

COMPLETED INCIDENTS IIU
APRIL 1, 2021 – APRIL 30, 2021

DATE COMPLETED	INCIDENT TYPE	ALLEGATIONS	SUMMARY	FINDINGS	DISCIPLINE/ACTION
04/01/2021	Inquiry	Courtesy -	Complainant alleges the employee who responded to her 911 call was rude, and the subsequent CPS report regarding her possible mental health issues was not factual.	Exonerated	N/A
04/15/2021	Inquiry	Insubordination - Willful violation of either Civil Career Services rules...- Performs at a level significantly below standard...-	Employee allegedly disregarded supervisor's directives. Consistently produced less work product than unit standard, after receiving counseling and documentation of unsatisfactory performance. Repeatedly failed to follow specific Unit SOP in regards to data entry and use of personal electronics while on duty.	Insubordination - Non-Sustained Willful violation of either Civil Career Services rules...- Sustained Performs at a level significantly below standard...- Sustained	Written Reprimand (upon future return to KCSO employment)
04/07/2021	Inquiry (two involved employees)	Conduct criminal in nature - (both employees)	Complainant resisted arrest for DV assault and later alleged the arresting deputy touched him in an inappropriate manner.	Unfounded (both employees)	N/A

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04/19/2021	Inquiry	Conduct Unbecoming- Acts in violation of directives...- Harassment based on race, ethnicity, gender...-	Employee commenting on a photo posted to a social media site described the people in a photo as “animals”. Complainant read the comment as being racist toward the people depicted in the photo.	Sustained	5 days suspension
04/02/2021	Inquiry (two involved employees)	Bias Based Policing-	Complainant was stopped and issued a citation for a traffic infraction. He allegedly was stopped solely based on his race. During the investigation, his sibling complained that she was also allegedly stopped for a traffic infraction solely based on her race.	Unfounded (both employees)	N/A
04/08/2021	Inquiry	Absence from duty without leave - Acts in violation of directives...-	Employee failed to properly manage leave balances. Allegedly did not provide advance notice of sick leave prior to scheduled start time.	Absence from duty without leave – Sustained Acts in violation of directives...- Unfounded	8 days suspension (combined with 4 other investigations)

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04/08/2021	Inquiry	Absence from duty without leave - Acts in violation of directives...- Making false or fraudulent reports or statements...-	Employee failed to properly manage leave balances. Did not provide advance notice of sick leave prior to scheduled start time. Allegedly attempted to be deceptive when generalizing arrival time on a particular shift.	Absence from duty without leave - Sustained Acts in violation of directives...- Sustained Making false or fraudulent reports or statements...- Non-Sustained	8 days suspension (combined with 4 other investigations)
04/14/2021	Inquiry	Willful violation of either Civil Career Services rules, Code of Ethics...-	Employee used criminal justice information database to access information for personal use, which is prohibited.	Sustained	1 day suspension
04/08/2021	Inquiry	Courtesy - Acts in violation of directives...-	Deputy drove in excess of speed limit with lights and sirens, to meet a ferry in order to deliver a prisoner for custody exchange, in violation of KCSO policy. Deputy allegedly presented himself in a confrontational manner with the officer who observed and contacted the deputy.	Courtesy - Unfounded Acts in violation of directives...- Sustained	

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04/14/2021	Inquiry (two involved employees)	Supervision - (employee #1) Abide by Federal and State Laws - (employee #2) Acts in violation of directives...- (employee #2) Appropriate Use of Authority - (employee #2)	Employee allegedly engaged in a virtual meeting, using personal electronic devices, while operating a motor vehicle; a violation of state law. Employee allegedly showed contempt for state law when he engaged in the behavior while others in attendance watched. The employee's supervisor allegedly failed to recognize this behavior as a violation and report it for investigative follow up.	Supervision – Exonerated (employee #1) Abide by Federal and State Laws – (Unfounded) (employee #2) Acts in violation of directives...- Exonerated (employee #2) Appropriate Use of Authority – Exonerated (employee #2)	N/A
04/01/2021	Inquiry	Making false or fraudulent reports or statements...-	Complainant alleges the deputy used coercion and entrapment while interviewing him regarding threats he allegedly made against METRO employees when inquiring about a bag he lost on METRO property.	Undetermined	N/A

