an inmate applied a carotid chokehold to another inmate while on an exercise yard. The inmate used the other inmate as a shield by taking him to the ground and positioning himself underneath the other inmate as he continued to choke him. Officers were unsuccessful in their attempt to stop the attack with a hydro-force cannon, an instrument that combines water and pepper spray in a large stream. An officer attempted to stop the attack with three less-than-lethal rounds, but was unsuccessful. The officer finally successfully stopped the attack by shooting the inmate in the head with a less-than-lethal round after the inmate being choked appeared unconscious and was no longer struggling. Both inmates survived the incident, but received serious injuries. The aggressor inmate received a fractured skull and the inmate who was choked received a broken arm from being hit with less-than-lethal rounds.
DISPOSITION OF CASE	The district attorney's office investigated the inmate conduct. Potential staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The institution's overall response to the incident was adequate except for a delay in providing medical attention to the inmates and a conflict between the information in the reports and video when examined in slow motion. The department provided adequate notification and consultation to the bureau regarding the incident. The hiring authority referred the matter to the Office of Internal Affairs for investigation of potential misconduct; the bureau concurred with this decision. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral as submitted. The Office of Internal Affairs determines whether an investigation related to the use of deadly force will be opened at the time the incident occurs. The bureau recommended this incident be handled as a deadly force incident because the less-than-lethal round was intentionally fired at the inmate's head in a manner that may have been outside of policy and created the potential for death; however, the Office of Internal Affairs declined to do so.
<b>Case No. 10-0697 (Central Region)</b>	
FACTS OF CASE	On August 6, 2010, officers responded to a cell after hearing a loud noise and discovered an inmate with his back to the door and blood on his upper torso. Both the inmate and his cellmate were removed from the cell without incident. The injured inmate was transported to a local hospital via ambulance for treatment of multiple stab wounds, and subsequently returned to the institution.
DISPOSITION OF CASE	The case against the cellmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and consulted with the bureau on 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. 10-0698 (Central Region)</b>	
FACTS OF CASE	On August 5, 2010, a control booth officer observed three inmates fighting on an exercise yard and ordered the inmates to stop. The inmates ignored the warning, so the officer fired one less-than-lethal round at the leg of one of the inmates. The round missed the inmate's leg, but hit an inmate in the chest, which stopped the fight. The inmate was treated and returned to the institution.
DISPOSITION OF CASE	The institution's use-of-force review committee determined that the force used was within policy and that the round that struck the inmate in the chest was not aimed there intentionally. No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and consulted with the bureau on the incident. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.

## CRITICAL INCIDENTS

<b>Case No. 10-0699 (South Region)</b>	
FACTS OF CASE	On August 5, 2010, a riot between 14 inmates occurred in a dayroom of a housing unit. An officer used pepper spray to stop the fighting. All involved inmates were placed in administrative segregation after receiving treatment for their injuries.
DISPOSITION OF CASE	No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department's notification and consultation to the bureau regarding the incident was sufficient. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.
<b>Case No. 10-0700 (North Region)</b>	
FACTS OF CASE	On August 5, 2010, an inmate who shared a cell with another inmate was found unresponsive in their cell. The inmate was taken to the institution's medical unit and then transported to a local hospital by ambulance. He was unresponsive when he arrived at the hospital and pronounced dead.
DISPOSITION OF CASE	An autopsy revealed that the inmate died from a heart infection. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.
<b>Case No. 10-0701 (Central Region)</b>	
FACTS OF CASE	On July 20, 2010, an inmate attempted to murder his cellmate by stabbing him multiple times. The injured inmate was transported to a local hospital for treatment and subsequently returned to the institution.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department adequately notified and consulted with the bureau regarding the incident. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.
<b>Case No. 10-0702 (Central Region)</b>	
FACTS OF CASE	On July 16, 2010, a newly arrived inmate escaped from an institution by assuming the identity of another inmate who was scheduled to be released. Despite three separate verifications, no officer noticed that the escaping inmate did not match the photograph on the identification card of the inmate who was scheduled to be released. Escape procedures were enacted and an emergency operation center was activated. On July 20, 2010, the escaped inmate surrendered to outside law enforcement and was returned to the institution.
DISPOSITION OF CASE	Potential staff misconduct was identified; therefore, the matter was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The hiring authority chose to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision. The bureau agreed with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

<b>Case No. 10-0703 (South Region)</b>	
FACTS OF CASE	On July 12, 2010, an inmate was found unconscious on an exercise yard with a slash wound to his neck. The inmate was air-lifted to an outside hospital for treatment and survived. An inmate-manufactured weapon was found near the scene.
DISPOSITION OF CASE	The case was not referred to the district attorney's office because no suspect could be identified. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident 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. 10-0704 (South Region)</b>	
FACTS OF CASE	On July 11, 2010, inmates alerted officers to an unresponsive inmate in a cubicle area of a dormitory. Officers located the inmate and immediately began emergency life-saving measures until they were relieved by medical staff. The inmate was transported to a local hospital, where he was later pronounced dead.
DISPOSITION OF CASE	The inmate died of natural causes. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department adequately notified and consulted with the bureau regarding the incident. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0705 (North Region)</b>	
FACTS OF CASE	On July 11, 2010, an officer was assaulted by two inmates on the back dock of a medical treatment center. A nurse activated her alarm after discovering the injured officer. The officer was transported to a local hospital for a head injury, where he was treated and released.
DISPOSITION OF CASE	The case against the inmates was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. While the department adequately consulted with the bureau regarding the incident, it failed to provide adequate notification. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.
<b>Case No. 10-0706 (Central Region)</b>	
FACTS OF CASE	On July 10, 2010, an inmate was discovered missing from a minimum security facility during an early morning inmate count. The escape pursuit plan was initiated according to procedure. Staff were unable to locate the inmate that day. However, on July 22, 2010, the inmate was apprehended and returned to the institution.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department failed to provide timely initial 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

<b>Case No. 10-0707 (North Region)</b>	
FACTS OF CASE	On July 10, 2010, three inmates were fighting on a tier of a housing unit. Officers gave a direct order for the inmates to get down but they continued fighting. Pepper spray and three less-than-lethal rounds were used to stop the fight. One round struck an inmate in the face.
DISPOSITION OF CASE	No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department failed to provide timely 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. 10-0708 (North Region)</b>	
FACTS OF CASE	On July 8, 2010, an inmate attempted to murder his cellmate by stabbing him repeatedly in the upper torso area with an unidentified weapon. The cellmate survived the attack.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. While the department adequately consulted with the bureau regarding the incident, it failed to provide timely notification. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.
<b>Case No. 10-0709 (Central Region)</b>	
FACTS OF CASE	On July 5, 2010, an officer discovered an inmate hanging in his single person cell during an early morning inmate count. The inmate had tied a noose made of bed sheets to the air vent and attempted to conceal himself with makeshift curtain. Officers cut the inmate down, called for an ambulance, and began CPR until relieved by medical staff. A physician pronounced the inmate dead after advanced life-saving efforts failed.
DISPOSITION OF CASE	The medical examiner determined the cause of death to be asphyxia by hanging. No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.

## CRITICAL INCIDENTS

<b>Case No. 10-0710 (North Region)</b>	
FACTS OF CASE	On July 4, 2010, an inmate was seriously injured after he was attacked by another inmate in their shared cell. An officer used pepper spray and gave verbal orders to stop; the inmate complied and stopped the attack. The injured inmate told staff that he was being held against his will by his cellmate, who for two weeks prior to the incident, tortured him and then tried to kill him when staff discovered the assault in progress.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department failed to provide adequate notification, but adequately consulted with the bureau regarding the incident. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0711 (Central Region)</b>	
FACTS OF CASE	On July 3, 2010, an officer discovered a single-celled inmate hanging in his cell during a security check. Staff sounded their alarms, retrieved a cut-down tool, made entry into the cell, and cut the sheet that was tied to a towel rack. Officers started CPR after lowering the inmate to the ground. Medical staff arrived and took over resuscitation efforts. The inmate was pronounced dead after life-saving efforts failed.
DISPOSITION OF CASE	The coroner determined the cause of death to be suicide by hanging. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. The department failed to timely notify the bureau about the incident, but adequately consulted with the bureau once the bureau was notified. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.
<b>Case No. 10-0712 (North Region)</b>	
FACTS OF CASE	On July 1, 2010, two inmates attacked another inmate and stabbed him multiple times with an inmate-manufactured weapon. An officer deployed pepper spray to end the assault. The injured inmate was transported to a local hospital for treatment.
DISPOSITION OF CASE	The case against the inmates was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the district attorney's office for prosecution.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department adequately notified and consulted with the bureau regarding the incident. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0713 (North Region)</b>	
FACTS OF CASE	On June 30, 2010, two inmates were engaged in a fight and refused verbal orders to stop. An officer fired one less-than-lethal round that struck one of the inmates on the cheek. The inmate was transported to a local hospital for treatment.
DISPOSITION OF CASE	No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department adequately notified and consulted with the bureau regarding the incident. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

<b>Case No. 10-0714 (North Region)</b>	
FACTS OF CASE	On June 30, 2010, an inmate assaulted another inmate during the evening meal release. Officers used pepper spray, batons, and physical force to stop the assault. The assault was finally halted after one of the inmates was inadvertently struck in the head with a baton. The inmate that was struck in the head with the baton received 16 staples at a local hospital.
DISPOSITION OF CASE	The use-of-force review committee determined that the baton strike to the head was an accident that occurred due to the movement of the inmate. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	With the exception of asking the inmate to walk down a flight of stairs without a medical assessment following his head injury, the department's overall response to the incident was sufficient. The department consulted with the bureau about the incident, but it failed to provide sufficient notification. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0715 (Central Region)</b>	
FACTS OF CASE	On June 28, 2010, a tower officer observed two inmates attacking a third inmate with what appeared to be a stabbing weapon on an exercise yard. The officer fired a single lethal shot at one of the attacking inmates from his state-issued rifle. Although the shot missed, before he could fire a second shot, other officers on the exercise yard arrived at the scene of the fight and controlled the attacking inmates. A stabbing instrument was recovered near the scene of the attack, and the injured inmate sustained multiple serious injuries from the stabbing.
DISPOSITION OF CASE	The Office of Internal Affairs dispatched special agents from the deadly force investigation team to investigate the incident. The Office of Internal Affairs opened both administrative and criminal investigations into the use of deadly force, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department's notification and consultation to the bureau regarding the incident was sufficient.
<b>Case No. 10-0716 (North Region)</b>	
FACTS OF CASE	On June 27, 2010, an inmate attempted to murder an officer by stabbing him with an inmate-manufactured weapon. Responding officers used physical force to stop the attack and pushed the inmate to the floor where he was secured in handcuffs. The officer sustained injuries consisting of lacerations and swelling to his upper torso area. The inmate sustained minor lacerations.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department adequately notified and 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

<b>Case No. 10-0717 (North Region)</b>	
FACTS OF CASE	On June 27, 2010, a tower officer observed two inmates attacking another inmate and ordered them to stop. The attackers continued hitting the inmate who was entangled in a soccer net attached to goal posts and appeared not to be moving. The officer fired one lethal round as a warning shot to stop the incident. Responding officers arrived and deployed two chemical grenades which stopped the attack.
DISPOSITION OF CASE	The case against the inmates was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and consulted with the bureau regarding the incident. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.
<b>Case No. 10-0718 (Central Region)</b>	
FACTS OF CASE	On June 25, 2010, an inmate stabbed his cellmate approximately 19 times with an inmate-manufactured weapon. The cellmate was air-lifted to a local hospital for treatment and subsequently returned to the institution.
DISPOSITION OF CASE	The case against the attacking inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department adequately notified and 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. 10-0719 (North Region)</b>	
FACTS OF CASE	On June 25, 2010, two inmates attacked another inmate and began kicking him in the head as he lay motionless on the ground. A tower officer fired two lethal warning shots, which stopped the assault.
DISPOSITION OF CASE	The case against the aggressor inmates was referred to the district attorney's office for prosecution. The department opened an administrative investigation into the use of deadly force, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. The department adequately notified and consulted with the bureau. The bureau agreed with the decision to submit the matter to the Office of Internal Affairs. The bureau agreed with the Office of Internal Affairs response to the hiring authority's referral.
<b>Case No. 10-0720 (North Region)</b>	
FACTS OF CASE	On June 25, 2010, a condemned inmate battered another condemned inmate with an inmate-manufactured weapon. The inmates refused verbal commands to stop and get down on the ground. Four officers each fired less-than-lethal rounds and another officer applied pepper spray to stop the incident. Both inmates sustained head injuries from the rounds. The battered inmate was transported to a local hospital for further evaluation of a possible collapsed lung and later returned to the institution.
DISPOSITION OF CASE	The case against the inmate was not referred to the district attorney's office for prosecution because of the condemned status of the suspect. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department adequately notified and consulted with the bureau regarding the incident. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.

