

# TUCSON POLICE DEPARTMENT PERSONNEL REPORT

TO: CHIEF OF POLICE

NAME OF PERSON ABOUT

VIA: Bureau Commander

WHOM REPORT IS WRITTEN

VIA: Captain B. Morales #50479

Officer James Voss

PR#: 43601

Div/Sq: ODE/2

Hours: 0530-1530

D.O.: FSU

## EXECUTIVE REVIEW

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

TPD: 2501160032, 2501040058, 2501270106

### Details:

I reviewed the Body Worn Camera (BWC) footage for this incident, Officer Voss's report, and Sergeant Pelton's report. I do not agree with Sergeant Pelton's findings as it relates to Officer Voss's conduct.

### Timeline:

**Note:** This timeline includes incidents that are NOT addressed in OPS #25-0112; specifically, 2501040058 and 2501270106. Those incidents are included to show a pattern of behavior exhibited by Officer Voss in the month of January and this timeline is provided as a general reference.

#### **1. TPD 2501040058**

On January 4<sup>th</sup> 2025, Officer Voss contacted Henok Tariku at the QT located at 8530 E. Broadway and arrested him for trespassing. During the arrest, Tariku resisted Officer Voss and Officer Voss used force to restrain him. That use of force was found to be justified. Post arrest, Officer Voss engaged in an argument with Tariku over whether or not Tariku was trespassing. The argument was unproductive, unnecessary, and unprofessional. Officer Voss was counseled by Sergeant Pelton via a Personnel Performance Record (PPR) served on February 18<sup>th</sup> 2025. *General Order 1330.8 Expected Conduct Toward the Public* was cited as a reference in that PPR.

#### **2. TPD 2501160032 (OPS #25-0112)**

On January 16<sup>th</sup> 2025, Officer Voss contacted Krystal Bahr, Adrian Cannon, and two unidentified male suspects at the Circle K located at 1675 N. Wilmot. During that contact, Cannon fled from Officer Voss and escaped. During the foot pursuit, the other two male suspects fled the original scene and Bahr remained behind. The subsequent contact between Officer Voss and Bahr is documented in this OPS investigation.

#### **3. TPD 2501270106**

On January 27<sup>th</sup> 2025, Officer Voss arrested a juvenile domestic violence suspect inside of her apartment. During the arrest, Officer Voss used justified force to arrest the suspect. Immediately after the arrest, Officer Voss yelled at the mother of the juvenile saying, "Shut up and get out! Right now! Right now!" Officer Voss was counseled by

### 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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TPD 642 (1-87)

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## NARRATIVE (Continued)

Sergeant Pelton via a PPR for this incident. That PPR was served on February 18<sup>th</sup> 2025. *General Order 2020 De-escalation* and *Provocation* were cited as references in that PPR.

### **4. TPD 2501160032 (OPS #25-0140)**

On January 29<sup>th</sup> 2025, Officer Voss contacted Adrian Cannon at 2037 N. Kolb (alley) and arrested him for the trespassing that previously occurred on January 16<sup>th</sup> 2025 at 1675 N. Wilmot. During that contact, a use of force occurred and that investigation has been referred to OPS for further investigation.

#### **Synopsis:**

During the use of force investigation for the incident that occurred on January 29<sup>th</sup> 2025, I reviewed Officer Voss's BWC footage from January 16<sup>th</sup> 2025. During that contact, I noted that Officer Voss made several unprofessional comments towards Bahr. As a result, I obtained an OPS case number and I directed Sergeant Pelton to investigate allegations of Unprofessionalism regarding his contact with Bahr.

Officer Voss was served with a Notice of Investigation (NOI) on March 4<sup>th</sup> 2025 and I served as a witness. Pursuant to that NOI, Sergeant Pelton directed Officer Voss to author a Personnel Report addressing his interaction with Bahr. Specifically, Officer Voss was directed to address his threat to break Bahr "in half," his statement that her dog would "probably die in PACC" if she were arrested, and his reasoning behind rushing Bahr once his contact with her was ended.

