

Our purpose is to provide the most effective and efficient law enforcement services in Florida. The investigations are thorough, transparent and fair. As always we welcome the media to review completed investigations by our Professional Standards Bureau. However we will not be participating in interviews to avoid any further embarrassment to the employee involved.

Chief Doug Baker

**Fort Myers Police Department
Professional Compliance Investigation**

Professional Compliance Investigation I.A. 2010-006

Date of Report: August 18, 2010
Case Investigator: Sergeant Rebecca Prince
Date & Time of Incident: August 9, 2010 @ 10:22 p.m.
Complainant's Name: Lieutenant Randy Jelks
Date Complaint Received: August 10, 2010
Involved Officer(s): **Officer Jason Moore**
Telecommunications Operator Joeleen Jeffery
Telecommunications Operator Michael Grimmatt
Witness(s) Name: Sherry Leonard
Victor Medico
Chelsea Berden
Jason Lane

Complainant(s)

#1 **Lieutenant Randy Jelks**
2210 Widman Way
Fort Myers, FL 33901
Work telephone: (239) 321-7700

Involved Officer and Civilian(s)

Officer Jason Moore
Identification Number - 405
Traffic Officer
Fort Myers Police Department
Represented by counsel: P.B.A. Representative Jerry Childress

Joeleen Jeffery
Identification Number - 1188
Telecommunications Operator (TCO 2)
Fort Myers Police Department
Represented by counsel: P.B.A. Representative Clyde Jordan

Michael Grimmatt
Identification Number - 1183
Telecommunications Operator (TCO 2)
Fort Myers Police Department
Represented by counsel: N/A

Fort Myers Police Department
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Possible Violation(s) (Moore):

Standard of Conduct G.O. 33.1 Section III (M):

Misrepresentation or falsification: An employee shall not willfully misrepresent or falsify any matter, verbally, or in writing.

Standard of Conduct G.O. 33.1 Section II (A9): Employees must always conduct themselves, both on and off-duty, in a way that reflects favorably on the police department. Employees are forbidden from engaging in conduct that dishonors the police department, discredits the individual as a law enforcement employee, or impairs the efficient operation of the employee or the police department. In addition to the preceding rules, all employees are accountable and responsible for the Law Enforcement Code of Ethics as a professional guideline. (SEE General Order 1.2 – Department Mission & Philosophy).

Possible Violation(s) (Jeffery):

Standard of Conduct G.O. 33.1 Section III (M):

Misrepresentation or falsification: An employee shall not willfully misrepresent or falsify any matter, verbally, or in writing.

Standard of Conduct G.O. 33.1 Section II (A9): Employees must always conduct themselves, both on and off-duty, in a way that reflects favorably on the police department. Employees are forbidden from engaging in conduct that dishonors the police department, discredits the individual as a law enforcement employee, or impairs the efficient operation of the employee or the police department. In addition to the preceding rules, all employees are accountable and responsible for the Law Enforcement Code of Ethics as a professional guideline. (SEE General Order 1.2 – Department Mission & Philosophy).

Possible Violation(s) (Grimmett):

Standard of Conduct G.O. 33.1 Section III (M):

Misrepresentation or falsification: An employee shall not willfully misrepresent or falsify any matter, verbally, or in writing.

Standard of Conduct G.O. 33.1 Section II (A9): Employees must always conduct themselves, both on and off-duty, in a way that reflects favorably on the police department. Employees are forbidden from engaging in conduct that dishonors the police department, discredits the individual as a law enforcement employee, or impairs the efficient operation of the employee or the police department. In addition to the preceding rules, all employees are accountable and responsible for the Law Enforcement Code of Ethics as a professional guideline. (SEE General Order 1.2 – Department Mission & Philosophy).

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Summary of Allegation(s):

On August 9, 2010, at approximately 10:20 p.m., Officer Jason Moore called TCO II Joeleen Jeffery and asked her to make up a call for service of a suspicious person at 4125 Cleveland Avenue, the Edison Mall and send Officer Chelsea Berden to the call. TCO II Jeffery relayed to the other dispatchers in the room that Officer Moore wanted a fictitious call for service generated. TCO II Grimmatt then formulated a description of the suspicious person and entered it into the computer system. The fictitious call was dispatched to units who responded to the location.

Summary of Investigation:

This summary is based on conclusions derived from statements of witnesses, Jason Moore, Joeleen Jeffery, Michael Grimmatt and all documents related to the incident.

On August 9, 2010, at approximately 10:20 p.m., Officer Jason Moore was off duty. Telecommunications Operators (TCO) Joeleen Jeffery, Michael Grimmatt, Sherry Leonard and Jason Lane were working in dispatch at the Fort Myers Police Department. TCO Grimmatt was training TCO Leonard on Channel 1, which is the primary police channel to dispatch calls for service. Officer Chelsea Berden and Sergeant Victor Medico were on duty and working on road patrol.