## CRITICAL INCIDENTS

<b>Case No. 10-0721 (Central Region)</b>	
FACTS OF CASE	On June 15, 2010, an officer observed two inmates on an exercise yard attack a third inmate with inmate-manufactured weapons. The inmates stopped their assault as officers responded to the scene, thus force was not necessary to stop the attack. The attacked inmate was transported to a local hospital for treatment of 14 puncture wounds to his back, neck, and head. He was subsequently returned to the institution.
DISPOSITION OF CASE	This case was referred to the district attorney's office for prosecution of the attacking inmates. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Except for the incident report only referencing 12 stab wounds and the medical report indicating 14 stab wounds, the bureau determined that the department's overall response to the incident was adequate. The department failed to provide timely 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. 10-0722 (South Region)</b>	
FACTS OF CASE	On June 12, 2010, a riot involving 28 inmates occurred on a facility yard. As responding officers worked to quell the riot, an inmate who was not involved in the fighting died of cardiac arrest.
DISPOSITION OF CASE	No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0723 (Central Region)</b>	
FACTS OF CASE	On June 9, 2010, an inmate assaulted his cellmate with his fists and tried to strangle him, while inside their cell. The cellmate was taken to a local hospital due to having difficulty breathing, where he died as a result of the beating.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department failed to provide prompt initial 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. 10-0724 (North Region)</b>	
FACTS OF CASE	On June 7, 2010, an inmate committed suicide by hanging from a noose tied to the overhead light fixture.
DISPOSITION OF CASE	No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. The department adequately notified and 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

<b>Case No. 10-0725 (Central Region)</b>	
FACTS OF CASE	On June 5, 2010, officers responded to a cell occupied by two inmates after hearing banging noises. Officers then observed an inmate stomping on the head of his cellmate and hitting him with his fists, while the cellmate was on the cell floor unconscious. The inmate stopped his assault when ordered to do so. The cellmate was transported to a local hospital where he was treated and later released back to the institution.
DISPOSITION OF CASE	The case against the attacking inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0726 (North Region)</b>	
FACTS OF CASE	On June 3, 2010, an inmate, who had previously expressed suicide ideation, committed suicide in his cell by hanging himself with a sheet. Responding staff removed the inmate from the cell and CPR was initiated by custody staff. The inmate was taken to the clinic where CPR was continued until he was pronounced dead by a physician.
DISPOSITION OF CASE	Potential staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau did not accept for monitoring as the allegations involved medical documentation.
BUREAU ASSESSMENT	The department adequately notified and consulted with the bureau regarding the incident. The hiring authority decided to refer the matter to the Office of Internal Affairs, and the bureau agreed. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.
<b>Case No. 10-0727 (North Region)</b>	
FACTS OF CASE	On June 3, 2010, an inmate informed an officer that he had killed his cellmate. The officer immediately placed the inmate in handcuffs. A lieutenant proceeded to the cell and discovered the cellmate unconscious under the bottom bunk. Medical staff responded and transported the inmate for treatment. A doctor later pronounced the inmate dead.
DISPOSITION OF CASE	Potential staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department adequately notified and consulted with the bureau. The hiring authority decided to refer the matter to the Office of Internal Affairs, and the bureau agreed. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

## CRITICAL INCIDENTS

<b>Case No. 10-0728 (Central Region)</b>	
FACTS OF CASE	On May 29, 2010, an inmate was attacked by four other inmates on an exercise yard. Verbal commands and chemical agents were ineffective in stopping the attack. The assailants were punching and kicking the inmate in the head, who appeared limp and possibly unconscious. The tower officer fired a lethal round as a warning shot into an empty part of the exercise yard, which did not stop the assailants. While the officer was preparing to shoot one of the assailants, the inmates stopped the attack. The inmate who was attacked received moderate injuries from which he has recovered.
DISPOSITION OF CASE	The case against the inmate assailants was referred to the district attorney's office for prosecution. No staff misconduct was identified as the firing of the lethal round was confirmed to have been a warning shot; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department informed the bureau about the incident in a timely and sufficient manner. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
<b>Case No. 10-0729 (North Region)</b>	
FACTS OF CASE	On May 27, 2010, officers responded to a cell after hearing a loud kicking sound. Upon their arrival, they noticed blood flowing out from underneath the cell door and an inmate repeatedly striking his cellmate. Pepper spray was used successfully to stop the assault. The attacked inmate was transported to a local hospital for treatment of multiple stab wounds to his chest and neck and returned to the institution the next day.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs.
BUREAU ASSESSMENT	The department's overall response to the incident was sufficient. However, the bureau found the documentation regarding medical staff's directions about how to transport the injured inmate for medical treatment to be incomplete. The department informed the bureau about the incident in a timely and sufficient manner. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.
<b>Case No. 10-0730 (Central Region)</b>	
FACTS OF CASE	On May 14, 2010, staff discovered an inmate had been repeatedly stabbed by his cellmate. The attacker was handcuffed and removed from the cell. The attacked inmate claimed he could not walk. An initial medical evaluation revealed the inmate suffered seven life-threatening stab wounds. The inmate was air-lifted to a local hospital for treatment and returned to the institution two days later.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and consulted with the bureau about the incident. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.

## CRITICAL INCIDENTS

<b>Case No. 10-0731 (South Region)</b>	
FACTS OF CASE	On May 11, 2010, officers discovered a single-celled inmate unresponsive in his cell. Medical staff initiated life-saving measures and were unsuccessful. Outside emergency medical personnel responded to the institution but were unable to revive the inmate, and he was pronounced dead.
DISPOSITION OF CASE	No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. While the department adequately consulted with the bureau regarding the incident, it failed to provide adequate notification. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0732 (Central Region)</b>	
FACTS OF CASE	On May 11, 2010, an inmate struck a correctional counselor in the arm while being handcuffed. In response, the correctional counselor struck the inmate in the head with his pepper spray canister. The inmate was treated for a head injury at a local hospital and then returned to custody.
DISPOSITION OF CASE	Potential staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department sufficiently notified and consulted with the bureau regarding the incident. The bureau agreed with the decision to submit the matter to the Office of Internal Affairs. The bureau agreed with the Office of Internal Affairs' response to the hiring authority's referral.
<b>Case No. 10-0733 (Central Region)</b>	
FACTS OF CASE	On May 11, 2010, a new inmate was received by an institution. The inmate slipped out of the inmate orientation area in dorm setting while staff was assisting other inmates and entered the dayroom of the housing unit. According to inmate witnesses, the inmate punched another inmate in the face with his fist causing the inmate to fall to the floor. Inmate witnesses yelled "man down." One of the housing unit officers entered the dayroom and discovered an unconscious inmate lying on his back with blood on his face. The inmate was transported to a local hospital where he was placed on a ventilator and later declared brain dead. The inmate was removed from life support three days later and pronounced dead. The autopsy report concluded the inmate died as a result of the blunt force trauma to his head.
DISPOSITION OF CASE	The case against the inmate suspect was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Except for staff's failure to ensure the crime scene and evidence from the suspect was properly preserved, the bureau determined that the department's response to the incident was adequate. The bureau recommended training for staff related to the crime scene and evidence preservation deficiencies. The department informed the bureau about the incident in a timely and sufficient manner. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.

## CRITICAL INCIDENTS

<b>Case No. 10-0734 (North Region)</b>	
FACTS OF CASE	On May 9, 2010, inmates called "man down," however, the control booth officer allegedly did not respond for over an hour. When the floor officer finally responded to the cell, he discovered one of the inmates with an eye injury. The inmate indicated he injured his eye in an accident. The floor officer escorted the inmate for medical attention and the control booth officer allegedly had inmates clean up the blood from the injury. The inmate was taken to a local hospital where he had surgery to remove his eye. The next day, the inmate was found unresponsive in his cell, and it was later determined the eye injury was due to a fight with his cellmate.
DISPOSITION OF CASE	The coroner concluded that the death was closely linked to facial trauma. The case was referred to the district attorney's office for possible prosecution against the cellmate for homicide. Potential staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. The department adequately notified and consulted with the bureau on 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.
<b>Case No. 10-0735 (Central Region)</b>	
FACTS OF CASE	On April 29, 2010, officers found an inmate repeatedly stabbing his cellmate. The cellmate was covered in blood, having trouble breathing, and not responding to verbal commands. The cellmate was transported to a local hospital, where he died from multiple stab wounds.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. Potential staff misconduct was identified; therefore, the matter was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department adequately notified and 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 Office of Internal Affairs responded as required to the hiring authority's referral; the bureau agreed with the response.
<b>Case No. 10-0736 (North Region)</b>	
FACTS OF CASE	On April 29, 2010, an inmate allegedly struck an officer twice with closed fists in the face. Two officers fired one less-than-lethal round each striking the inmate in the leg and buttocks. A responding officer used his baton. The officer reported that he attempted to strike the inmate in the shoulder area but inadvertently hit him on the back of the head. Officers gained control of the inmate and escorted him for medical treatment. The inmate alleged that he was intentionally hit on the head with the baton by one of the officers and that his wrist was possibly broken during the escort. The inmate and the injured officer were transported via ambulance to a local hospital.
DISPOSITION OF CASE	Possible staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs for investigation. The Office of Internal Affairs reviewed the case and determined that officers' response to the incident did not violate departmental policies. As a result, no investigation was opened.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau agreed with the Office of Internal Affairs response to the hiring authority's referral.

## CRITICAL INCIDENTS

<b>Case No. 10-0737 (North Region)</b>	
FACTS OF CASE	On April 25, 2010, a sergeant observed an inmate get his neck slashed by another inmate on an exercise yard. The sergeant activated an alarm causing the suspect to stop his attack without the use of force. The injured inmate was air-lifted to an outside hospital for life-threatening injuries. Officers recovered an inmate-manufactured weapon during a search of the exercise yard. The injured inmate survived and was returned to the institution.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. While the department adequately consulted with the bureau regarding the incident, it failed to provide adequate notification. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0738 (Central Region)</b>	
FACTS OF CASE	On April 22, 2010, a riot occurred involving 20 inmates. The inmates hit each other in the head and upper torso with their fists. Staff used verbal commands and pepper spray to stop the riot. There were no serious injuries to staff or inmates.
DISPOSITION OF CASE	This case against the inmates involved in the riot was not referred to the district attorney's office. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.
<b>Case No. 10-0739 (Central Region)</b>	
FACTS OF CASE	On April 13, 2010, two inmates began fighting on an exercise yard outside of a housing unit. Responding officers used pepper spray and batons to break up the fight. One of the inmates received a fractured bone in his wrist.
DISPOSITION OF CASE	The cases against the inmates for assaulting each other were referred to the district attorney's office, which declined to prosecute. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and 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. 10-0740 (North Region)</b>	
FACTS OF CASE	On April 6, 2010, staff observed an inmate attempting to cover his unresponsive cellmate with a mattress. An alarm was activated and responding staff removed the inmate from the cell. Staff observed a cloth ligature tied around the cellmate's neck and immediately cut the ligature and then began life-saving measures. The cellmate was transported to a local hospital where he was declared brain dead and placed on a ventilator. Ten days later, the inmate was removed from the ventilator and pronounced dead.
DISPOSITION OF CASE	The coroner's office determined the manner of death to be homicide due to asphyxiation. The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department consulted with the bureau about the incident, but it failed to provide sufficient notification. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

<b>Case No. 10-0741 (Central Region)</b>	
FACTS OF CASE	On March 23, 2010, an inmate killed his cellmate by strangling him to death with an inmate-made ligature.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department adequately notified and consulted with the bureau on the incident. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0742 (Central Region)</b>	
FACTS OF CASE	On March 18, 2010, inmates in a secured housing unit escaped from their cell by defeating the locking mechanism and forcing the door open. Their actions were immediately observed by staff who sounded an alarm and responded. After a brief physical encounter, the inmates were re-secured within the housing unit.
DISPOSITION OF CASE	After a complete inspection of the cell door, it was determined that the door's locking mechanism was not defective. However, the locking mechanism was defeated through a specific sequence of maneuvers and unique circumstances. No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department informed the bureau about the incident in a timely and sufficient manner. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0743 (Central Region)</b>	
FACTS OF CASE	On March 16, 2010, an inmate died while under a physician's care at a local hospital. One hour prior to the inmate's death, while reaching for a urinal located approximately one foot from his bed, the inmate fell out of his bed and landed on his head, with his legs still restrained to the bed. The officer observing the inmate turned her head to allow the inmate privacy when he reached for the urinal.
DISPOSITION OF CASE	An autopsy revealed no injury to the inmate's head and concluded the cause of death to be natural causes. Potential staff misconduct was identified; therefore, the matter was referred to the Office of Internal Affairs. Upon review of the case, the Office of Internal Affairs determined that the matter could be handled without an investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and consulted with the bureau on the incident. The hiring authority decided to refer the matter to the Office of Internal Affairs. The Office of Internal Affairs determined that an investigation was not warranted and the bureau agreed.