Officer Voss submitted his Personnel Report to Sergeant Pelton on March 6<sup>th</sup> 2025. During my review of Officer Voss's Personnel Report on March 18<sup>th</sup> 2025, it was obvious that Officer Voss failed to undertake any self-assessment and he did not acknowledge the unprofessional and inappropriate nature of his remarks.

#### **Investigation:**

The investigative methodology incorporated into this investigation included considerations from the following:

- Investigative reports
- Body Worn Camera (BWC) Footage
- Tucson Police Department General Orders

#### **Allegations and Findings:**

1. Allegation 306 – Unprofessionalism

**Sustained/Policy Infraction (Blue)  
Written Reprimand**

During a BWC review of Officer Voss's interaction with Bahr, I noted the following:

At the end of his contact with her, Officer Voss explained to Bahr that since the computer system was not working, a stop and arrest would be issued for her. Officer Voss went on to state, "Now get outta here right now. You will 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, because you're a west side person and you're a midtown person. You don't belong on the east side. If you're going to lock horns with me, I'll snap you in half and your dog will probably die in PACC."

Officer Voss went on to state, "Get your stuff and move now." Bahr replied, "Yes sir," to which Officer Voss quickly responded, "Not moving fast enough. Slow play me and you'll find out the hard way." Bahr, who was in the process of gathering her bags said, "I'm trying to, I'm grabbing my stuff." Officer Voss again said, "Go faster. You're not going fast enough." Bahr appears to be homeless: she had several bags with her that she was gathering and controlling a leashed dog at the same time. It should be noted that this exchange between Officer Voss and Bahr all occurred within the span of 8 seconds.

- I concur with Sergeant Pelton that "Officer Voss's actions are inconsistent with department standards and

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NARRATIVE (Continued)

*expectations. The aggressive tone, threats, and lack of professionalism demonstrated in this incident warrant corrective action."*

- Officer Voss admitted in his Personnel Report that he made these statements and he offered no explanation as to why he rushed Bahr other than to state, "I believed that Krystal and her friend's had disrupted the business for long enough and I wanted her off of the property."

Furthermore, I find this exchange to be unprofessional and completely contradictory to the expectations the department has of how our officers are expected to interact with members of the public. I expect Officer Voss to treat community members, regardless of whether they are victims, witnesses, or suspects, with the utmost respect and courtesy. That is also the expectation of the Department, as noted in *General Order 1330.8 Expected Conduct Towards the Public*.

2. Allegation 306 – Unprofessionalism

**Sustained/Misconduct (Yellow)  
10-hour Suspension**

In his Personnel Report, at no point did Officer Voss accept responsibility or offer any type of apology for his actions. In fact, his statements were quite the contrary. Officer Voss took the report as an opportunity to make a mockery of the questions that he was directed to answer and he made irrelevant statements regarding his opinions of the homeless population in Tucson and the overall local criminal justice system. Refer to his Personnel Report for specifics, but some of those statements were:

- *"should be obvious that I'm speaking figuratively."*
- *"I find it troubling that I have to point out that I don't have horns of any kind."*
- *"In my contact with Krystal, I did not see horns on her either. Therefore, it would be impossible for us to actually lock horns."*
- *"I have heard police personnel tell suspects and arrestees that the officers will be the suspect's "worst nightmare" or they will come down on them "like a ton of bricks. I don't know of anyone who has the ability to control the nightmares of Tucson's criminal element."*
- *"Furthermore, I weigh 201 pounds, 233 pounds with my patrol gear, it is not physically possible for me to come down on anyone or anything "like a ton of bricks" but I am sure I made that statement many times throughout my career."*
- *Officer Voss went on to describe that he tries to conduct all of his investigations with a "victim centric approach."*
- He added, *"I believe that we, as a law enforcement agency, should work hard on the victim's behalf in an attempt to make the victim "whole" again."*
  - Note: This idea runs counter to *General Order 1330.8 Expected Conduct Towards the Public*, which explicitly states: *All persons having business with the department are entitled to courteous and respectful consideration and must be given all assistance that may be proper under the rules of this department. Members shall remain completely impartial toward all persons coming to the attention of the department.*
- Officer Voss finished the Personnel Report with a paragraph articulating his opinions on the drug addicted homeless population of Tucson and a general indictment of the "Tucson Police Department, the Pima County Jail, and the city and county prosecutors."