At approximately 10:20 p.m., Officer Moore called a Fort Myers Police Department recorded administrative line. TCO Jeffery answered the call from Officer Moore. Officer Moore asked TCO Jeffery to do him a really big favor. TCO Jeffery asked Officer Moore what he needed her to do. Officer Moore asked TCO Jeffery to send Officer Chelsea Berden (B23) to the Edison Mall on a suspicious person call. TCO Jeffery asked Officer Moore for a description of the suspicious person and Officer Moore told her that the suspicious person was him. TCO Jeffery explained to Officer Moore that Officer Berden was finishing up a traffic stop. TCO Jeffery asked Officer Moore if he wanted the call dispatched after Officer Berden was complete with the traffic stop. Officer Moore again told TCO Jeffery that the suspicious person was him. TCO Jeffery stated that she understood and she would send Officer Berden in a second.

TCO Jeffery then relayed to the other dispatchers in the room that Officer Moore just called dispatch. TCO Jeffery explained that Officer Moore wanted a suspicious person call generated and wanted Officer Berden to respond to the call at the Edison Mall. TCO Jeffery speculated that maybe Officer Moore wanted to propose to Officer Berden because she knew of their relationship. TCO Jeffery told TCO Leonard to generate a suspicious person call at the Edison Mall. TCO Leonard stated that she did not know how to generate that type of call. TCO Jeffery gave TCO Leonard step by step instructions on how to enter the call. At that time, TCO Grimmatt spoke up and said that he already took care of the call for service. TCO Grimmatt entered a fictitious call for service of a suspicious black male wearing jeans and a t-shirt. TCO Grimmatt also put the description of a black male wearing a t-shirt and jeans looking into car

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windows. TCO Grimmatt formulated the description on his own accord without the assistance of the other dispatchers in the room.

The priority one suspicious person call was dispatched by TCO Leonard to Officer Berden. Officer Berden asked TCO Leonard for a better location at the Edison Mall and TCO Leonard stated she was still getting further information. Officer John Skehan, K-9 Officer Jeremy Hawkins, K-9 Officer Ezra Padgham and Sergeant Victor Medico all stated they were en route to the suspicious person. Sergeant Medico stated he was in the area and would respond. As soon as Sergeant Medico stated he would respond, TCO Leonard asked Sergeant Medico to call radio. When Sergeant Medico stated he was on scene, TCO Leonard again asked him to call radio. Sergeant Medico called on a recorded phone line into radio. TCO Jeffery answered the phone and forwarded the call to TCO Grimmatt. TCO Grimmatt asked Sergeant Medico if he could call him on his personal phone because he did not think he should discuss the conversation on a recorded line. TCO Grimmatt called Sergeant Medico from his personal phone. TCO Grimmatt told Sergeant Medico that the suspicious person call he responded to was a fictitious call. TCO Grimmatt told Sergeant Medico that Officer Moore wanted Officer Berden to respond to the Edison Mall so they made up a call for service.

Sergeant Medico located Officer Moore at the Edison Mall and made contact with him. Sergeant Medico cancelled units that were responding. Sergeant Medico then spoke with Officer Moore. Officer Moore apologized for his actions and stated that he was in love with Officer Berden and just wanted to talk to her.

On August 18, 2010, Officer Moore called the Fort Myers Police Department and spoke with TCO II Deborah Greer. Officer Moore asked Greer to let the other dispatchers know how sorry he was for his actions.

Statements

1. Sherry Leonard – 08/12/10 - transcribed
2. Chelsea Berden – 08/13/10 – transcribed
3. Jason Lane – 08/13/10 – transcribed
4. Victor Medico – 08/13/10 - transcribed
5. Joeleen Jeffery – 08/17/10 - transcribed
6. Michael Grimmatt 08/17/10 – transcribed
7. Jason Moore – 08/17/10 – transcribed

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Statement summaries:

TCO Sherry Leonard:

On August 12, 2010, Sergeant Rebecca Prince interviewed TCO Sherry Leonard. The following is a synopsis of the digitally recorded interview:

Sherry Leonard stated that she was working in dispatch on August 9, 2010 at approximately 10:20 p.m. Leonard stated that she was working on Channel 1 and Michael Grimmatt was shadowing her. Leonard stated she was released to work on Channel 1 but because it had been a while since she worked this channel, Grimmatt was listening to make sure that she was operating the channel correctly.

Leonard stated that Joeleen Jeffery received a phone call. Leonard stated when Jeffery got off the phone, she asked Leonard to have B23, Chelsea Berden en route to the Edison Mall. Leonard told Jeffery that she did not know how to have someone en route to the Mall without creating a call for service. Jeffery told Leonard to not create a call for service that she would tell her how to do it in just a minute. Grimmatt stated that he would do it since Leonard did not know how to. Leonard stated that Grimmatt then created the call for service of a suspicious black male at the Edison Mall and it appeared on her waiting call to be dispatched. Leonard stated that Jeffery did not tell Grimmatt what the call was in reference to and did not provide Grimmatt with a description. Leonard also stated that Jeffery said that she thought that Officer Moore may be going to propose to Officer Berden.

Leonard stated that she dispatched the call and numerous units responded. Leonard stated that she felt that the call for service was getting out of hand so she asked for Sergeant Medico to contact radio. After Leonard asked Sergeant Medico to call radio twice, Sergeant Medico called radio and spoke with Grimmatt. Leonard stated that she heard Grimmatt tell Sergeant Medico that he didn't know what was going on and it was a bogus call. Leonard also heard Grimmatt tell Sergeant Medico that he thought that Officer Moore may be trying to propose to Officer Berden.

