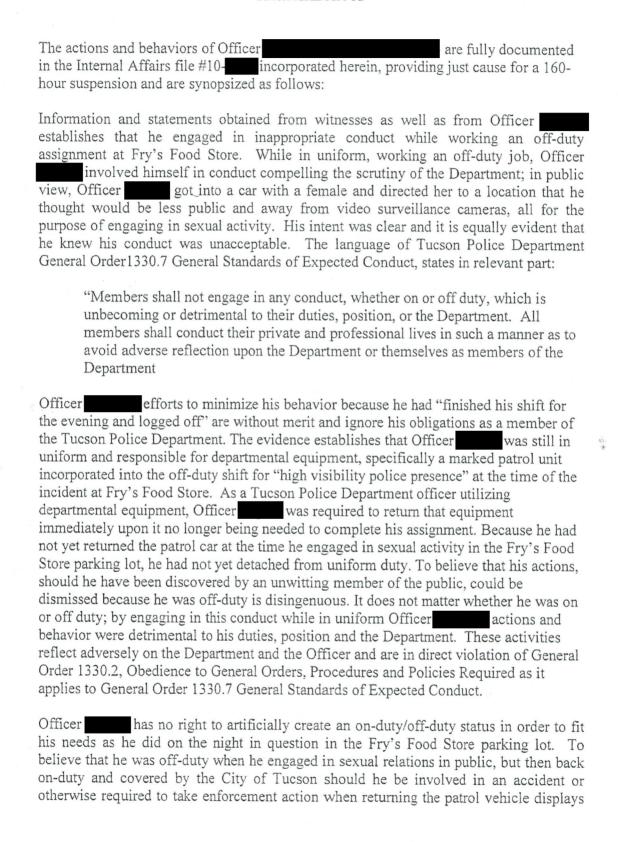
Attachment A



an unacceptable application of departmental policies and a complete disregard of departmental values.

The discovery that Officer was spending an inordinate amount of time pursuing personal relationships while on-duty is also cause for concern. Officer involved in a relationship with a female who was part of the property management team of a midtown apartment complex. His presence at the management office was excessive to the point that the manger felt the need to bring it to Officer attention. The time spent at the office by Officer was both on and off-duty and it could not be determined with any degree of certainty what the actual dates were. Two separate incidents of sexual conduct are alleged to have occurred during Officer the management office. While there is insufficient evidence to find that Officer was derelict in his duties, his actions, yet again were not in keeping with the professional image that officers are expected to put forward. Residents of the complex asked why a police car was there so often and the manager apparently felt he was spending far too much time at the office, all of which fail to meet our standards for displaying a professional image has demonstrated a pattern of behavior that displays a consistent and willful disregard for the standards of conduct expected by our officers. Officer admittedly engaged in two separate incidents where he had sexual relations in a public place prior to the incident occurring at the Fry's Food Store. Though in each of these cases it is clear that Officer was not on-duty, the fact remains that he was in full uniform and clearly identifiable as a police officer. All three of these sexual relations occurred in public places or businesses open to the public demonstrating unethical behavior which, at a minimum, exposed the department to a major adverse impact on its professional image. Officer pattern of consistent and intentional misconduct rises to the level of a Violation Type D. As the inappropriate conduct was so flagrant, aggravation of the presumed sanction is clearly warranted. Officer will be suspended for 160 hours. Based on a review by the Tucson Police Department management, the Chief of Police has determined that Officer committed a Type D violation, with an aggravated

1330.7 General Standards of Expected Conduct

sanction. Officer violated the following General Orders:

Members shall not engage in any conduct, whether on or off duty, which is unbecoming or detrimental to their duties, position, or the Department. All members shall conduct their private and professional lives in such a manner as to avoid adverse reflection upon the Department or themselves as members of the Department. Members shall treat each other and all persons with whom they have contact with respect and courtesy.

Officer prior disciplinary history includes the following:

- Type A, Corrective Action Court Attendance.
- Type A, Corrective Action EEOC.
- Type B, Written Reprimand Failure to Provide Appropriate Service.
- Type B, Written Reprimand On Duty Conduct Standards/Completion of Assignments.
- Type A, Corrective Action Court Attendance.

Officer has no prior Type D offenses. The listed violations constitute just cause for suspending Officer without pay for 160 hours.