## CRITICAL INCIDENTS

<b>Case No. 10-0744 (South Region)</b>	
FACTS OF CASE	On March 16, 2010, an officer fired one less-than-lethal round at an inmate who was fighting another inmate in a dining hall. The officer inadvertently struck one of the inmates in the back of the head and the inmates continued to fight until two responding officers used pepper spray to gain compliance. The inmate who was struck in the head sustained a laceration. He was transported to a local hospital for treatment and later returned to the institution.
DISPOSITION OF CASE	The case against the inmates was not referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's overall response to the incident was sufficient. The department adequately notified and consulted with the bureau on the incident. However, the use-of-force review committee initially failed to adequately review the incident and obtain necessary clarifications regarding the incident reports. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0745 (North Region)</b>	
FACTS OF CASE	On March 8, 2010, an inmate was allegedly pushed off a third floor tier by another inmate. The injured inmate sustained massive head trauma and later died at a nearby hospital.
DISPOSITION OF CASE	The case against the aggressor inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and consulted with the bureau. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.
<b>Case No. 10-0746 (North Region)</b>	
FACTS OF CASE	On March 7, 2010, medical staff discovered that an inmate had self-inflicted wounds to his arms and neck area. He told the nurse that he injured himself in an attempt to commit suicide. He later died of his injuries at a local hospital.
DISPOSITION OF CASE	Potential staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department adequately notified and consulted with the bureau on 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. 10-0747 (North Region)</b>	
FACTS OF CASE	On March 2, 2010, officers escorted a non-compliant inmate back to his cell. Later, the inmate refused to remove a mattress from the door opening. An officer pushed the mattress into the cell but the inmate kicked it toward the officers causing it to hit the officers on the legs. As a control booth officer began closing the door, the inmate lunged toward the officers. The inmate became pinned between the cell door and the door jam. A sergeant ordered the door open and the inmate was forced to the ground. Staff also had to use force to place the resistive inmate in restraints. The inmate was evaluated by medical staff and taken to a local hospital due to pain to his elbow. The inmate was evaluated and later returned to the institution. The inmate alleged staff used excessive and unnecessary force in the incident.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and consulted with the bureau regarding the incident. The hiring authority decided not to refer the matter to the Office of Internal Affairs, and the bureau agreed.
<b>Case No. 10-0748 (North Region)</b>	
FACTS OF CASE	On March 2, 2010, a sergeant discovered an inmate unresponsive in his cell. Officers activated the alarm, removed the inmate from his cell, and initiated life-saving measures. The inmate was transported to a local hospital where he was pronounced dead.
DISPOSITION OF CASE	An autopsy revealed several cellophane wrapped bindles of a controlled substance in the inmate's stomach, which caused the death. Potential staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The bureau determined that the department adequately responded to the incident in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The hiring authority decided to refer the matter to the Office of Internal Affairs, and the bureau agreed. The bureau agreed with the Office of Internal Affairs' response to the hiring authority's referral.
<b>Case No. 10-0749 (North Region)</b>	
FACTS OF CASE	On February 17, 2010, two inmates began fighting with each other in the dayroom and refused staff orders to stop. Two officers fired a total of five less-than-lethal rounds striking both inmates but they continued to fight. Responding staff deployed pepper spray striking both inmates. The inmates stopped fighting and complied with orders to lay in a prone position. One inmate sustained a head injury from one of the impact rounds and was taken to a local hospital for treatment.
DISPOSITION OF CASE	The case against the inmates was not referred to the district attorney's office. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and 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

<b>Case No. 10-0750 (Central Region)</b>	
FACTS OF CASE	On February 17, 2010, an inmate called "man down" regarding another inmate in a nearby cell. Officers immediately responded to the other inmate's cell where they found him hanging from a sheet tied to an air vent. Staff sounded their alarm, retrieved a cut-down tool, made entry into the cell, cut the sheet, and lowered the inmate to the ground. Medical staff arrived as the noose was being removed from the inmate's neck and started CPR. The inmate was subsequently transported to a local hospital where he was pronounced dead.
DISPOSITION OF CASE	A subsequent autopsy ruled the death to be a suicide by asphyxiation. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department informed the bureau about the incident in a timely and sufficient manner. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.
<b>Case No. 10-0751 (South Region)</b>	
FACTS OF CASE	On February 9, 2010, three inmates engaged in a fight with inmate-manufactured weapons on an exercise yard. Officers used lethal and less-than-lethal force to stop the fight. An officer fired three lethal rounds at one of the attacking inmates, but missed all three times. One of the bullets struck a concrete path next to the fight and the bullet fragmented. A fragment of the bullet struck an uninvolved inmate in the eye.
DISPOSITION OF CASE	The Office of Internal Affairs dispatched special agents from the deadly force investigation team to the scene. The Office of Internal Affairs opened both criminal and administrative investigations into the use of deadly force, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The department's response was satisfactory. The department informed the bureau about the incident in a timely and sufficient manner.
<b>Case No. 10-0752 (North Region)</b>	
FACTS OF CASE	On January 26, 2010, an officer fired three lethal rounds to stop a riot. Two of the rounds were fired as warning shots. The third round was intended to hit an inmate, but missed. Another officer fired a less-than-lethal round, allegedly striking an inmate in the knee causing a fractured knee-cap.
DISPOSITION OF CASE	The Office of Internal Affairs dispatched special agents from its deadly force investigation team in response to the incident. The Office of Internal Affairs opened both criminal and administrative investigations into the use of deadly force, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner.
<b>Case No. 10-0753 (North Region)</b>	
FACTS OF CASE	On January 24, 2010, custody staff found an inmate unresponsive in his cell. Medical staff initiated live-saving measures, which were unsuccessful. The inmate was ultimately pronounced dead. The death was treated as suspicious since the inmate was found in his cell with his cellmate, although there were no outward signs of trauma.
DISPOSITION OF CASE	An autopsy was performed that revealed the inmate died from a heart attack. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department adequately notified and consulted with the bureau regarding the incident. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

<b>Case No. 10-0754 (Central Region)</b>	
FACTS OF CASE	On January 12, 2010, two inmates entered a third inmate's cell and attacked him. The attacking inmates used an inmate-manufactured weapon and their hands to attack the other inmate. Responding officers fired less-than-lethal rounds and used pepper spray and chemical grenades to end the assault. The attacked inmate was treated for his injuries at a local community hospital and returned to the institution.
DISPOSITION OF CASE	The institution's use-of-force review committee found the use of force to be in compliance with department policy. However, staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs. The hiring authority was authorized to take action against the officer without an investigation for leaving the door opened which allowed the attack to occur. The bureau accepted the case against the officer for monitoring.
BUREAU ASSESSMENT	The department's overall response to the incident was adequate in all critical aspects. The department adequately notified and consulted with the bureau on 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.
<b>Case No. 10-0755 (North Region)</b>	
FACTS OF CASE	On January 6, 2010, an officer escorted an inmate back to his assigned cell in a security housing unit. The cellmate was handcuffed prior to the cell door being opened. Once both inmates were secured inside the cell and the officer had removed the handcuffs from both inmates, the cellmate began stabbing the other inmate with an inmate-manufactured weapon. The inmate was stabbed multiple times in his upper torso and head area. The officer used pepper spray to stop the attack. The inmate was transported to a local hospital for treatment of his injuries and returned to the institution five days later.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution, which declined to prosecute. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department adequately notified and consulted with the bureau regarding the incident. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.
<b>Case No. 10-0756 (South Region)</b>	
FACTS OF CASE	On January 5, 2010, two inmates attacked another inmate with inmate-manufactured weapons on the exercise yard. The injured inmate sustained multiple lacerations to his face, neck, and hand and was air-lifted to a local hospital for treatment.
DISPOSITION OF CASE	The case against the inmates was referred to the district attorney's office for prosecution. Potential staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs, which declined to open an investigation.
BUREAU ASSESSMENT	Except for failing to adequately document the incident, and failing to refer the matter to the Office of Internal Affairs in a timely manner, the bureau determined that the department's response to the incident was adequate. The department failed to adequately notify and consult with the bureau regarding the incident. The hiring authority chose to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision. The Office of Internal Affairs requested further documentation regarding the incident from the involved staff at the institution and then declined to open an investigation; the bureau disagreed with this decision.

## CRITICAL INCIDENTS

<b>Case No. 10-0757 (North Region)</b>	
FACTS OF CASE	On December 30, 2009, officers responded to a cell and observed one inmate hitting the other inmate who was not fighting back. The officers ordered the inmate to stop striking the other inmate to no avail. Officers then used pepper spray, which stopped the attack. Following the incident, officers received information that the aggressor also attempted to sexually batter the other inmate. The battered inmate was treated for his injuries and transported to a local hospital for completion of a sexual assault examination.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The bureau found that staff failed to process the suspect for evidence in accordance with department policy. In all other respects, the department's response to the incident was adequate. The department adequately notified and consulted with the bureau regarding the incident. The bureau agreed with the decision not to submit the matter to the Office of Internal Affairs.
<b>Case No. 10-0758 (Central Region)</b>	
FACTS OF CASE	On November 27, 2009, an inmate was discovered unresponsive in his cell by an officer during a late-night inmate count. The officer activated his alarm, removed the inmate from his cell, and began CPR. The inmate was pronounced dead after life-saving efforts failed.
DISPOSITION OF CASE	The medical examiner determined the inmate died from a drug overdose. No staff misconduct was identified; therefore, the case was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	Except for their failure to question the cellmate about the drugs found in the cell, the bureau determined that the department's response to the incident was adequate. The department failed to provide timely initial notification, but adequately consulted with the bureau regarding the incident. The hiring authority chose not to refer the matter to the Office of Internal Affairs; the bureau concurred with this decision.
<b>Case No. 10-0759 (Central Region)</b>	
FACTS OF CASE	On November 25, 2009, an inmate reported to two officers that his cellmate assaulted him. One officer walked to the cell to speak to the inmate and allegedly instructed the control booth officer not to close the cell door. After ordering the inmate to submit to being handcuffed, the inmate came out of his cell and assaulted the officer. The second officer then responded to the cell to assist the first officer. During the assault, both officers used their batons to strike the inmate on the head several times, resulting in an injury to the head requiring 14 sutures and a broken wrist.
DISPOSITION OF CASE	Potential staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	The institution's use-of-force review committee failed to fully and timely identify areas needing clarification in reports. Although the department adequately notified the bureau regarding the incident, it failed to adequately consult with the bureau. After a delay and urging from the bureau, the hiring authority decided 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. 10-0760 (South Region)</b>	
FACTS OF CASE	On November 21, 2009, an inmate attacked an officer with a weapon, knocking him unconscious. Officers used pepper spray, less-than-lethal rounds, and batons to stop the attack. The officer was transported to a local hospital for treatment. The inmate was escorted to the facility medical clinic for treatment where he alleged that officers uncuffed him, challenged him to a fight, and then punched and slapped him. The inmate reported the incident to the investigative services lieutenant two days later, but the lieutenant failed to report the allegations.
DISPOSITION OF CASE	The case against the inmate was referred to the district attorney's office for prosecution. Potential staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	In response to this incident, the department failed to properly document the incident, the use-of-force review committee failed to adequately review the incident, and the investigative services unit failed to report allegations of unnecessary or excessive force. The bureau concurred with the hiring authority's decision to refer the matter to the Office of Internal Affairs. The bureau agreed with the Office of Internal Affairs' response to the hiring authority's referral.
<b>Case No. 10-0761 (North Region)</b>	
FACTS OF CASE	On November 8, 2009, an inmate was found hanging in a culinary area in an institution. Responding staff activated a medical alarm and began CPR. The inmate was pronounced dead by responding medical personnel.
DISPOSITION OF CASE	Potential staff misconduct was identified; therefore, the case was referred to the Office of Internal Affairs for 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 hiring authority referred the matter to the Office of Internal Affairs; the bureau concurred with this decision. The Office of Internal Affairs opened an administrative investigation, and the bureau concurred.
<b>Case No. 10-0762 (North Region)</b>	
FACTS OF CASE	On August 21, 2009, an inmate was found non-responsive in his cell. After removing the inmate from his cell, life-saving measures were initiated but were unsuccessful. The inmate was pronounced dead at the scene.
DISPOSITION OF CASE	No staff misconduct was identified; therefore, the matter was not referred to the Office of Internal Affairs for investigation.
BUREAU ASSESSMENT	The department's response was satisfactory in all critical aspects. The department informed the bureau about the incident in a timely and sufficient manner. The bureau concurred with the hiring authority's decision not to refer the matter to the Office of Internal Affairs.