Officer Chelsea Berden:

On August 13, 2010, Sergeant Rebecca Prince interviewed Officer Chelsea Berden. The following is a synopsis of the digitally recorded interview:

Officer Berden stated that she was working on August 9, 2010. Officer Berden stated that she was dispatched to the Edison Mall in reference to a suspicious person call for service. Officer Berden stated that dispatch provided her with the description of a black male looking into car windows. Officer Berden stated she arrived at the mall and drove around the parking lot. Officer Berden stated that she noticed some of the officers leaving the parking lot and she thought that was odd. Officer Berden stated that she then observed Officer Moore and Sergeant Medico standing in the parking lot of the mall. Officer Berden pulled up to where Officer Moore and Sergeant Medico was standing and spoke with Sergeant Medico. Officer Berden stated it was at that time that she realized that the call for service was fictitious.

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Officer Berden stated that she did not have any knowledge that Officer Moore was going to create a fictitious call for service and send her to the mall.

TCO Jason Lane:

On August 13, 2010, Sergeant Rebecca Prince interviewed TCO Jason Lane. The following is a synopsis of the digitally recorded interview:

Jason Lane stated he was working in dispatch on August 9, 2010 at approximately 10:22 p.m. Lane stated that he was working in dispatch with Michael Grimm, Joeleen Jeffery and Sherry Leonard. Lane stated that he overheard a conversation between Jeffery and Grimm. Jeffery told Grimm that Officer Moore wanted assistance in having Officer Berden meeting him at the mall. Jeffery told Grimm that Officer Berden needed to respond to the mall but did not give Grimm any specifics on what to enter. Lane stated that Grimm made up the fictitious call for service. Lane stated that Leonard gave Grimm suggestions on what to use but Grimm was the one who entered the call for service. Lane stated that the call for service was dispatched and units responded including a supervisor.

After Sergeant Medico called radio, Lane stated that he heard Grimm's side of the conversation with Sergeant Medico. Lane stated that Grimm told Sergeant Medico that Officer Moore was at the mall and he needed Officer Berden to meet him. Grimm stated that Officer Moore did not give them specifics on why he needed Officer Berden to meet him. Grimm told Sergeant Medico that the call was fictitious.

Sergeant Victor Medico:

On August 13, 2010, Sergeant Rebecca Prince interviewed Sergeant Victor Medico. The following is a synopsis of the digitally recorded interview:

Sergeant Victor Medico stated he was working on August 9, 2010 at approximately 10:22 p.m., when he heard a call for service dispatched via radio. Sergeant Medico stated that he heard a call for service of a suspicious person at the Edison Mall. Sergeant Medico stated that he was near the call so he responded. Sergeant Medico stated that as he was pulling into the mall, dispatch asked him to call the radio room. Sergeant Medico stated that he did not respond to the request because he was looking for a black male looking into car windows. Sergeant Medico stated that he told dispatch that was on scene and they again asked him to call radio. Sergeant Medico stated that as he was looking for the perpetrator in the parking lot, he called the radio room to find out what they wanted.

Grimm got on the phone asked Sergeant Medico if he could call him on his personal phone because he did not think he should be talking about the incident on a taped line. Sergeant Medico stated that he hung up the phone and Grimm called him back. Grimm told Sergeant Medico that the call was not real and it was called in by Officer Moore so he could speak with Officer Berden and this was the only way he could get her to the mall. Grimm told Sergeant

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Medico that he thought Officer Moore was possibly going to propose to Officer Berden. Sergeant Medico stated that he was still driving around the parking lot at this time and observed some of the officers that responded talking to a white male. As Sergeant Medico pulled closer, he noticed that the white male was Officer Jason Moore who was not on duty.

Sergeant Medico made contact with Officer Moore. Sergeant Medico asked Officer Moore if he made up the call for service and he said yes. Officer Moore told Sergeant Medico that it was the only way he could talk to Officer Berden. Sergeant Medico stated that he talked to Officer Moore about the consequences of calling in a fictitious call for service. Sergeant Medico stated that as he was calling off the other units that were responding, Officer Berden pulled up. Officer Berden told Sergeant Medico that he did not have anything to do with the fictitious call for service. Sergeant Medico instructed Officer Berden to meet him at the station. Sergeant Medico also instructed Officer Moore to not have any more contact with Officer Berden while she was at work.

Sergeant Medico contacted Lieutenant Jelks and advised him of the situation that occurred. Officer Moore later called Sergeant Medico and told him that he was sorry for his actions and did not want Officer Berden to get in trouble. Officer Moore stated that he was in love with Officer Berden and just need to speak with her.

