

# TUCSON POLICE DEPARTMENT PERSONNEL REPORT

*Concur  
YGL/10-112  
Chief And/Kosova  
#37963*

TO: CHIEF OF POLICE  
VIA: Bureau Commander  
VIA: Captain Belinda Morales #50479

NAME OF PERSON ABOUT  
WHOM REPORT IS WRITTEN

Officer Jamie Voss

PR#: 43601

Div/Sq: ODE / Squad 2

Hours: 0530-1530

D.O.: FSU

## EXECUTIVE REVIEW

*Concur  
Yellow - 10 hr suspension  
[Signature] 47248  
6/24/25*

DIVISION COMMANDER	CHIEF OF POLICE	BUREAU COMMANDER
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Reference: OPS #25-0112

### Details:

I concur with Lieutenant Bredehoff's *initial* finding of a Blue/Policy Infraction for Unprofessionalism with a sanction of a Written Reprimand for Officer Voss' exchange with Ms. Bahr.

Officer Voss made the following statement:

*"Let's, I'm gonna throw you your license so I don't have to kill your dog, okay? 'Cause I'm not gonna walk up to you. So, this is coming at you this way you're trespassed from the property. Okay? Tell the two little punks that took off that I'm gonna find 'em 'cause I got 'em on digital video. Okay? I got 'em. And when I see 'em ask around. I'm Jamie Voss and I fix problems, and they are top of my list. So are you. Do you understand? [Bahr: Yes sir]. Get all your stuff and get outta here. [Bahr: Yes sir]. And tell them two punks that took off that I'll see, see him soon. Okay. Believe it. Yes. Now get outta here right now. You'll have a stop and arrest out on you probably within the hour. Best thing you could do is go on the other side of Craycroft. 'Cause you're a west side person and you're a midtown person. You don't belong on the east side. Yes. You're gonna lock horns with me. I'll snap you in half and your dog will probably die in PACC. Get your stuff and move now. [Bahr: Yes sir]. Not moving fast enough. Slow play me and you'll find out the hard way. [Bahr: I'm trying to, I'm grabbing my stuff]. Go faster. You're not going fast enough"* (Voss BWC footage, P2501160032, 24:19/30:19).

Ms. Bahr was not confrontational nor displaying any level of resistance during this encounter. She was courteous and compliant throughout her contact with Officer Voss.

Regarding Officer Voss' personnel report dated May 15, 2025, it is disappointing that Officer Voss demonstrated a lack of self-reflection and did not acknowledge his own areas for improvement. Additionally, the report he completed on or about March 13, 2025, does not meet the standard of professionalism and decorum that I would expect from an officer with 24 years of service. The tone and

### INSTRUCTIONS:

Maker shall sign and date report immediately after last sentence and then draw a line across page below maker's signature. Subsequent endorsements will be made in inverse rank order with each endorser drawing a line across page immediately below the endorser's signature. Back side of page will be used if more space is needed.

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NARRATIVE (Continued)

content of the report does not align with the expected standards of conduct or the seriousness of the matter at hand. His response was troubling and, in this context, entirely inappropriate.

**As a result of his response to the chain of command, a Written Reprimand is no longer appropriate, I agree with the aggravated sanction of a 10-hour suspension for Unprofessionalism.**

Effective immediately, my expectation and directive to Officer Voss is that he continues to take the appropriate and proactive police action to address quality of life concerns raised by both business owners and community members. While it is essential that he remains attentive and responsive to community concerns and frustrations, his conduct must always reflect professionalism and respect.

I recognize the department's ongoing efforts to build positive and trustworthy relationships with the *greater* community, as well as the roles of the *Community Police Advisory Review Board (CPARB)*, the *Force Review Board (FRB)*, and The *Independent Police Auditor (IPA)*. These initiatives are essential in addressing the broader implications of police actions. As part of my responsibilities, it is imperative to address any deficiencies and take corrective actions where necessary. My main goal is to ensure that Officer Voss' personal and professional frustrations with the unhoused population do not compromise his credibility (*Brady and Giglio precedents*) or the integrity of the department.

I am confident that Officer Voss has the potential to be successful in both areas, addressing quality of life issues and maintaining the level of professionalism expected of him. However, it will ultimately be up to him to take the necessary steps and make the decision to fully engage in these areas of growth.

Department resources continue to be available to Officer Voss.



Captain Belinda Morales #50479  
Submitted June 9, 2025