CITY OF TUCSON

Date: 06/16/2026

MEMORANDUM

To: Officer Jamie Voss
From: Lieutenant Don B. Jorgenson
Subject: Conditions of Continued Employment

This Conditions of Continued Employment (CCE) is being issued based on a sustained pattern of misconduct involving unprofessional conduct, use-of-force policy violations, body-worn camera compliance deficiencies, reporting failures, and failures to meet established professional standards.

Despite receiving Personnel Performance Reviews (PPRs), and formal discipline, documented performance concerns have continued. The recurrence of these violations demonstrates an ongoing failure to consistently comply with departmental policy, training, and performance expectations despite prior corrective action.

I. Violations

Officer Voss has demonstrated a sustained pattern of unprofessionalism, use of force, failure to meet reporting requirements, and noncompliance with department policy. Several incidents occurred while subjects were detained, under arrest, or otherwise unable to disengage from interactions with Officer Voss.

January 4, 2025 – Case #P2501040058
Investigation: 2025 F-0005 (Use of Force Type II)
Received PPR

Officer Voss made unprofessional comments and engaged in unnecessary back-and-forth banter with a community member, who was seated in a patrol vehicle and detained. The force was reviewed separately; however, Officer Voss received a PPR for unprofessional conduct and failure to maintain a professional demeanor while interacting with a detained individual.

January 27, 2025 – Case #P2501270106
Investigations: 2025 F-0052 (Use of Force Type II) and External Investigation OPS 25-0172
Received PPR

Although the force used during the incident was determined to be within department policy, Officer Voss engaged in unprofessional conduct toward a juvenile's mother. His conduct was determined to be inconsistent with department expectations regarding professionalism.

January 29, 2025 – Case #P2501160032

Investigations: OPS 25-0112, OPS 25-0140, and 2025 F-0788 (Use of Force Type III)
OPS 25-0112 – Unprofessional Conduct
Sustained – Unprofessionalism
Discipline: 10-hour suspension

This investigation stemmed from a January 16 incident review and concluded Officer Voss engaged in conduct that violated departmental standards of professionalism.

OPS 25-0140 – Use of Force and Conduct

Sustained – Flagrant Unprofessionalism
Not Within Department Policy – Use of Force
Discipline: 30-hour suspension

The investigation determined that Officer Voss engaged in flagrant unprofessional conduct during an arrest incident and that the force used was not within department policy. The violations were categorized within the Orange range of the Discipline Guide. A 30-hour suspension was recommended by the chain of command and upheld through the grievance process.

April 1, 2025 – Case #P2502270117
Investigation: OPS 25-0297
Sustained – Unprofessionalism
Policy Violation – Improper Application of Force
Discipline: 30-hour suspension

The investigation determined that Officer Voss engaged in unprofessional conduct and improperly applied force. The violations were categorized within the Orange discipline range. A 30-hour suspension was recommended and subsequently upheld through the grievance process.

May 14, 2025 – Case #P2505140061
Investigation: 2025 F-0387 (Use of Force Type II)
Received PPR

The use of force was ultimately determined to be within policy. However, Officer Voss received a PPR for unprofessional language used during the incident and for the late activation of his body-worn camera.

August 27, 2025 – Case #P2501160051
Investigation: OPS 25-0400
Sustained – Incomplete Report
Sustained – Failure to Provide Appropriate Service
Discipline: Written Reprimand

The violations were categorized within the Yellow discipline range. The investigation identified deficiencies in reporting, highlighting ongoing concerns about documentation and performance expectations.

II. Pattern of Conduct

The above incidents establish a sustained pattern of misconduct despite prior corrective action, including Personnel Performance Reviews, formal discipline, and supervisory intervention. Specifically, Officer Voss has demonstrated:

- Repeated unprofessional conduct toward members of the public.
- Unprofessional conduct during enforcement actions involving detained, arrested, or otherwise restricted individuals.
- Use-of-force policy violations and poor judgment during enforcement encounters.
- Body-Worn Camera compliance deficiencies, including delayed activation.
- Reporting deficiencies and incomplete documentation.
- Failure to properly notify supervisors and document reportable use-of-force incidents.
- Continued performance concerns despite prior corrective measures.