TCO Joeleen Jeffery:

On August 17, 2010, Sergeant Rebecca Prince interviewed Joeleen Jeffery. The following is a synopsis of the digitally recorded interview:

Joeleen Jeffery stated she was working in dispatch on August 9, 2010. At approximately 10:20 p.m., she received a phone call from Officer Jason Moore on an administrative line. Officer Moore asked Jeffery to generate a suspicious person call and have B23, Officer Berden respond to the Edison Mall. Jeffery asked Officer Moore for a description of the suspicious person and Officer Moore told her the suspicious person was him. Jeffery explained to Officer Moore that Officer Berden was on a traffic stop and she would send her after Officer Berden cleared the traffic stop.

Jeffery stated that she turned to Sherry Leonard who was working on Channel 1. Jeffery told Leonard to have Officer Berden en route to the Edison Mall when she cleared her traffic stop on a suspicious person call. Leonard stated that she did not know how to enter the call. Jeffery gave Leonard step by step instructions on how to enter the suspicious call for service. After she gave Leonard the instructions, Michael Grimmitt spoke up and stated that he already generated the call for service. Jeffery stated that she told Grimmitt that the suspicious person was Officer Moore. Jeffery also stated that she relayed her phone conversation with Officer Moore to the other dispatchers in the room.

Sergeant Prince asked Jeffery if she was in violation of misrepresenting or falsifying a call for service. Jeffery stated that she did pass on the information in reference to the suspicious person call that was given to her by Officer Moore. Jeffery stated that she did not know that a false call

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for service was entered. Jeffery stated that she did not enter the information into the computer and did not have anything to do with the description that was entered into the computer.

TCO Michael Grimmiett:

On August 17, 2010, Sergeant Rebecca Prince interviewed Michael Grimmiett. The following is a synopsis of the digitally recorded interview:

Dispatcher Michael Grimmiett stated that he was working in dispatch on August 9, 2010 at approximately 10:22 p.m. Grimmiett stated that he was training Sherry Leonard on Channel 1. Grimmiett stated that Joeleen Jeffery received a phone call from Officer Moore. Jeffery relayed to the other dispatchers in the room that Officer Moore wanted a suspicious person call at the Edison Mall made up and have Officer Berden respond. Jeffery speculated that maybe Officer Moore was going to propose to Officer Berden. Grimmiett stated that Jeffery attempted to explain to Leonard how to enter the call but Leonard did not understand. Grimmiett stated that he would take care of the call and create the suspicious person call for service. Grimmiett stated that he entered the fictitious call for service and made up the description of a black male wearing t-shirt and jeans looking into car windows.

Once the call was entered into the computer, Leonard dispatched the call and numerous units began to respond to the scene. Grimmiett stated that he immediately asked for Sergeant Medico to call the station. Grimmiett stated that once Sergeant Medico called the station, he asked Sergeant Medico if he could call him on a non-recorded line. Grimmiett stated that he relayed to Sergeant Medico that he created the fake call for service and the call was not real. Grimmiett explained to Sergeant Medico that Officer Moore wanted Officer Berden to meet him at the mall. Grimmiett also speculated to Sergeant Medico that Officer Moore may be going to propose to Officer Berden. Grimmiett stated that he changed the suspicious person call to a test incident call so it did not affect the statistics.

Grimmiett stated that he did enter to a fictitious call for service into the computer and that this call could have put citizens in danger at the mall. Grimmiett stated that he was in violation of the policies that are alleged. Grimmiett stated that he made a mistake and has learned from this mistake.

Officer Jason Moore:

On August 17, 2010, Sergeant Rebecca Prince interviewed Officer Jason Moore. The following is a synopsis of the digitally recorded interview:

Officer Jason Moore stated that on August 9, 2010 at approximately 10:22 p.m. he called an administrative line at the Fort Myers Police Department and spoke with Dispatcher Joeleen Jeffery. Officer Moore asked Jeffery to have B23, Officer Chelsea Berden meet him at the Edison Mall. Officer Moore stated that he and Officer Berden broke off their relationship and he was unable to get in touch with her. Officer Moore stated that calling the station and having Officer Berden meet him at the Edison Mall was the only way he felt he could get in touch with her. Officer Moore asked Jeffery to make up a suspicious person call for service and have

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Officer Berden respond to the Edison Mall. Officer Moore stated that he told Jeffery that he was the suspicious person at the Edison Mall that Officer Berden was to meet. Officer Moore stated that he did not know who Jeffery relayed the information to Michael Grimmatt.

Officer Moore stated that he went to the Edison Mall to wait for Officer Berden to arrive. Officer Moore stated that Sergeant Medico responded along with some other officers and Officer Berden. Officer Moore stated that he told Sergeant Medico that he knew what he did was wrong and he immediately began apologizing for his actions. Officer Moore stated that he again called Sergeant Medico later and again apologized for his actions. Officer Moore stated that next day he again called the Fort Myers Police Department and spoke to Dispatcher Debbie Greer. Officer Moore stated that he asked Greer if she would apologize to the other dispatchers for his actions on the previous night.

Officer Moore stated that he did violate both policies that are alleged. Officer Moore took full responsibility for his actions and stated that he knew what he did was wrong. Officer Moore stated that he would never make this mistake again.