## CRITICAL INCIDENTS

<b>Case No. 10-0763 (Central Region)</b>	
FACTS OF CASE	On August 16, 2009, a single-celled inmate committed suicide by hanging himself from the top bunk in his cell. An officer found the inmate hanging from the top bunk and activated his alarm. Responding officers entered the cell and began life-saving measures. The inmate was transported to an outside hospital where he was pronounced dead.
DISPOSITION OF CASE	An autopsy confirmed that the cause of death was suicide by hanging. Potential staff misconduct was identified; therefore, the matter was referred to the Office of Internal Affairs for investigation. An investigation was opened, which the bureau accepted for monitoring.
BUREAU ASSESSMENT	Overall, the department's response to the incident was sufficient. The department informed the bureau about the incident in a timely and sufficient manner. The hiring authority decided to refer the matter to the Office of Internal Affairs, and the bureau agreed. The bureau concurred with the Office of Internal Affairs' response to the hiring authority's referral.

**APPENDIX**  
**DISCIPLINARY ALLEGATIONS AND FINDINGS**  
**July through December 2010**

The following table contains a list of the department's disciplinary allegations and findings in each case the bureau monitored during this reporting period. The table is organized in the same numerical order as the distinguished, deficient, and satisfactory tables found in the main body of this report. The information included in this table is derived directly from the department's case management system database. Information absent from the database is indicated with an asterisk.

Case No.	Subject	Allegations	Findings	BIR Concurrence?
10-0382	Headquarters (1) Correctional Officer	*		
10-0383	Central Region (1) Correctional Officer	*		
10-0384	Headquarters (1) Correctional Officer	*		
10-0385	North Region (1) Correctional Officer	*		
10-0386	South Region (1) Special Agent (2) Special Agent	*		
10-0387	Central Region (1) Parole Agent I	Weapons	Sustained	Yes
10-0388	South Region (1) Parole Agent I	Weapons	Not Sustained	Yes
10-0389	South Region (1) Parole Agent III	*		
10-0390	South Region (1) Parole Agent III	Neglect of Duty	Sustained	Yes
	(1) Parole Agent III	Neglect of Duty	Sustained	Yes
	(1) Parole Agent III	Neglect of Duty	Sustained	Yes
	(1) Parole Agent III	Weapons	Sustained	Yes
	(1) Parole Agent III	Weapons	Sustained	Yes
10-0391	North Region (1) Parole Agent I	Use of Force	Sustained	Yes
10-0392	South Region (1) Parole Agent I	Weapons	Not Sustained	Yes
10-0393	South Region (1) Parole Agent I	Failure to Report	Not Sustained	Yes
10-0394	North Region (1) Correctional Officer	Contraband	Sustained	Yes
	(1) Correctional Officer	Dishonesty	Sustained	Yes
	(1) Correctional Officer	Insubordination	Sustained	Yes
	(1) Correctional Officer	Weapons	Sustained	Yes
10-0395	North Region (1) Correctional Officer	Over-Familiarity	Sustained	Yes
10-0396	North Region (1) Correctional Officer	Contraband	Sustained	Yes
	(1) Correctional Officer	Over-Familiarity	Sustained	Yes
10-0397	Headquarters (1) CEA	Retaliation	Not Sustained	Yes

Case No.		Subject	Allegations	Findings	BIR Concurrence?
		(2) *Other non-Peace Officer	Retaliation	Not Sustained	Yes
10-0398	South Region	(1) Correctional Officer	Confidential Information	Sustained	Yes
		(1) Correctional Officer	Contraband	Sustained	Yes
		(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Other Criminal Act	Sustained	Yes
		(1) Correctional Officer	Over-Familiarity	Sustained	Yes
10-0399	North Region	(1) Parole Agent I	Sexual Misconduct	Not Sustained	Yes
10-0400	North Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
		(2) Correctional Officer	Dishonesty	Not Sustained	Yes
10-0401	Central Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
10-0402	Headquarters	(1) C.E.A. III	Neglect of Duty	Not Sustained	Yes
		(2) Staff Services Manager III	Neglect of Duty	Not Sustained	Yes
		(2) Staff Services Manager III	Neglect of Duty	Not Sustained	Yes
		(2) Staff Services Manager III	Neglect of Duty	Not Sustained	Yes
		(3) Staff Services Manager II (M)	Neglect of Duty	Sustained	Yes
		(3) Staff Services Manager II (M)	Neglect of Duty	Sustained	Yes
		(3) Staff Services Manager II (M)	Neglect of Duty	Sustained	Yes
		(4) Staff Services Manager III	Neglect of Duty	Sustained	Yes
		(4) Staff Services Manager III	Neglect of Duty	Sustained	Yes
		(4) Staff Services Manager III	Neglect of Duty	Not Sustained	Yes
10-0403	North Region	(1) Correctional Officer	Battery	Sustained	Yes
		(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
		(2) Correctional Officer	Use of Force	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?
	(2) Correctional Officer	Dishonesty	Not Sustained	Yes
10-0404	North Region (1) Correctional Officer	Misuse of Authority	Not Sustained	Yes
10-0405	Central Region (1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
	(2) Correctional Officer	Neglect of Duty	Not Sustained	Yes
	(3) Correctional Counselor I	Neglect of Duty	Not Sustained	Yes
10-0406	South Region (1) Parole Agent I	Neglect of Duty	Sustained	Yes
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes
10-0407	North Region (1) Parole Agent II	Dishonesty	Not Sustained	Yes
	(1) Parole Agent II	Dishonesty	Not Sustained	Yes
	(1) Parole Agent II	Dishonesty	Not Sustained	Yes
10-0408	South Region (1) Correctional Lieutenant	Neglect of Duty	Sustained	Yes
	(1) Correctional Lieutenant	Neglect of Duty	Not Sustained	No
	(1) Correctional Lieutenant	Neglect of Duty	Not Sustained	No
	(1) Correctional Lieutenant	Use of Force	Not Sustained	Yes
	(2) Correctional Sergeant	Neglect of Duty	Not Sustained	Yes
	(2) Correctional Sergeant	Use of Force	Not Sustained	Yes
	(2) Correctional Sergeant	Dishonesty	Not Sustained	Yes
	(3) Correctional Sergeant	Neglect of Duty	Sustained	Yes
	(3) Correctional Sergeant	Neglect of Duty	Sustained	Yes
	(3) Correctional Sergeant	Neglect of Duty	Sustained	Yes
	(3) Correctional Sergeant	Neglect of Duty	Sustained	Yes
	(3) Correctional Sergeant	Dishonesty	Not Sustained	No