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04/15/2021	Inquiry (four involved employees)	<p>Making false or fraudulent reports or statements...- (all employees)</p> <p>Acts in violation of directives...- (employee #1)</p> <p>Appropriate Use of Authority – (employee #3)</p>	Complainant alleges several employees provided false information to an outside agency's detective; one employee mishandled evidence, and another exceeded his authority; all resulting in the complainant being cited to Superior Court for felony charges.	<p>Making false or fraudulent reports or statements...- Unfounded (all employees)</p> <p>Acts in violation of directives...- Exonerated (employee #1)</p> <p>Appropriate Use of Authority – Exonerated (employee #3)</p>	N/A
04/08/2021	Inquiry	<p>Absence from duty without leave -</p> <p>Acts in violation of directives...-</p> <p>Insubordination or failure to follow orders-</p>	Employee failed to properly manage leave balances. Did not provide advance notice of sick leave prior to scheduled start time. Failed to follow orders to enter absence in the database, in a timely manner.	<p>Absence from duty without leave - Sustained</p> <p>Acts in violation of directives...- Sustained</p> <p>Insubordination or failure to follow orders - Sustained</p>	8 days suspension (combined with 4 other investigations)

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04/02/2021	Inquiry (two involved employees)	Appropriate Use of Authority - (employee #1) Excessive Use of Force - (both employees)	Complainant resisted arrest, pulled critical items from deputy's vest, forcing deputies to strike complainant in the midsection to gain compliance. Complainant later alleged he was arrested for no reason and struck in the head multiple times.	Appropriate Use of Authority - Unfounded (employee #1) Excessive Use of Force- Exonerated (both employees)	N/A
04/08/2021	Inquiry	Absence from duty without leave - Acts in violation of directives...- Making false or fraudulent reports or statements...-	Employee failed to properly manage leave balances. Did not provide advance notice of sick leave prior to scheduled start time. Allegedly attempted to be deceptive by using past automotive issues and a cell phone screenshot as an excuse for apparent emergent absence.	Absence from duty without leave - Sustained Acts in violation of directives...- Sustained Making false or fraudulent reports or statements...- Non-Sustained	8 days suspension (combined with 4 other investigations)
04/08/2021	Inquiry	Absence from duty without leave - Acts in violation of directives...-	Employee failed to properly manage leave balances. Allegedly did not provide advance notice of sick leave prior to scheduled start time.	Absence from duty without leave - Sustained Acts in violation of directives...- Unfounded	8 days suspension (combined with 4 other investigations)

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04/09/2021	Inquiry (twelve involved employees)	Conduct Unbecoming - (all employees) Acts in violation of directives...- (all employees) Harassment based on race, ethnicity, gender, religion, disability...- (employees #1, #2, #3, #4, #5, #6, #7, #8, #10, #11, #12)	Employee posted highly controversial, racially charged material on social media, leading to a high volume of complaints. Several employees responded to the post with some form of acknowledgement, either by posting a comment or adding an emoji.	Conduct Unbecoming - Unfounded (employees #6 and #9) Exonerated (employees #1, #2, #3, #5, #6, #7, #8, #10, #12) Sustained (employees #4, #11) Acts in violation of directives...- Unfounded (employee #6, #9) Exonerated (employee #7) Non-Sustained (employees #1, #2, #3, #5, #6, #8, #10, #11, #12) Sustained (employee #4) Harassment based on race, ethnicity, gender, religion, disability...- Unfounded (Employee #1, #2, #3, #5, #6, #7, #8, #10, #11, #12) Exonerated (employee #4, #11)	Termination (employee #4) No discipline (employee #11-retired before conclusion of investigation)

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04/01/2021	Inquiry	Excessive Use of Force -	Complainant fled the scene, ignored commands to stop, told officer he had a weapon, reached for his waist, prompting the officer to tase the complainant. Complainant acknowledged he knew he was being chased by police but that the officer did not give commands to stop before he was tased.	Exonerated	N/A