Documents

- Officer Moore's disciplinary history.
- TCO Grimmatt's disciplinary history.
- TCO Jeffery's disciplinary history.
- Written complaint from Lieutenant Randy Jelks.
- CAD printout for the incident in question documented under incident number 2010-0120259.
- Copies of Notification of Investigation (Officer Moore, TCO Grimmatt, TCO Jeffery).
- Copy of Dispatch schedule.
- Garrity Warning and LEO Bill of Rights forms signed by all officers involved.
- Sworn Statements of all Officers involved.
- Sworn Statements of all civilians involved.
- Copy of General Order 33.1, General Rules of Conduct.
- Copies of Administrative Leave Notice for Officer Moore, TCO Grimmatt, TCO Jeffery.
- Two CD's of phone calls and dispatched call for service.

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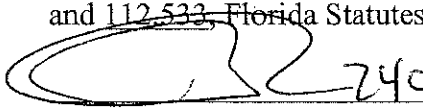
Statement of Facts

- Officer Moore was off duty on August 9, 2010 at approximately 10:20 pm.
- TCO Joeleen Jeffery, TCO Jason Lane, TCO Sherry Leonard and TCO Michael Grimmatt were working in dispatch on August 18, 2010 at approximately 10:20 p.m.
- Officer Moore called FMPD Dispatch and asked TCO Jeffery to make up a fictitious call for service of a suspicious person at the Edison Mall and have Officer Berden respond.
- Officer Moore told TCO Jeffery that the suspicious person was him two separate occasions during the conversation.
- TCO Jeffery acknowledged that Officer Moore wanted her to make up a fictitious call.
- TCO Jeffery told the other dispatchers in the room that Officer Moore wanted Officer Berden to meet him at the Edison Mall and wanted a suspicious person call generated.
- TCO Jeffery explained to TCO Leonard how to generate the fictitious call for service.
- TCO Grimmatt stated that he already made up the fictitious call service.
- TCO Grimmatt made up a fictitious call for service of a suspicious black male in jeans and a t-shirt at the Edison Mall looking in car windows.
- TCO Leonard dispatched the fictitious call and multiple units responded to the location.
- TCO Leonard asked Sergeant Medico to call the police station and Sergeant Medico called dispatch.
- TCO Grimmatt told Sergeant Medico to call him on his personal phone because he did not want to talk on a recorded line.
- Sergeant Medico located Officer Moore at the Edison Mall waiting for Officer Berden.

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- Officer Moore told Sergeant Medico that what he did was wrong and apologized.
- Officer Moore called TCO Greer on August 10, 2010 and told her to apologize to the other TCO's for his actions.

"I, the undersigned, do hereby swear, under penalty of perjury, that, to the best of my personal knowledge, information, and belief, I have not knowingly or willfully deprived, or allowed another to deprive, the subject of the investigation of any of the rights contained in ss. 112.532 and 112.533, Florida Statutes."


Investigator Rebecca Prince, Sergeant

8/18/10
Date

Fort Myers Police Department
FINAL ACTION SUMMARY

Employee Name: Michael Grimmatt	Incident Date: 08/09/10	Case Number: IA 10-006
Complainant: Lieutenant Randy Jelks	Assigned Date: 08/10/10	
Address: 2210 Widman Way	Completed Date: 08/18/10	
City, State, Zip: Fort Myers, Florida 33901	Investigator: Sergeant Rebecca Prince	

Summary of Complaint

On August 9, 2010, at approximately 10:20 p.m., Officer Jason Moore called TCO II Joeleen Jeffery and asked her to make up a call for service of a suspicious person at 4125 Cleveland Avenue, the Edison Mall and send Officer Chelsea Berden to the call. TCO II Jeffery relayed to the other dispatchers in the room that Officer Moore wanted a fictitious call for service generated. TCO II Grimmatt then formulated a description of the suspicious person and entered it into the computer system. The fictitious call was dispatched to units who responded to the location.

Policy Related to Complaint

Standard of Conduct G.O. 33.1 Section III (M):

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FINAL ACTION SUMMARY

Staff Review		(Use this Section Only on Pursuits & Crashes)	
(Do Not Use This Section for Pursuits or Vehicle Accidents)		Vehicle Pursuit	Officer Involved Crash
Shift Lieutenant: (Print Name & Sign) <i>J. Soto</i>	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Lieutenant A. Salaam: (Only if Vehicle Crash)	<input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action:			
Captain R. Carr:	<input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action:			
Captain D. Eads:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Captain M. Perry:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Captain M. Viola:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>TERMINATION</i>			
Chief D. Baker:	<input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
(If Required By Policy)			

Exonerated: A completed investigation may be labeled exonerated when the facts suggest that the alleged incident did occur, but that the employee's actions were lawful, proper, and consistent with department policy.

Unfounded: A completed investigation may be labeled unfounded when the complainant admits to making a false allegation or the facts of the investigation support this, or the accused employee was not involved in the incident, or there is no basis in fact that the incident occurred. An investigation may also be labeled unfounded if, after investigation, the allegation is demonstrably false or there is no credible evidence to support it.

Not Sustained: The allegation has been investigated and the facts presented are insufficient to clearly prove or disprove the allegation.

Sustained: The allegation is supported by a preponderance of evidence to justify a reasonable conclusion the incident occurred.