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(4) Correctional Officer	Neglect of Duty	Not Sustained	Yes	
	(4) Correctional Officer	Use of Force	Not Sustained	Yes	
10-0409	South Region	(1) Correctional Officer	Confidential Information	Not Sustained	Yes
		(1) Correctional Officer	Contraband	Not Sustained	Yes
		(1) Correctional Officer	Dishonesty	Not Sustained	Yes
10-0410	North Region	(1) Correctional Sergeant	Dishonesty	Sustained	Yes
		(1) Correctional Sergeant	Dishonesty	Sustained	Yes
		(1) Correctional Sergeant	Other Failure of Good Behavior	Sustained	Yes
		(1) Correctional Sergeant	Other Failure of Good Behavior	Sustained	Yes
		(1) Correctional Sergeant	Threat/Intimidation	Sustained	Yes
10-0411	North Region	(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
		(1) Correctional Officer	Discrimination/Harassment	Not Sustained	Yes
10-0412	South Region	(1) Correctional Officer	*		
		(2) Correctional Officer	Other Failure of Good Behavior	Not Sustained	Yes
10-0413	Headquarters	(1) Regional Administrator	Misuse of State Equipment or Property	Not Sustained	Yes
		(1) Regional Administrator	Neglect of Duty	Not Sustained	Yes
		(2) Parole Agent III	Misuse of State Equipment or Property	Sustained	Yes
		(2) Parole Agent III	Neglect of Duty	Not Sustained	Yes
		(3) Parole Agent II	Misuse of State Equipment or Property	Not Sustained	Yes
		(3) Parole Agent II	Neglect of Duty	Not Sustained	Yes
		(4) Parole Administrator I	Neglect of Duty	Not Sustained	Yes
10-0414	Central Region	(1) Correctional Lieutenant	Sexual Misconduct	Not Sustained	Yes
		(1) Correctional Lieutenant	Sexual Misconduct	Not Sustained	Yes
10-0415	Central Region	(1) Correctional Officer	Over-Familiarity	Not Sustained	Yes
		(1) Correctional Officer	Sexual Misconduct	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
10-0416	Central Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
10-0417	North Region	(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Over-Familiarity	Sustained	Yes
		(1) Correctional Officer	Theft	Sustained	Yes
10-0418	Headquarters	(1) Youth Correctional Counselor	Use of Force	*	N/A
		(1) Youth Correctional Counselor	Use of Force	Sustained	Yes
10-0419	North Region	(1) Parole Agent I	Over-Familiarity	Sustained	Yes
10-0420	North Region	(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
10-0421	Central Region	(1) Correctional Sergeant	Dishonesty	Sustained	Yes
		(1) Correctional Sergeant	Use of Force	Sustained	Yes
		(1) Correctional Sergeant	Use of Force	Not Sustained	Yes
		(2) Correctional Officer	Dishonesty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0422	South Region	(1) Correctional Officer	Contraband	Sustained	Yes
10-0423	North Region	(1) Correctional Sergeant	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
		(3) Correctional Officer	Neglect of Duty	Sustained	Yes
		(4) Correctional Sergeant	Neglect of Duty	Not Sustained	Yes
		(5) Correctional Officer	Neglect of Duty	Not Sustained	Yes
10-0424	North Region	(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(1) Correctional Officer	Failure to Report	Sustained	Yes	
	(2) Correctional Officer	Failure to Report	Sustained	Yes	
	(2) Correctional Officer	Neglect of Duty	Sustained	Yes	
	(2) Correctional Officer	Use of Force	Sustained	Yes	
	(2) Correctional Officer	Dishonesty	Sustained	Yes	
10-0425	Central Region	(1) Correctional Counselor II	Use of Force	Not Sustained	Yes
		(2) Correctional Lieutenant	*		
		(3) Correctional Sergeant	Use of Force	Sustained	Yes
		(4) Correctional Officer	Use of Force	Sustained	Yes
		(4) Correctional Officer	Use of Force	Not Sustained	Yes
		(5) Correctional Officer	Use of Force	Sustained	Yes
		(6) Correctional Officer	Use of Force	Sustained	Yes
		(7) Correctional Officer	Use of Force	Not Sustained	Yes
10-0426	North Region	(1) Parole Agent I	Dishonesty	Sustained	Yes
		(1) Parole Agent I	Dishonesty	Sustained	Yes
		(1) Parole Agent I	Dishonesty	Sustained	Yes
		(1) Parole Agent I	Neglect of Duty	Sustained	Yes
10-0427	North Region	(1) Correctional Officer	Contraband	Sustained	Yes
		(1) Correctional Officer	Over-Familiarity	Sustained	Yes
10-0428	North Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0429	North Region	(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0430	Central Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes
		(2) Correctional Officer	Use of Force	Sustained	Yes
		(2) Correctional Officer	Dishonesty	Not Sustained	Yes
10-0431	North Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
10-0432	North Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Correctional Lieutenant	Discourteous Treatment	Not Sustained	No
		(2) Correctional Lieutenant	Insubordination	Sustained	Yes
10-0433	North Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Not Sustained	Yes
10-0434	Headquarters	(1) Special Agent	Insubordination	Sustained	Yes
		(1) Special Agent	Misuse of State Equipment or Property	Sustained	Yes
		(1) Special Agent	Other Failure of Good Behavior	Sustained	Yes
10-0435	North Region	(1) Supervising Cook I	Contraband	Not Sustained	Yes
		(1) Supervising Cook I	Contraband	Not Sustained	Yes
		(1) Supervising Cook I	Neglect of Duty	Sustained	Yes
		(1) Supervising Cook I	Over-Familiarity	Sustained	Yes
		(1) Supervising Cook I	Over-Familiarity	Not Sustained	Yes
		(2) Correctional Officer	Failure to Report	Not Sustained	Yes
		(2) Correctional Officer	Over-Familiarity	Not Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(3) Correctional Officer	Neglect of Duty	Not Sustained	Yes	
	(3) Correctional Officer	Over-Familiarity	Not Sustained	Yes	
	(3) Correctional Officer	Failure to Report	Not Sustained	Yes	
	(3) Correctional Officer	Contraband	Sustained	Yes	
	(3) Correctional Officer	Contraband	Not Sustained	Yes	
	(4) Correctional Sergeant	Neglect of Duty	Not Sustained	No	
	(5) Correctional Sergeant	Neglect of Duty	Not Sustained	Yes	
10-0436	Headquarters	(1) Associate Warden	Misuse of State Equipment or Property	Sustained	Yes
		(1) Associate Warden	Other Failure of Good Behavior	Not Sustained	Yes
		(2) Office Technician - General	Misuse of State Equipment or Property	Sustained	Yes
10-0437	Central Region	(1) Secretary	Over-Familiarity	Sustained	Yes
10-0438	South Region	(1) Correctional Officer	Over-Familiarity	Sustained	Yes
10-0439	South Region	(1) Correctional Lieutenant	Discourteous Treatment	Not Sustained	Yes
		(1) Correctional Lieutenant	Discourteous Treatment	Not Sustained	Yes
		(1) Correctional Lieutenant	Discourteous Treatment	Not Sustained	Yes
		(1) Correctional Lieutenant	Discourteous Treatment	Not Sustained	Yes
		(1) Correctional Lieutenant	Discourteous Treatment	Not Sustained	Yes
10-0440	Headquarters	(1) Associate Warden	Discourteous Treatment	Not Sustained	Yes
		(2) Correctional Sergeant	Discourteous Treatment	Not Sustained	Yes
		(3) Correctional Officer	Discourteous Treatment	Not Sustained	Yes
		(3) Correctional Officer	Discourteous Treatment	Not Sustained	Yes
		(4) Correctional Sergeant	Discourteous Treatment	Not Sustained	Yes
		(5) Correctional Sergeant	Discourteous Treatment	Not Sustained	Yes
		(5) Correctional Sergeant	Discourteous Treatment	Not Sustained	Yes
		(6) Licensed Vocational Nurse (LVN)	Neglect of Duty	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(7) Correctional Officer	Discourteous Treatment	Not Sustained	Yes	
	(7) Correctional Officer	Discourteous Treatment	Not Sustained	Yes	
	(7) Correctional Officer	Discourteous Treatment	Not Sustained	Yes	
	(7) Correctional Officer	Use of Force	Not Sustained	Yes	
10-0441	North Region	(1) Office Technician - Typing	Over-Familiarity	Sustained	Yes
10-0442	Headquarters	(1) Parole Agent II	Failure to Report	Not Sustained	Yes
		(2) Parole Agent III	Failure to Report	Not Sustained	Yes
		(3) Parole Agent II	Failure to Report	Not Sustained	Yes
		(4) Parole Agent II	Failure to Report	Not Sustained	Yes
10-0443	Headquarters	(1) <None>	Neglect of Duty	Sustained	Yes
10-0444	North Region	(1) Correctional Lieutenant	Neglect of Duty	Sustained	Yes
		(1) Correctional Lieutenant	Neglect of Duty	Sustained	Yes
		(1) Correctional Lieutenant	Use of Force	Sustained	Yes
		(1) Correctional Lieutenant	Use of Force	Not Sustained	Yes
		(2) Correctional Sergeant	Neglect of Duty	Sustained	Yes
		(2) Correctional Sergeant	Neglect of Duty	Sustained	Yes
		(2) Correctional Sergeant	Use of Force	Not Sustained	Yes
		(3) Correctional Officer	Use of Force	Not Sustained	Yes
		(3) Correctional Officer	Use of Force	Not Sustained	Yes
		(3) Correctional Officer	Neglect of Duty	Sustained	Yes
		(3) Correctional Officer	Neglect of Duty	Sustained	Yes
		(3) Correctional Officer	Use of Force	Sustained	Yes
		(4) Correctional Officer	Use of Force	Sustained	Yes
		(4) Correctional Officer	Neglect of Duty	Sustained	Yes
		(4) Correctional Officer	Neglect of Duty	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(5) Correctional Officer	Neglect of Duty	Sustained	Yes	
	(5) Correctional Officer	Neglect of Duty	Sustained	Yes	
	(5) Correctional Officer	Use of Force	Sustained	Yes	
	(5) Correctional Officer	Use of Force	Sustained	Yes	
	(5) Correctional Officer	Use of Force	Not Sustained	Yes	
	(6) Correctional Officer	Use of Force	Sustained	Yes	
	(6) Correctional Officer	Neglect of Duty	Sustained	Yes	
	(6) Correctional Officer	Neglect of Duty	Sustained	Yes	
	(7) Correctional Officer	Use of Force	Not Sustained	Yes	
	(8) Correctional Officer	Use of Force	Not Sustained	No	
	(9) Facility Captain	Neglect of Duty	Sustained	Yes	
	(10) Associate Warden	Neglect of Duty	Not Sustained	Yes	
10-0445	Central Region	(1) Correctional Officer	Contraband	Sustained	Yes
		(1) Correctional Officer	Controlled Substances	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0446	North Region	(1) Correctional Lieutenant	Neglect of Duty	Sustained	Yes
		(1) Correctional Lieutenant	Neglect of Duty	Sustained	Yes
		(2) Correctional Sergeant	Neglect of Duty	Sustained	Yes
		(2) Correctional Sergeant	Neglect of Duty	Sustained	Yes
		(3) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(3) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(4) Psychiatric Technician	Neglect of Duty	Not Sustained	Yes
		(4) Psychiatric Technician	Neglect of Duty	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(5) Associate Warden	*			
	(6) Correctional Counselor III	*			
10-0447	South Region	(1) Correctional Sergeant	Neglect of Duty	Sustained	Yes
		(1) Correctional Sergeant	Neglect of Duty	Not Sustained	Yes
		(2) Correctional Lieutenant	Neglect of Duty	Not Sustained	Yes
		(3) Correctional Lieutenant	Neglect of Duty	Sustained	Yes
		(4) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(5) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(6) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(7) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(8) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(9) Associate Warden	Neglect of Duty	Not Sustained	Yes
		(10) Correctional Counselor III	Neglect of Duty	Not Sustained	Yes
		(11) Correctional Counselor I	Neglect of Duty	Not Sustained	Yes
10-0448	North Region	(1) Correctional Officer	Threat/Intimidation	Sustained	No
10-0449	South Region	(1) Supervising Cook I	Other Criminal Act	N/A	N/A
10-0450	North Region	(1) Registered Nurse	Dishonesty	Sustained	Yes
		(1) Registered Nurse	Neglect of Duty	Sustained	Yes
		(1) Registered Nurse	Sexual Misconduct	Not Sustained	Yes
10-0451	South Region	(1) Correctional Officer	Use of Force	Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Not Sustained	No
		(3) Correctional Sergeant	Dishonesty	Not Sustained	Yes
		(3) Correctional Sergeant	Dishonesty	Not Sustained	Yes
10-0452	South Region	(1) Parole Agent I	*		