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NARRATIVE (Continued)

Analysis and Conclusion:

Officer Voss has been a member of this department for over 24 years; he is well aware of our values and expected conduct towards the public. The statements that he made to Bahr were unprofessional and contrary to the expectations we have of Tucson Police officers. Officer Voss then went on to make additional unprofessional statements in his Personnel Report obviously addressed towards his chain of command. Those statements were unprofessional and disrespectful.

On May 15<sup>th</sup> 2025, I directed Officer Voss to answer two follow-up questions via a second Personnel Report. Sergeant Pelton provided Officer Voss with a copy of his original NOI (dated March 4<sup>th</sup> 2025) and Officer Voss re-signed it on May 15<sup>th</sup> 2025. The two follow-up questions were as follows:

- Q1. Does Officer Voss consider his interaction with Ms. Bahr on January 16<sup>th</sup> 2025 to be professional?
- Q2. Does Officer Voss consider the written response in his previous Personnel Report to be professional?

Officer Voss responded in a follow-up Personnel Report on May 15<sup>th</sup> 2025 and that report is included in this file. In his written response, Officer Voss stated that he believed his responses to both questions were professional. In his response to Q1, Officer Voss added, "*These techniques may sound unprofessional to civilians or those with limited patrol time but utilizing different communication techniques can be a valuable tool on the street.*" This statement is clearly addressed towards his chain of command and it reinforces the fact that Officer Voss continues to refuse to accept any type of responsibility for his behavior and his continued refusal to accept negative criticism.

Regarding the first Allegation 306 – Unprofessionalism: Sergeant Pelton recommended that Officer Voss's interaction with Bahr to be classified as **Sustained/Policy Infractions (Blue)**, and that Officer Voss receive a **Written Reprimand**. I concur that Allegation 306 is sustained however, I disagree with the sanction of Written Reprimand. I recommend that the sanction be inclusive within the finding listed below.

Regarding the second Allegation 306 – Unprofessionalism: I added this allegation as a response to the statements made by Officer Voss in his Personnel Report. My analysis of that Personnel Report is noted above and Officer Voss's response on May 15<sup>th</sup> 2025 reinforces that assessment. With the addition of the second violation of Unprofessionalism connected to this incident, I find the allegation to fall within the category of **Misconduct/Repeated Policy Infraction (Yellow)**.

As a result, and in accordance with the Tucson Police Department Discipline Guide, I find the above listed allegations to be **Sustained/Misconduct (Yellow)**. I consider Officer Voss's tenure, his attitude and behavior displayed in this incident, the overall attitude that he displayed in his Personnel Reports over a significant length of time, the individual statements that he made in his Personnel Reports, and his overall inability to accept responsibility throughout this investigation to be aggravating factors. As such, I recommend discipline in the form of a **10-Hour Suspension**. Officer Voss violated the following *General Orders*:

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|--------------------------|---|
| 1. General Order 1330.02 | Obedience to General Orders, Policies and Procedures Required |
| 2. General Order 1330.07 | General Standards of Expected Conduct                         |
| 3. General Order 1330.08 | Expected Conducted Toward the Public                          |
| 4. General Order 1330.11 | Compliance with Code of Ethics and Department Values Required |



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Lieutenant Jason Bredehoft #46581, June 5<sup>th</sup> 2025