Other Findings: During the course of the investigation it was determined other violations exist, or training and / or the policy does not properly address the allegation, or there is confusion about, or a conflict in policy that led to the alleged conduct, or a policy was non-existent. (Explain Above)

Finding: *SUSTAINED*

Final Action: *Termination*

Final Review By: *CAPT [Signature]*

Employee Signature / Date: *[Signature] 9/1/10*

Supervisors Signature / Date: *[Signature] 9/1/10*

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FINAL ACTION SUMMARY

Employee Name: Michael Grimmatt	Incident Date: 08/09/10	Case Number: IA 10-006
Complainant: Lieutenant Randy Jelks	Assigned Date: 08/10/10	
Address: 2210 Widman Way	Completed Date: 08/18/10	
City, State, Zip: Fort Myers, Florida 33901		Investigator: Sergeant Rebecca Prince

Summary of Complaint

On August 9, 2010, at approximately 10:20 p.m., Officer Jason Moore called TCO II Joeleen Jeffery and asked her to make up a call for service of a suspicious person at 4125 Cleveland Avenue, the Edison Mall and send Officer Chelsea Berden to the call. TCO II Jeffery relayed to the other dispatchers in the room that Officer Moore wanted a fictitious call for service generated. TCO II Grimmatt then formulated a description of the suspicious person and entered it into the computer system. The fictitious call was dispatched to units who responded to the location.

Policy Related to Complaint

Standard of Conduct G.O. 33.1 Section II (A9): Employees must always conduct themselves, both on and off-duty, in a way that reflects favorably on the police department. Employees are forbidden from engaging in conduct that dishonors the police department, discredits the individual as a law enforcement employee, or impairs the efficient operation of the employee or the police department. In addition to the preceding rules, all employees are accountable and responsible for the Law Enforcement Code of Ethics as a professional guideline. (SEE General Order 1.2 – Department Mission & Philosophy).

Fort Myers Police Department FINAL ACTION SUMMARY

Staff Review		(Use this Section Only on Pursuits & Crashes)	
(Do Not Use This Section for Pursuits or Vehicle Accidents)		Vehicle Pursuit	Officer Involved Crash
Shift Lieutenant: (Print Name & Sign) <i>J. Soto</i> <i>[Signature]</i>	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Lieutenant A. Salaam: (Only if Vehicle Crash)	<input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action:			
Captain R. Carr:	<input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action:			
Captain D. Eads:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Captain M. Perry:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Captain M. Viola:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Chief D. Baker:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
(If Required By Policy)			

Exonerated: A completed investigation may be labeled exonerated when the facts suggest that the alleged incident did occur, but that the employee's actions were lawful, proper, and consistent with department policy.

Unfounded: A completed investigation may be labeled unfounded when the complainant admits to making a false allegation or the facts of the investigation support this, or the accused employee was not involved in the incident, or there is no basis in fact that the incident occurred. An investigation may also be labeled unfounded if, after investigation, the allegation is demonstrably false or there is no credible evidence to support it.

Not Sustained: The allegation has been investigated and the facts presented are insufficient to clearly prove or disprove the allegation.

Sustained: The allegation is supported by a preponderance of evidence to justify a reasonable conclusion the incident occurred.

Other Findings: During the course of the investigation it was determined other violations exist, or training and / or the policy does not properly address the allegation, or there is confusion about, or a conflict in policy that led to the alleged conduct, or a policy was non-existent. (Explain Above)

Finding: *Sustained*

Final Action: *Termination*

Final Review By:

[Signature]
Employee Signature / Date
9-1-10

[Signature]
Supervisors Signature / Date
8 240 9/1/10

[Signature]
9/1/10

Fort Myers Police Department
FINAL ACTION SUMMARY

Employee Name: Joeleen Jeffery	Incident Date: 08/09/10	Case Number: IA 10-006
Complainant: Lieutenant Randy Jelks	Assigned Date: 08/10/10	
Address: 2210 Widman Way	Completed Date: 08/18/10	
City, State, Zip: Fort Myers, Florida 33901		Investigator: Sergeant Rebecca Prince

Summary of Complaint

On August 9, 2010, at approximately 10:20 p.m., Officer Jason Moore called TCO II Joeleen Jeffery and asked her to make up a call for service of a suspicious person at 4125 Cleveland Avenue, the Edison Mall and send Officer Chelsea Berden to the call. TCO II Jeffery relayed to the other dispatchers in the room that Officer Moore wanted a fictitious call for service generated. TCO II Grimmert then formulated a description of the suspicious person and entered it into the computer system. The fictitious call was dispatched to units who responded to the location.

Policy Related to Complaint

Standard of Conduct G.O. 33.1 Section II (A9): Employees must always conduct themselves, both on and off-duty, in a way that reflects favorably on the police department. Employees are forbidden from engaging in conduct that dishonors the police department, discredits the individual as a law enforcement employee, or impairs the efficient operation of the employee or the police department. In addition to the preceding rules, all employees are accountable and responsible for the Law Enforcement Code of Ethics as a professional guideline. (SEE General Order 1.2 – Department Mission & Philosophy).