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
10-0453	North Region	(1) Correctional Officer	Controlled Substances	N/A	N/A
		(1) Correctional Officer	Weapons	N/A	N/A
10-0454	North Region	(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes
10-0455	Central Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
		(3) Correctional Sergeant	Neglect of Duty	Sustained	Yes
		(4) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0456	North Region	(1) Correctional Officer	Weapons	Sustained	Yes
10-0457	Central Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0458	South Region	(1) Correctional Officer	Sexual Misconduct	N/A	N/A
10-0459	Central Region	(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Not Sustained	Yes
10-0460	South Region	(1) Correctional Officer	Other Failure of Good Behavior	Not Sustained	Yes
10-0461	Central Region	(1) Correctional Officer	Controlled Substances	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
		(1) Correctional Officer	Over-Familiarity	Sustained	Yes
10-0462	South Region	(1) Parole Agent I	Discourteous Treatment	Sustained	Yes
		(1) Parole Agent I	Use of Force	Sustained	Yes
10-0463	Central Region	(1) Correctional Officer	Discourteous Treatment	Not Sustained	Yes
		(1) Correctional Officer	Misuse of Authority	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?
	(1) Correctional Officer	Other Failure of Good Behavior	Not Sustained	Yes
10-0464	Central Region (1) Correctional Officer	Neglect of Duty	Sustained	Yes
	(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0465	North Region (1) Correctional Officer	Discourteous Treatment	Sustained	Yes
10-0466	Central Region (1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0467	Central Region (1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
	(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0468	Headquarters (1) Parole Agent I	*		
10-0469	North Region (1) Parole Agent II	*		
10-0470	North Region (1) Correctional Officer	Neglect of Duty	Sustained	Yes
	(1) Correctional Officer	Use of Force	Sustained	Yes
10-0471	Headquarters (1) CEA	Retaliation	Not Sustained	Yes
10-0472	Headquarters (1) C.E.A. III	Failure to Report	Not Sustained	Yes
10-0473	Headquarters (1) Deputy Chief	Insubordination	Not Sustained	Yes
10-0474	Headquarters (1) Special Agent	Insubordination	Sustained	Yes
	(1) Special Agent	Misuse of State Equipment or Property	Sustained	Yes
	(1) Special Agent	Other Failure of Good Behavior	Sustained	Yes
10-0475	North Region (1) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0476	South Region (1) Correctional Sergeant	Other Failure of Good Behavior	Sustained	Yes
10-0477	Central Region (1) Correctional Officer	Dishonesty	Sustained	Yes
	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
	(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
	(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0478	South Region (1) Correctional Sergeant	*		
10-0479	South Region (1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?
10-0480	South Region (1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0481	Central Region (1) Correctional Officer	Controlled Substances	N/A	N/A
10-0482	South Region (1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0483	North Region (1) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0484	Central Region (1) Correctional Officer	Contraband	N/A	N/A
10-0485	North Region (1) Parole Agent I	Sexual Misconduct	N/A	N/A
10-0486	South Region (1) Parole Agent I	Dishonesty	Sustained	Yes
	(1) Parole Agent I	Misuse of Authority	Sustained	Yes
	(1) Parole Agent I	Over-Familiarity	Sustained	Yes
	(1) Parole Agent I	Over-Familiarity	Sustained	Yes
	(1) Parole Agent I	Sexual Misconduct	Sustained	Yes
10-0487	South Region (1) Parole Agent II	Dishonesty	Sustained	Yes
	(1) Parole Agent II	Neglect of Duty	Sustained	Yes
	(1) Parole Agent II	Neglect of Duty	Sustained	Yes
	(1) Parole Agent II	Neglect of Duty	Sustained	Yes
	(1) Parole Agent II	Neglect of Duty	Sustained	Yes
10-0488	North Region (1) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0489	Headquarters (1) Warden	Failure to Report	Not Sustained	Yes
	(1) Warden	Neglect of Duty	Not Sustained	Yes
	(2) Correctional Lieutenant	Neglect of Duty	Not Sustained	Yes
	(3) Associate Warden	Battery	Not Sustained	Yes
	(3) Associate Warden	Discourteous Treatment	Not Sustained	Yes
10-0490	Central Region (1) Facility Captain	Neglect of Duty	Sustained	Yes
10-0491	North Region (1) Correctional Officer	Over-Familiarity	Sustained	Yes
	(1) Correctional Officer	Sexual Misconduct	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
10-0492	South Region	(1) Parole Agent I	Dishonesty	Sustained	Yes
		(1) Parole Agent I	Dishonesty	Sustained	Yes
		(1) Parole Agent I	Neglect of Duty	Sustained	Yes
10-0493	Central Region	(1) Correctional Officer	Use of Force	Sustained	Yes
		(2) Correctional Officer	Use of Force	Sustained	Yes
10-0494	South Region	(1) Office Technician - Typing	Contraband	N/A	N/A
		(1) Office Technician - Typing	Other Criminal Act	N/A	N/A
		(1) Office Technician - Typing	Sexual Misconduct	N/A	N/A
10-0495	South Region	(1) Office Technician - Typing	Contraband	Sustained	Yes
		(1) Office Technician - Typing	Contraband	Sustained	Yes
		(1) Office Technician - Typing	Over-Familiarity	Sustained	Yes
		(1) Office Technician - Typing	Over-Familiarity	Sustained	Yes
		(1) Office Technician - Typing	Over-Familiarity	Sustained	Yes
10-0496	Central Region	(1) Correctional Sergeant	Sexual Misconduct	N/A	N/A
		(2) Correctional Officer	Sexual Misconduct	N/A	N/A
		(3) Correctional Officer	Sexual Misconduct	N/A	N/A
10-0497	South Region	(1) Correctional Sergeant	Other Failure of Good Behavior	Sustained	Yes
10-0498	Central Region	(1) Supervising Cook I	Contraband	N/A	N/A
10-0499	South Region	(1) Correctional Officer	*		
10-0500	Central Region	(1) Correctional Officer	Contraband	N/A	N/A
10-0501	Central Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0502	Central Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?
	(3) Correctional Officer	Neglect of Duty	Sustained	Yes
	(3) Correctional Officer	Neglect of Duty	Not Sustained	Yes
10-0503	North Region (1) Correctional Officer	Contraband	N/A	N/A
10-0504	South Region (1) Lieutenant	Misuse of State Equipment or Property	Sustained	Yes
	(1) Lieutenant	Neglect of Duty	Sustained	Yes
	(1) Lieutenant	Neglect of Duty	Sustained	Yes
	(1) Lieutenant	Neglect of Duty	Sustained	Yes
	(1) Lieutenant	Use of Force	Sustained	Yes
10-0505	Central Region (1) Correctional Officer	Sexual Misconduct	N/A	N/A
	(1) Correctional Officer	Sexual Misconduct	N/A	N/A
10-0506	South Region (1) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
	(1) Youth Correctional Counselor	Other Failure of Good Behavior	Sustained	Yes
10-0507	South Region (1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
	(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0508	North Region (1) Correctional Officer	*		
	(2) Correctional Officer	*		
10-0509	Central Region (1) Correctional Officer	Contraband	N/A	N/A
10-0510	South Region (1) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
	(1) Youth Correctional Counselor	Use of Force	Sustained	Yes
10-0511	South Region (1) Parole Agent I	Dishonesty	Sustained	Yes
10-0512	South Region (1) Parole Agent I	Sexual Misconduct	N/A	N/A
10-0513	Central Region (1) Correctional Officer	Attendance	Sustained	Yes
	(1) Correctional Officer	Dishonesty	Sustained	Yes
	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
	(1) Correctional Officer	Neglect of Duty	Sustained	Yes

Case No.		Subject	Allegations	Findings	BIR Concurrence?
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0514	South Region	(1) Correctional Officer	Confidential Information	Not Sustained	Yes
		(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Failure to Report	Sustained	Yes
		(1) Correctional Officer	Failure to Report	Sustained	Yes
		(1) Correctional Officer	Over-Familiarity	Sustained	Yes
10-0515	South Region	(1) Correctional Officer	*		
10-0516	South Region	(1) Correctional Officer	Contraband	Not Sustained	Yes
		(1) Correctional Officer	Over-Familiarity	Sustained	Yes
10-0517	South Region	(1) Correctional Sergeant	Dishonesty	Not Sustained	Yes
		(1) Correctional Sergeant	Dishonesty	Not Sustained	Yes
		(1) Correctional Sergeant	Neglect of Duty	Sustained	Yes
10-0518	South Region	(1) Parole Agent I	Sexual Misconduct	N/A	N/A
		(1) Parole Agent I	Sexual Misconduct	N/A	N/A
10-0519	Central Region	(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0520	North Region	(1) Correctional Officer	Contraband	Sustained	Yes
		(1) Correctional Officer	Insubordination	Sustained	Yes
		(1) Correctional Officer	Over-Familiarity	Sustained	Yes
10-0521	South Region	(1) Sergeant	*		
		(2) Office Assistant I General	*		
		(3) Correctional Officer	*		
		(4) Account Clerk	*		
		(5) Office Assistant General	*		
		(6) <None>	*		
10-0522	South Region	(1) Parole Agent I	Dishonesty	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes	
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes	
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes	
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes	
10-0523	Headquarters	(1) Parole Agent I	*		
		(2) Parole Agent I	*		
		(3) Parole Agent II	*		
		(4) Parole Agent III	*		
10-0524	Central Region	(1) Correctional Lieutenant	Failure to Report	Not Sustained	No
		(2) Correctional Sergeant	Neglect of Duty	Sustained	Yes
		(3) Correctional Officer	Neglect of Duty	Sustained	Yes
		(4) Correctional Officer	Neglect of Duty	Sustained	Yes
		(5) Correctional Officer	Neglect of Duty	Not Sustained	No
		(6) Correctional Officer	Neglect of Duty	Not Sustained	No
10-0525	Central Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
10-0526	South Region	(1) Correctional Officer	Failure to Report	Not Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
		(2) Correctional Officer	*		
		(3) Correctional Officer	*		
		(4) Correctional Officer	Failure to Report	Not Sustained	Yes
		(4) Correctional Officer	Use of Force	Not Sustained	Yes
		(5) Correctional Lieutenant	Neglect of Duty	Not Sustained	Yes
		(6) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(6) Correctional Officer	Use of Force	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
		(7) Licensed Vocational Nurse (LVN)	Neglect of Duty	Not Sustained	Yes
		(7) Licensed Vocational Nurse (LVN)	Use of Force	Not Sustained	Yes
10-0527	Central Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Not Sustained	Yes
10-0528	Central Region	(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
		(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0529	South Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Not Sustained	Yes
10-0530	Headquarters	(1) Correctional Officer	*		
10-0531	Central Region	(1) Correctional Officer	Other Failure of Good Behavior	Not Sustained	Yes
10-0532	Central Region	(1) Correctional Officer	Controlled Substances	Sustained	Yes
		(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Misuse of Authority	Not Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0533	Central Region	(1) Correctional Lieutenant	*		
		(2) Correctional Sergeant	*		
		(3) Correctional Sergeant	*		
		(4) <None>	*		
10-0534	Central Region	(1) Correctional Officer	Battery	Not Sustained	Yes
10-0535	South Region	(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0536	North Region	(1) Correctional Sergeant	Neglect of Duty	Not Sustained	Yes
		(1) Correctional Sergeant	Use of Force	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(2) Correctional Sergeant	Use of Force	Not Sustained	Yes	
	(2) Correctional Sergeant	Neglect of Duty	Not Sustained	Yes	
10-0537	North Region	(1) Correctional Officer	Contraband	N/A	N/A
		(1) Correctional Officer	Controlled Substances	N/A	N/A
10-0538	North Region	(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes
		(2) Correctional Officer	Use of Force	Sustained	Yes
		(2) Correctional Officer	Use of Force	Sustained	Yes
		(2) Correctional Officer	Dishonesty	Sustained	Yes
		(3) Correctional Officer	Use of Force	Not Sustained	Yes
10-0539	Central Region	(1) Registered Nurse	*		
10-0540	North Region	(1) Registered Nurse	Intoxication	Sustained	Yes
10-0541	Central Region	(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
		(1) Correctional Officer	Intoxication	Sustained	Yes
		(1) Correctional Officer	Misuse of Authority	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0542	North Region	(1) Correctional Officer	Use of Force	Not Sustained	Yes
		(2) Correctional Sergeant	Use of Force	Not Sustained	Yes
		(2) Correctional Sergeant	Use of Force	Not Sustained	Yes
10-0543	South Region	(1) Correctional Officer	Contraband	Not Sustained	Yes
		(1) Correctional Officer	Over-Familiarity	Not Sustained	Yes
10-0544	South Region	(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Misuse of Authority	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
10-0545	Central Region	(1) Correctional Sergeant	Other Failure of Good Behavior	Sustained	Yes
10-0546	Headquarters	(1) Correctional Sergeant	Use of Force	Not Sustained	Yes
		(1) Correctional Sergeant	Use of Force	Not Sustained	Yes
		(1) Correctional Sergeant	Use of Force	Not Sustained	Yes
		(1) Correctional Sergeant	Use of Force	Not Sustained	Yes
		(1) Correctional Sergeant	Use of Force	Not Sustained	Yes
		(2) Correctional Officer	Failure to Report	Sustained	Yes
		(2) Correctional Officer	Use of Force	Sustained	Yes
		(2) Correctional Officer	Use of Force	Not Sustained	Yes
		(3) Correctional Officer	Use of Force	Not Sustained	Yes
		(3) Correctional Officer	Use of Force	Sustained	Yes
		(3) Correctional Officer	Failure to Report	Sustained	Yes
10-0547	South Region	(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Not Sustained	Yes
10-0548	Central Region	(1) Correctional Lieutenant	Neglect of Duty	Not Sustained	Yes
		(2) Correctional Sergeant	Neglect of Duty	Not Sustained	Yes
10-0549	North Region	(1) Correctional Counselor II	Other Failure of Good Behavior	Sustained	Yes
10-0550	North Region	(1) Correctional Officer	Insubordination	Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
10-0551	North Region	(1) Correctional Officer	Discourteous Treatment	Not Sustained	Yes
		(1) Correctional Officer	Retaliation	Not Sustained	Yes
10-0552	North Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0553	South Region	(1) Correctional Officer	Battery	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(2) Correctional Officer	Neglect of Duty	Not Sustained	Yes	
	(2) Correctional Officer	Battery	Not Sustained	Yes	
10-0554	Headquarters	(1) Correctional Lieutenant	*		
		(2) Correctional Administrator	*		
10-0555	South Region	(1) Building Maintenance Worker	Dishonesty	Sustained	Yes
		(1) Building Maintenance Worker	Misuse of State Equipment or Property	Sustained	Yes
		(1) Building Maintenance Worker	Neglect of Duty	Sustained	Yes
		(1) Building Maintenance Worker	Other Failure of Good Behavior	Sustained	Yes
		(1) Building Maintenance Worker	Weapons	Not Sustained	Yes
		(2) Youth Correctional Officer	Failure to Report	Sustained	Yes
		(2) Youth Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Youth Correctional Officer	Weapons	Sustained	Yes
		(3) Youth Correctional Officer	Failure to Report	Sustained	Yes
		(4) Youth Correctional Officer	Failure to Report	Sustained	Yes
		(5) Youth Correctional Officer	Failure to Report	Sustained	Yes
10-0556	North Region	(1) Correctional Officer	Intoxication	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Weapons	Sustained	Yes
10-0557	North Region	(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
10-0558	Central Region	(1) Correctional Officer	Sexual Misconduct	N/A	N/A
10-0559	South Region	(1) Correctional Officer	Battery	Not Sustained	Yes
		(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
		(1) Correctional Officer	Discourteous Treatment	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?
	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
	(2) Correctional Officer	Dishonesty	Not Sustained	Yes
	(2) Correctional Officer	Failure to Report	Not Sustained	Yes
	(2) Correctional Officer	Failure to Report	Not Sustained	Yes
10-0560	South Region (1) Correctional Officer	*		
10-0561	South Region (1) Youth Correctional Counselor	Use of Force	Not Sustained	Yes
	(2) Youth Correctional Counselor	Dishonesty	Not Sustained	Yes
10-0562	South Region (1) Correctional Officer	Discourteous Treatment	Sustained	Yes
	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0563	Headquarters (1) Correctional Officer	*		
10-0564	South Region (1) Correctional Officer	Discourteous Treatment	Sustained	Yes
	(1) Correctional Officer	Dishonesty	Sustained	Yes
	(1) Correctional Officer	Other Failure of Good Behavior	Not Sustained	No
	(1) Correctional Officer	Threat/Intimidation	Sustained	Yes
	(1) Correctional Officer	Threat/Intimidation	Not Sustained	No
	(2) Correctional Officer	Failure to Report	Sustained	Yes
10-0565	North Region (1) Correctional Officer	*		
10-0566	South Region (1) Correctional Officer	Use of Force	Sustained	Yes
10-0567	South Region (1) Correctional Officer	Use of Force	Not Sustained	Yes
10-0568	Central Region (1) Correctional Sergeant	Dishonesty	Not Sustained	Yes
	(1) Correctional Sergeant	Neglect of Duty	Not Sustained	Yes
10-0569	North Region (1) Parole Agent I	*		
10-0570	Central Region (1) Correctional Sergeant	Discourteous Treatment	Sustained	Yes
	(1) Correctional Sergeant	Failure to Report	Sustained	Yes
	(1) Correctional Sergeant	Neglect of Duty	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(1) Correctional Sergeant	Neglect of Duty	Sustained	Yes	
	(1) Correctional Sergeant	Over-Familiarity	Sustained	Yes	
	(2) Correctional Lieutenant	Dishonesty	Sustained	Yes	
	(2) Correctional Lieutenant	Failure to Report	Sustained	Yes	
	(3) Correctional Officer	Discourteous Treatment	Sustained	Yes	
	(3) Correctional Officer	Failure to Report	Not Sustained	Yes	
	(3) Correctional Officer	Neglect of Duty	Sustained	Yes	
	(4) Correctional Officer	Neglect of Duty	Sustained	Yes	
	(4) Correctional Officer	Failure to Report	Not Sustained	Yes	
	(4) Correctional Officer	Discourteous Treatment	Sustained	Yes	
10-0571	South Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0572	North Region	(1) Correctional Lieutenant	Contraband	N/A	N/A
10-0573	North Region	(1) Correctional Lieutenant	Contraband	Not Sustained	Yes
		(1) Correctional Lieutenant	Dishonesty	Sustained	Yes
		(1) Correctional Lieutenant	Dishonesty	Sustained	Yes
		(1) Correctional Lieutenant	Over-Familiarity	Sustained	Yes
		(1) Correctional Lieutenant	Over-Familiarity	Sustained	Yes
10-0574	Central Region	(1) Correctional Officer	Use of Force	Not Sustained	Yes
		(2) Correctional Officer	Use of Force	Not Sustained	Yes
		(2) Correctional Officer	Failure to Report	Not Sustained	Yes
		(3) Correctional Officer	Use of Force	Not Sustained	Yes
10-0575	North Region	(1) Correctional Officer	Controlled Substances	Sustained	Yes
		(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Over-Familiarity	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
10-0576	Central Region	(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0577	North Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0578	Central Region	(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
		(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes
10-0579	South Region	(1) Correctional Officer	Discourteous Treatment	Not Sustained	Yes
		(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes
		(1) Correctional Officer	Insubordination	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Insubordination	Sustained	Yes
		(2) Correctional Officer	Use of Force	Sustained	Yes
		(2) Correctional Officer	Dishonesty	Sustained	Yes
(2) Correctional Officer	Discourteous Treatment	Sustained	Yes		
10-0580	North Region	(1) Correctional Officer	Weapons	Not Sustained	Yes
10-0581	South Region	(1) Parole Agent I	Misuse of State Equipment or Property	N/A	N/A
		(1) Parole Agent I	Sexual Misconduct	N/A	N/A
		(1) Parole Agent I	Sexual Misconduct	N/A	N/A
10-0582	South Region	(1) Parole Agent I	Dishonesty	Sustained	Yes
		(1) Parole Agent I	Misuse of State Equipment or Property	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(1) Parole Agent I	Neglect of Duty	Not Sustained	Yes	
	(1) Parole Agent I	Sexual Misconduct	Sustained	Yes	
	(1) Parole Agent I	Sexual Misconduct	Sustained	Yes	
10-0583	Central Region	(1) Parole Agent I	Controlled Substances	Sustained	Yes
	(1) Parole Agent I	Dishonesty	Sustained	Yes	
	(1) Parole Agent I	Dishonesty	Sustained	Yes	
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes	
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes	
10-0584	North Region	(1) Correctional Officer	Failure to Report	Sustained	Yes
	(1) Correctional Officer	Over-Familiarity	Sustained	Yes	
	(1) Correctional Officer	Weapons	Sustained	Yes	
	(1) Correctional Officer	Weapons	Sustained	Yes	
10-0585	South Region	(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
	(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes	
	(2) Correctional Officer	Neglect of Duty	Not Sustained	Yes	
	(2) Correctional Officer	Discourteous Treatment	Not Sustained	Yes	
	(3) Correctional Officer	Discourteous Treatment	Not Sustained	Yes	
	(3) Correctional Officer	Neglect of Duty	Not Sustained	Yes	
	(4) Correctional Officer	Neglect of Duty	Not Sustained	Yes	
	(4) Correctional Officer	Discourteous Treatment	Not Sustained	Yes	
10-0586	South Region	(1) Correctional Sergeant	Dishonesty	Sustained	Yes
	(1) Correctional Sergeant	Other Failure of Good Behavior	Sustained	Yes	
	(2) Correctional Sergeant	Dishonesty	Not Sustained	Yes	
	(3) Correctional Counselor I	Dishonesty	Sustained	Yes	
	(3) Correctional Counselor I	Dishonesty	Sustained	Yes	

