

**TUCSON POLICE DEPARTMENT
PERSONNEL REPORT**

TO: CHIEF OF POLICE
VIA: Bureau Commander
VIA: Captain Morales
Lieutenant Bredehoft

NAME OF PERSON ABOUT
WHOM REPORT IS WRITTEN

Officer Voss

PR#: 43601

Div/Sq: ODE/2

Hours: 0530-1530

D.O.: F,S,U

EXECUTIVE REVIEW

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

Details:

1. Synopsis:

On March 4, 2025, I was asked by Lieutenant Bredehoft to review a Body Worn Camera Video involving Officer Voss from an incident that occurred on 1/16/2025 under case number, 2501160032. This review was a result of a use of force by Officer Voss under the same case number that occurred on January 29, 2025. After reviewing the BWC footage several statements made by Officer Voss to a citizen raised concerns of unprofessionalism.

- “Tell the little punks that ran off that I got them.”
- “Gonna lock horns with me? I will break you in half, and your dog will probably die in PACC.”
- “Get your stuff and move now. Not moving fast enough? Slow play me and you will find out the hard way.”
- When the subject attempted to comply and stated, “I’m trying to, I am grabbing my stuff,” Officer Voss immediately responded, “Go faster, you are not going fast enough.”

2. Allegations and Findings for each:

A) 306 –Unprofessionalism **SUSTAINED**

3. Investigation:

This investigation was formulated from BWC camera footage and the Officer Report drafted by Officer Voss.

BWC Analysis

Officer Voss was investigating a trespassing case at the Circle K located at 1675 N Wilmot. During the investigation he located four subjects loitering on the front sidewalk of the business. The subjects were directly under a no trespassing sign. Officer Voss began getting biographical

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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information from the subjects. He obtained an Arizona ID from the female, and while he was in the process of obtaining the others information, one of the subjects stood up and ran off. Officer Voss chased the subject, but the subject was able to avoid capture. When Officer Voss returned to the Circle K he found only one subject remained. The person who remained was the female who had provided the Arizona ID. Officer Voss made the decision to arrest this person for trespassing, but the computer system was down, and he was unable to complete the arrest paperwork. He advised the female he would be issuing a stop and arrest for her reference this incident. Prior to releasing her Officer Voss can be heard on BWC making the following statements to the female.

- “Tell the little punks that ran off that I got them.”
- “Gonna lock horns with me? I will break you in half, and your dog will probably die in PAC.”
- “Get your stuff and move now. Not moving fast enough. Slow play me and you will find out the hard way.”
- When the subject attempted to comply and stated, “I’m trying to, I am grabbing my stuff,” Officer Voss immediately responded, “Go faster, you are not going fast enough.”

The demeanor of the female was compliant, nonconfrontational and she was respectful.

Officer Report from Officer Voss

On March 4, 2025 I requested Officer Voss to draft an O.R. addressing the forementioned statements. I gave him a due date of Thursday March 6, 2025. Officer Voss submitted his O.R. He documented the statement, “Gonna lock horns with me? I will break you in half, and your dog will probably die in PACC.” Was a figure of speech and not a direct threat of harm.

4. Analysis and Conclusions:

Unprofessionalism- Sustained

Based on the investigation, Officer Voss’s actions are inconsistent with department standards and expectations. The aggressive tone, threats, and lack of professionalism demonstrated in this incident warrant corrective action.

Violation of General Order 1330.8

Courtesy and Respect

The General Order requires officers to provide courteous and respectful treatment to all individuals. The language used by Officer Voss, including threats of physical harm and harm to an animal, is unprofessional, aggressive, and in direct violation of this policy.

Verbal Abuse

The threats made by Officer Voss, including “I will break you in half” and “your dog will probably die in PACC,” constitute verbal abuse, which is explicitly prohibited under this policy. Officer Voss explained his statement was just a figure of speech, and the usage of the statement was meant to get his point across. While

NARRATIVE (Continued)

escalating speech can be justified, there was no indication that the female was being noncompliant or confrontational, making the escalation unwarranted.

Based upon the investigation and Preponderance of Evidence, I find that Officer Voss committed the following *General Order* violation(s):

-1330.2 Obedience to General Orders, Policies and Procedures Required All members shall observe and obey all laws, City Administrative Directives, department General Orders, department policies and procedures, as well as any policies and procedures established by their commanders. Officer Voss's conduct failed to meet professional expectations outlined in General Order 1330.8.

- 1330.8 Expected Conduct Toward the Public 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. Members shall not mistreat or abuse, whether physically or verbally, any prisoner or person having business with the department.

Based on the Tucson Police Department Discipline Guide (Revised August 8, 2019) I find the violations committed fall under the Blue Category, Policy infractions with no or minor operational impact (e.g., low-speed preventable traffic collision with no injury; loss or damage of department property; rudeness; tardiness; etc.)

Track 3: Other Procedural Violations

Officer Voss has zero sustained Blue Category Track three violations in the last 12 months. I recommend Officer Voss receive a written reprimand. This measure aims to address and correct behavioral concerns while ensuring compliance with departmental standards.



Pelton PR #39293 _____ Date of report 03/12/2025 _____