Fort Myers Police Department

FINAL ACTION SUMMARY

Staff Review		(Use this Section Only on Pursuits & Crashes)	
(Do Not Use This Section for Pursuits or Vehicle Accidents)		Vehicle Pursuit	Officer Involved Crash
Shift Lieutenant: (Print Name & Sign) <i>J. Soto 194</i>	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
<i>[Signature]</i> 194	Recommended Action: <i>Termination</i>		
Lieutenant A. Salaam: (Only if Vehicle Crash)	<input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Captain R. Carr:	<input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Captain D. Eads:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
<i>[Signature]</i> Captain M. Perry	Recommended Action: <i>Termination</i>		
<i>[Signature]</i> Captain M. Viola	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
<i>[Signature]</i> Chief D. Baker	Recommended Action: <i>Termination</i>		
(If Required By Policy)	Recommended Action: <i>Termination</i>		

Exonerated: A completed investigation may be labeled exonerated when the facts suggest that the alleged incident did occur, but that the employee's actions were lawful, proper, and consistent with department policy.

Unfounded: A completed investigation may be labeled unfounded when the complainant admits to making a false allegation or the facts of the investigation support this, or the accused employee was not involved in the incident, or there is no basis in fact that the incident occurred. An investigation may also be labeled unfounded if, after investigation, the allegation is demonstrably false or there is no credible evidence to support it.

Not Sustained: The allegation has been investigated and the facts presented are insufficient to clearly prove or disprove the allegation.

Sustained: The allegation is supported by a preponderance of evidence to justify a reasonable conclusion the incident occurred.

Other Findings: During the course of the investigation it was determined other violations exist, or training and / or the policy does not properly address the allegation, or there is confusion about, or a conflict in policy that led to the alleged conduct, or a policy was non-existent. (Explain Above)

Finding: *Sustained*

Final Action: *Termination*

Final Review By:

[Signature]
Employee Signature / Date

[Signature] 5/1/10
Supervisors Signature / Date

[Signature] 9/11/10

Fort Myers Police Department
FINAL ACTION SUMMARY

Employee Name: Joeleen Jeffery	Incident Date: 08/09/10	Case Number: IA 10-006
Complainant: Lieutenant Randy Jelks	Assigned Date: 08/10/10	
Address: 2210 Widman Way	Completed Date: 08/18/10	
City, State, Zip: Fort Myers, Florida 33901		Investigator: Sergeant Rebecca Prince

Summary of Complaint

On August 9, 2010, at approximately 10:20 p.m., Officer Jason Moore called TCO II Joeleen Jeffery and asked her to make up a call for service of a suspicious person at 4125 Cleveland Avenue, the Edison Mall and send Officer Chelsea Berden to the call. TCO II Jeffery relayed to the other dispatchers in the room that Officer Moore wanted a fictitious call for service generated. TCO II Grimmert then formulated a description of the suspicious person and entered it into the computer system. The fictitious call was dispatched to units who responded to the location.

Policy Related to Complaint

Standard of Conduct G.O. 33.1 Section III (M):

Misrepresentation or falsification: An employee shall not willfully misrepresent or falsify any matter, verbally, or in writing.

Fort Myers Police Department

FINAL ACTION SUMMARY

Staff Review		(Use this Section Only on Pursuits & Crashes)	
(Do Not Use This Section for Pursuits or Vehicle Accidents)		Vehicle Pursuit	Officer Involved Crash
Shift Lieutenant: (Print Name & Sign) <i>J. Soto</i>	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Terminated</i>			
Lieutenant A. Salaam: (Only if Vehicle Crash)	<input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action:			
Captain R. Carr:	<input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action:			
Captain D. Eads:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Captain M. Perry:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Captain M. Viola:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Chief D. Baker:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
(If Required By Policy)			

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Sustained: The allegation is supported by a preponderance of evidence to justify a reasonable conclusion the incident occurred.

Other Findings: During the course of the investigation it was determined other violations exist, or training and / or the policy does not properly address the allegation, or there is confusion about, or a conflict in policy that led to the alleged conduct, or a policy was non-existent. (Explain Above)

Finding: *SUSTAINED*

Final Action: *Termination*

Final Review By:

[Signature]
Employee Signature / Date

[Signature] 9/1/10
Supervisors Signature / Date

[Signature] 9/1/10

Fort Myers Police Department
FINAL ACTION SUMMARY

Employee Name: Jason Moore	Incident Date: 08/09/10	Case Number: IA 10-006
Complainant: Lieutenant Randy Jelks	Assigned Date: 08/10/10	
Address: 2210 Widman Way	Completed Date: 08/18/10	
City, State, Zip: Fort Myers, Florida 33901	Investigator: Sergeant Rebecca Prince	

Summary of Complaint

On August 9, 2010, at approximately 10:20 p.m., Officer Jason Moore called TCO II Joeleen Jeffery and asked her to make up a call for service of a suspicious person at 4125 Cleveland Avenue, the Edison Mall and send Officer Chelsea Berden to the call. TCO II Jeffery relayed to the other dispatchers in the room that Officer Moore wanted a fictitious call for service generated. TCO II Grimmett then formulated a description of the suspicious person and entered it into the computer system. The fictitious call was dispatched to units who responded to the location.