Case No.	Subject	Allegations	Findings	BIR Concurrence?
	(3) Correctional Counselor I	Dishonesty	Sustained	Yes
	(3) Correctional Counselor I	Dishonesty	Sustained	Yes
10-0587	Central Region (1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0588	South Region (1) Correctional Officer	Dishonesty	Not Sustained	No
	(1) Correctional Officer	Dishonesty	Not Sustained	No
	(1) Correctional Officer	Dishonesty	Not Sustained	No
	(1) Correctional Officer	Over-Familiarity	Not Sustained	Yes
10-0589	Headquarters (1) Captain	Dishonesty	Not Sustained	Yes
	(1) Captain	Use of Force	Not Sustained	Yes
	(1) Captain	Use of Force	Not Sustained	Yes
	(2) Sergeant	Use of Force	Not Sustained	Yes
	(2) Sergeant	Use of Force	Not Sustained	Yes
	(3) Chief Medical Officer	Dishonesty	Not Sustained	Yes
	(3) Chief Medical Officer	Neglect of Duty	Not Sustained	Yes
10-0590	North Region (1) Correctional Officer	*		
10-0591	North Region (1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
	(1) Correctional Officer	Use of Force	Not Sustained	Yes
10-0592	Central Region (1) Correctional Officer	*		
10-0593	North Region (1) Correctional Sergeant	Neglect of Duty	Sustained	Yes
	(2) Registered Nurse	Neglect of Duty	Not Sustained	Yes
10-0594	South Region (1) Parole Agent I	Dishonesty	Sustained	Yes
	(1) Parole Agent I	Insubordination	Sustained	Yes
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes
	(1) Parole Agent I	Neglect of Duty	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
10-0595	South Region	(1) Senior Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
		(1) Senior Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
		(1) Senior Youth Correctional Counselor	Use of Force	Not Sustained	Yes
		(1) Senior Youth Correctional Counselor	Use of Force	Not Sustained	Yes
		(1) Senior Youth Correctional Counselor	Use of Force	Not Sustained	Yes
10-0596	South Region	(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0597	North Region	(1) Correctional Officer	Use of Force	Not Sustained	Yes
10-0598	North Region	(1) Lieutenant	Dishonesty	Not Sustained	Yes
		(1) Lieutenant	Neglect of Duty	Sustained	Yes
		(1) Lieutenant	Neglect of Duty	Sustained	Yes
		(1) Lieutenant	Neglect of Duty	Sustained	Yes
		(1) Lieutenant	Neglect of Duty	Sustained	Yes
10-0599	South Region	(1) Correctional Officer	Confidential Information	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(1) Correctional Officer	Over-Familiarity	Not Sustained	Yes
10-0600	Headquarters	(1) Correctional Lieutenant	Dishonesty	Sustained	Yes
		(1) Correctional Lieutenant	Failure to Report	Sustained	Yes
		(1) Correctional Lieutenant	Neglect of Duty	Sustained	Yes
10-0601	South Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0602	Headquarters	(1) Correctional Officer	*		
10-0603	Central Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
		(1) Correctional Officer	Dishonesty	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(1) Correctional Officer	Use of Force	Sustained	Yes	
	(1) Correctional Officer	Use of Force	Sustained	Yes	
	(1) Correctional Officer	Use of Force	Sustained	Yes	
10-0604	Central Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0605	Central Region	(1) Correctional Officer	Battery	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0606	South Region	(1) Correctional Lieutenant	Discourteous Treatment	Sustained	Yes
		(1) Correctional Lieutenant	Discourteous Treatment	Not Sustained	No
		(1) Correctional Lieutenant	Dishonesty	Sustained	Yes
		(1) Correctional Lieutenant	Dishonesty	Not Sustained	Yes
		(1) Correctional Lieutenant	Use of Force	Not Sustained	Yes
10-0607	North Region	(1) *Other non-Peace Officer	*		
10-0608	North Region	(1) Correctional Officer	Controlled Substances	Sustained	Yes
		(1) Correctional Officer	Controlled Substances	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0609	Central Region	(1) Parole Agent I	Discourteous Treatment	Not Sustained	Yes
		(1) Parole Agent I	Dishonesty	Not Sustained	Yes
		(1) Parole Agent I	Threat/Intimidation	Not Sustained	Yes
		(2) Parole Agent III	Failure to Report	Sustained	Yes
		(2) Parole Agent III	Neglect of Duty	Not Sustained	Yes
10-0610	Central Region	(1) Correctional Officer	Discourteous Treatment	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
		(1) Correctional Officer	Insubordination	Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
10-0611	South Region	(1) Correctional Sergeant	Discourteous Treatment	Sustained	Yes
		(1) Correctional Sergeant	Dishonesty	Sustained	Yes
10-0612	South Region	(1) Parole Agent I	Discourteous Treatment	Sustained	Yes
		(1) Parole Agent I	Dishonesty	Sustained	Yes
		(1) Parole Agent I	Dishonesty	Not Sustained	No
		(1) Parole Agent I	Weapons	Sustained	Yes
		(1) Parole Agent I	Weapons	Not Sustained	No
10-0613	North Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes
10-0614	South Region	(1) *Other Peace Officer	*		
10-0615	South Region	(1) *Other Peace Officer	Over-Familiarity	Sustained	Yes
10-0616	South Region	(1) Correctional Officer	Dishonesty	Not Sustained	No
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0617	South Region	(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Insubordination	Sustained	Yes
		(1) Correctional Officer	Insubordination	Sustained	Yes
		(1) Correctional Officer	Insubordination	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0618	Central Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(2) Correctional Officer	Use of Force	Not Sustained	Yes	
	(2) Correctional Officer	Neglect of Duty	Sustained	Yes	
	(3) Correctional Officer	Neglect of Duty	Sustained	Yes	
	(4) Correctional Officer	Neglect of Duty	Sustained	Yes	
	(5) Correctional Officer	Use of Force	Sustained	Yes	
10-0619	South Region	(1) Correctional Officer	Discourteous Treatment	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0620	Headquarters	(1) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
		(1) Youth Correctional Counselor	Other Failure of Good Behavior	Sustained	Yes
10-0621	South Region	(1) Chief	Discourteous Treatment	Sustained	Yes
10-0622	South Region	(1) Parole Agent I	Dishonesty	Sustained	Yes
		(1) Parole Agent I	Dishonesty	Sustained	Yes
		(1) Parole Agent I	Neglect of Duty	Sustained	Yes
10-0623	South Region	(1) Correctional Officer	Failure to Report	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Use of Force	Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
		(2) Correctional Sergeant	Failure to Report	Not Sustained	Yes
		(2) Correctional Sergeant	Use of Force	Sustained	Yes
10-0624	South Region	(1) Correctional Lieutenant	Neglect of Duty	Sustained	Yes
		(2) Correctional Captain	Neglect of Duty	Not Sustained	Yes
		(3) Correctional Sergeant	Neglect of Duty	Sustained	Yes
		(4) Associate Warden	Neglect of Duty	Not Sustained	Yes
		(5) Correctional Officer	Neglect of Duty	Not Sustained	Yes
10-0625	North Region	(1) Correctional Sergeant	Dishonesty	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(1) Correctional Sergeant	Dishonesty	Sustained	Yes	
10-0626	South Region	(1) Correctional Officer	*		
	(2) Correctional Officer	*			
	(3) Correctional Officer	*			
	(4) Correctional Officer	*			
	(5) Correctional Officer	*			
	(6) Correctional Officer	*			
10-0627	North Region	(1) Correctional Lieutenant	Dishonesty	Not Sustained	Yes
	(1) Correctional Lieutenant	Neglect of Duty	Not Sustained	Yes	
	(1) Correctional Lieutenant	Neglect of Duty	Not Sustained	Yes	
10-0628	South Region	(1) Parole Agent I	Neglect of Duty	Sustained	Yes
	(1) Parole Agent I	Neglect of Duty	Not Sustained	Yes	
10-0629	South Region	(1) Youth Correctional Officer	Dishonesty	Sustained	Yes
	(1) Youth Correctional Officer	Neglect of Duty	Sustained	Yes	
	(2) Youth Correctional Officer	Neglect of Duty	Sustained	Yes	
	(2) Youth Correctional Officer	Dishonesty	Sustained	Yes	
10-0630	North Region	(1) Correctional Lieutenant	Dishonesty	Sustained	Yes
	(1) Correctional Lieutenant	Neglect of Duty	Sustained	Yes	
	(1) Correctional Lieutenant	Other Failure of Good Behavior	Sustained	Yes	
10-0631	North Region	(1) Correctional Sergeant	Dishonesty	Sustained	Yes
	(1) Correctional Sergeant	Dishonesty	Sustained	Yes	
	(1) Correctional Sergeant	Dishonesty	Sustained	Yes	
	(1) Correctional Sergeant	Neglect of Duty	Sustained	Yes	
10-0632	Central Region	(1) Correctional Sergeant	Dishonesty	Sustained	Yes
	(1) Correctional Sergeant	Neglect of Duty	Sustained	Yes	