Policy Related to Complaint

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Fort Myers Police Department

FINAL ACTION SUMMARY

Staff Review		(Use this Section Only on Pursuits & Crashes)	
(Do Not Use This Section for Pursuits or Vehicle Accidents)		Vehicle Pursuit	Officer Involved Crash
Shift Lieutenant: (Print Name & Sign) <i>McLynn</i>	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Lieutenant A. Salaam: (Only if Vehicle Crash)	<input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action:			
Captain R. Carr:	<input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action:			
Captain D. Eads:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Captain M. Perry:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Captain M. Viola:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
Chief D. Baker:	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
Recommended Action: <i>Termination</i>			
(If Required By Policy)			

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Other Findings: During the course of the investigation it was determined other violations exist, or training and / or the policy does not properly address the allegation, or there is confusion about, or a conflict in policy that led to the alleged conduct, or a policy was non-existent. (Explain Above)

Finding: *Sustained*

Final Action: *Termination*

Final Review By:

[Signature]
Employee Signature / Date

[Signature] 9/1/10
Supervisors Signature / Date

[Signature]
9/1/10

Fort Myers Police Department
FINAL ACTION SUMMARY

Employee Name: Jason Moore	Incident Date: 08/09/10	Case Number: IA 10-006
Complainant: Lieutenant Randy Jelks	Assigned Date: 08/10/10	
Address: 2210 Widman Way	Completed Date: 08/18/10	
City, State, Zip: Fort Myers, Florida 33901		Investigator: Sergeant Rebecca Prince

Summary of Complaint

On August 9, 2010, at approximately 10:20 p.m., Officer Jason Moore called TCO II Joeleen Jeffery and asked her to make up a call for service of a suspicious person at 4125 Cleveland Avenue, the Edison Mall and send Officer Chelsea Berden to the call. TCO II Jeffery relayed to the other dispatchers in the room that Officer Moore wanted a fictitious call for service generated. TCO II Grimmett then formulated a description of the suspicious person and entered it into the computer system. The fictitious call was dispatched to units who responded to the location.

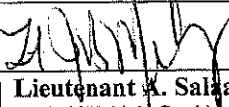
Policy Related to Complaint

Standard of Conduct G.O. 33.1 Section III (M):

Misrepresentation or falsification: An employee shall not willfully misrepresent or falsify any matter, verbally, or in writing.

Fort Myers Police Department

FINAL ACTION SUMMARY

Staff Review		(Use this Section Only on Pursuits & Crashes)	
(Do Not Use This Section for Pursuits or Vehicle Accidents)		Vehicle Pursuit	Officer Involved Crash
Shift Lieutenant: (Print Name & Sign) <i>Mulligan</i>	<input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other	<input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy	<input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault
<div style="display: flex; justify-content: space-between;"> <div style="width: 25%;">  Lieutenant A. Salham: (Only if Vehicle Crash) </div> <div style="width: 40%;"> <input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other </div> <div style="width: 20%;"> <input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy </div> <div style="width: 15%;"> <input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault </div> </div>			
Recommended Action: <i>Termination</i>			
<div style="display: flex; justify-content: space-between;"> <div style="width: 25%;">Captain R. Carr:</div> <div style="width: 40%;"> <input type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other </div> <div style="width: 20%;"> <input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy </div> <div style="width: 15%;"> <input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault </div> </div>			
Recommended Action:			
<div style="display: flex; justify-content: space-between;"> <div style="width: 25%;">Captain D. Eads:</div> <div style="width: 40%;"> <input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other </div> <div style="width: 20%;"> <input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy </div> <div style="width: 15%;"> <input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault </div> </div>			
Recommended Action: <i>Termination</i>			
<div style="display: flex; justify-content: space-between;"> <div style="width: 25%;">Captain M. Perry:</div> <div style="width: 40%;"> <input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other </div> <div style="width: 20%;"> <input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy </div> <div style="width: 15%;"> <input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault </div> </div>			
Recommended Action: <i>Termination</i>			
<div style="display: flex; justify-content: space-between;"> <div style="width: 25%;">Captain M. Viola:</div> <div style="width: 40%;"> <input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other </div> <div style="width: 20%;"> <input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy </div> <div style="width: 15%;"> <input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault </div> </div>			
Recommended Action: <i>Termination</i>			
<div style="display: flex; justify-content: space-between;"> <div style="width: 25%;">Chief D. Baker:</div> <div style="width: 40%;"> <input checked="" type="checkbox"/> Sustained <input type="checkbox"/> Not Sustained <input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated <input type="checkbox"/> Other </div> <div style="width: 20%;"> <input type="checkbox"/> Within Policy <input type="checkbox"/> Against Policy </div> <div style="width: 15%;"> <input type="checkbox"/> At Fault <input type="checkbox"/> Not At Fault </div> </div>			
Recommended Action: <i>Termination</i>			
(If Required By Policy)			

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Finding: *Sustained*

Final Action: *Termination*

Final Review By:

Employee Signature / Date

Supervisors Signature / Date

[Signature]
9/1/10