Case No.		Subject	Allegations	Findings	BIR Concurrence?
10-0633	North Region	(1) Correctional Officer	Over-Familiarity	Not Sustained	Yes
10-0634	North Region	(1) Parole Agent I	Dishonesty	Sustained	Yes
		(1) Parole Agent I	Neglect of Duty	Sustained	Yes
10-0635	North Region	(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
10-0636	Headquarters	(1) Chief Medical Officer	Neglect of Duty	Not Sustained	No
10-0637	South Region	(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0638	South Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0639	North Region	(1) Supervising Registered Nurse II	Misuse of State Equipment or Property	Sustained	Yes
		(1) Supervising Registered Nurse II	Neglect of Duty	Sustained	Yes
		(2) Registered Nurse	Failure to Report	Sustained	Yes
		(2) Registered Nurse	Insubordination	Not Sustained	Yes
10-0640	Headquarters	(1) Correctional Officer	*		
10-0641	Headquarters	(1) Parole Agent I	Misuse of Authority	Sustained	Yes
		(1) Parole Agent I	Misuse of Authority	Sustained	Yes
		(1) Parole Agent I	Misuse of State Equipment or Property	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
		(1) Parole Agent I	Misuse of State Equipment or Property	Not Sustained	Yes
		(1) Parole Agent I	Weapons	Not Sustained	Yes
10-0642	North Region	(1) Correctional Sergeant	Neglect of Duty	Not Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(3) Psychologist	Medical	Not Sustained	Yes
		(4) Registered Nurse	Medical	Sustained	Yes
10-0643	North Region	(1) Registered Nurse	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Sustained	Yes
		(3) Correctional Officer	Neglect of Duty	Sustained	Yes
		(4) Correctional Officer	Neglect of Duty	Sustained	Yes
		(5) Correctional Officer	*		
		(6) Correctional Sergeant	Neglect of Duty	Sustained	Yes
		(7) Correctional Lieutenant	Neglect of Duty	Sustained	Yes
10-0644	Headquarters	(1) Physician & Surgeon	Dishonesty	Sustained	Yes
		(1) Physician & Surgeon	Dishonesty	Sustained	Yes
10-0645	Headquarters	(1) Warden	Neglect of Duty	Not Sustained	Yes
		(2) Correctional Counselor I	Neglect of Duty	Not Sustained	Yes
		(3) Associate Governmental Program Analyst	Neglect of Duty	Not Sustained	Yes
10-0646	South Region	(1) Office Assistant I General	*		
10-0647	South Region	(1) Office Assistant I General	Dishonesty	Not Sustained	Yes
10-0648	South Region	(1) Youth Correctional Counselor	Failure to Report	Not Sustained	Yes
		(2) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
		(2) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
		(2) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?
	(2) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
	(2) Youth Correctional Counselor	Dishonesty	Sustained	Yes
	(3) Youth Correctional Counselor	Dishonesty	Sustained	Yes
	(3) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
	(3) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
	(3) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
	(3) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
	(4) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
	(4) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
	(4) Youth Correctional Counselor	Failure to Report	Sustained	Yes
	(4) Youth Correctional Counselor	Failure to Report	Sustained	Yes
	(5) Youth Correctional Counselor	Failure to Report	Sustained	Yes
	(5) Youth Correctional Counselor	Failure to Report	Sustained	Yes
	(5) Youth Correctional Counselor	Failure to Report	Sustained	Yes
	(5) Youth Correctional Counselor	Neglect of Duty	Sustained	Yes
	(6) Youth Correctional Counselor	Failure to Report	Not Sustained	Yes
10-0649	Headquarters	(1) Youth Correctional Counselor	*	
		(2) Youth Correctional Counselor	*	
		(3) Youth Correctional Counselor	*	
		(4) Youth Correctional Counselor	*	
		(5) Youth Correctional Counselor	*	
		(6) Youth Correctional Counselor	*	
10-0650	North Region	(1) Correctional Officer	Use of Force	Sustained
		(1) Correctional Officer	Use of Force	Sustained
		(2) Correctional Officer	Use of Force	Not Sustained

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(2) Correctional Officer	Dishonesty	Sustained	Yes	
	(2) Correctional Officer	Neglect of Duty	Sustained	Yes	
	(3) Correctional Officer	Use of Force	Not Sustained	Yes	
	(4) Correctional Officer	Use of Force	Not Sustained	Yes	
	(5) Correctional Officer	Use of Force	Not Sustained	Yes	
	(5) Correctional Officer	Dishonesty	Sustained	Yes	
	(6) Correctional Sergeant	Use of Force	Not Sustained	Yes	
	(7) Correctional Officer	Use of Force	Not Sustained	Yes	
	(8) Correctional Sergeant	Use of Force	Sustained	Yes	
10-0651	North Region	(1) Correctional Lieutenant	Neglect of Duty	Sustained	Yes
		(1) Correctional Lieutenant	Neglect of Duty	Sustained	Yes
10-0652	North Region	(1) Correctional Officer	Dishonesty	Sustained	Yes
		(1) Correctional Officer	Over-Familiarity	Sustained	Yes
10-0653	South Region	(1) Office Technician - General	Contraband	Sustained	Yes
10-0654	North Region	(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(2) Correctional Officer	Neglect of Duty	Not Sustained	Yes
		(3) Correctional Officer	Neglect of Duty	Sustained	Yes
		(4) Correctional Officer	Neglect of Duty	Sustained	Yes
		(5) Correctional Officer	Neglect of Duty	Sustained	Yes
		(6) <None>	Neglect of Duty	Sustained	Yes
		(7) Correctional Officer	*		
		(8) Correctional Sergeant	*		
10-0655	North Region	(1) Correctional Sergeant	Other Failure of Good Behavior	Not Sustained	Yes
10-0656	North Region	(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0657	Headquarters	(1) Parole Agent I	Failure to Report	Not Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
	(1) Parole Agent I	Other Failure of Good Behavior	Not Sustained	No	
	(2) Parole Agent I	Failure to Report	Not Sustained	Yes	
10-0658	Central Region	(1) Correctional Officer	Contraband	Sustained	Yes
		(1) Correctional Officer	Contraband	Sustained	Yes
		(1) Correctional Officer	Insubordination	Sustained	Yes
		(1) Correctional Officer	Neglect of Duty	Sustained	Yes
		(1) Correctional Officer	Other Failure of Good Behavior	Sustained	Yes
10-0659	South Region	(1) Correctional Officer	Dishonesty	Not Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
		(1) Correctional Officer	Use of Force	Not Sustained	Yes
		(2) Correctional Officer	Use of Force	Not Sustained	Yes
		(2) Correctional Officer	Dishonesty	Not Sustained	Yes
		(3) Correctional Officer	Dishonesty	Not Sustained	Yes
		(3) Correctional Officer	Use of Force	Not Sustained	Yes
		(3) Correctional Officer	Use of Force	Not Sustained	Yes
		(4) Correctional Officer	Use of Force	Not Sustained	Yes
		(4) Correctional Officer	Use of Force	Not Sustained	Yes
		(4) Correctional Officer	Dishonesty	Not Sustained	Yes
10-0660	South Region	(1) Correctional Officer	*		
		(2) Correctional Officer	*		
		(3) Correctional Officer	*		
		(4) Correctional Officer	*		
10-0661	Central Region	(1) Correctional Officer	Controlled Substances	N/A	N/A
10-0662	North Region	(1) Staff Services Manager I	Neglect of Duty	Not Sustained	Yes
10-0663	North Region	(1) Correctional Sergeant	Theft	Sustained	Yes

Case No.	Subject	Allegations	Findings	BIR Concurrence?	
10-0664	Headquarters	(1) Senior Special Agent	Intoxication	Not Sustained	Yes
		(1) Senior Special Agent	Other Failure of Good Behavior	Sustained	Yes
10-0665	South Region	(1) Parole Agent I	Insubordination	Sustained	Yes
		(1) Parole Agent I	Neglect of Duty	Sustained	Yes
10-0666	Central Region	(1) Correctional Counselor II	*		
10-0667	North Region	(1) Protestant Chaplain	Misuse of Authority	N/A	N/A
		(1) Protestant Chaplain	Misuse of Authority	N/A	N/A
10-0668	North Region	(1) Protestant Chaplain	Dishonesty	Sustained	Yes
		(1) Protestant Chaplain	Misuse of Authority	Sustained	Yes
		(1) Protestant Chaplain	Misuse of Authority	Sustained	Yes
		(1) Protestant Chaplain	Over-Familiarity	Sustained	Yes
		(1) Protestant Chaplain	Over-Familiarity	Sustained	Yes
10-0669	North Region	(1) Chaplain	*		
10-0670	North Region	(1) Chaplain	*		