The misconduct documented above resulted in multiple Personnel Performance Reviews, a Written Reprimand, a 10-hour suspension, and two separate 30-hour suspensions that were upheld through the grievance process.

The recurring nature of these violations demonstrates a continuing failure to comply consistently with departmental policy, training, and professional standards, despite progressive corrective action.

III. Applicable General Orders include, but are not limited to:

1300 Code of Conduct

- 1320; *Department Values, Service Orientation, Fairness*
- 1330.2; *Obedience to General Orders, Policies and Procedures Required*
- 1330.7; *General Standards of Expected Conduct*
- 1330.8; *Expected Conduct Toward the Public*

2000 Use of Force

- 2030; *Use of Force Prohibited*
- 2040; *Force Model*
- 2042; *Levels of Force and Control*

2400 General Field Procedures

- 2452; *Reporting Requirement*

3700 Specialized Equipment

- 3760; *Video Recording Systems*
- 3762.1; *Activation Policy*

IV. Conditions of Continued Employment

Given these violations, you must strictly comply with the following terms and conditions to maintain your employment with the City of Tucson. The Department has determined that the

recurring nature of these violations creates concerns regarding officer judgment, policy compliance, public trust, and risk exposure to the Department. The following conditions are intended to provide enhanced supervision, accountability, and performance monitoring to ensure future compliance with Department expectations.

1. **Use of Force Restrictions**

a. The employee shall strictly adhere to all departmental use-of-force policies, training, and legal standards.
b. Any use of force by the employee, regardless of level, shall be reviewed by the employee's immediate supervisor before the end of the employee's shift, absent exigent circumstances documented by a supervisor.
c. All Type II Use of Force incidents must be reviewed by the Chain of Command to include the Lieutenant and Captain.
d. The employee shall successfully complete remedial training within 90 days of issuance of this agreement in use-of-force policy and de-escalation techniques, as approved by the Department.
e. For a period of 36 months, the employee shall not serve as a Field Training Officer, instructor, or mentor in matters involving use-of-force decision making unless specifically authorized by the Chief of Police.
f. Read and be familiar with General Order 2040- Force Model.

2. **Professional Demeanor and Communication**

a. You shall maintain professional communication and demeanor in all interactions with members of the public, detainees, arrestees, victims, witnesses, and department personnel.
b. You shall not engage in unnecessary verbal confrontations, derogatory remarks, argumentative behavior, or conduct that could reasonably be viewed as unprofessional.
c. Any citizen complaint alleging discourtesy, unprofessional conduct, or inappropriate language shall be reviewed by the employee's chain of command and may result in administrative investigation or corrective action.
d. Read and be familiar with General Order 1300- Code of Conduct.

3. **Body Worn Camera Compliance**

a. The employee shall activate and utilize their Body-Worn Camera (BWC) in strict accordance with departmental policy.
b. The employee shall document any failure to activate or delayed activation of the BWC and immediately notify a supervisor of the circumstance.
c. The employee's BWC recordings shall be subject to periodic supervisory audits throughout the duration of this agreement. The immediate supervisor shall document each audit and submit a monthly summary to the assigned Lieutenant for review.

4. **Use of Force Reporting and Chain of Command Notification**

a. The employee shall immediately notify a supervisor of any reportable use-of-force incident as required by policy.
b. The employee shall complete all required reports, supplemental reports, and documentation associated with any use of force before the end of the shift, unless otherwise authorized by a supervisor.

c. Failure to document or report a use-of-force incident in accordance with policy shall constitute a violation of this agreement.

V. Performance Evaluation & Timetable

Your supervisor will complete a monthly written evaluation of your performance for the next twelve months under this CCE. After the twelve-month period, you will meet monthly with your immediate supervisor and lieutenant to discuss adherence to this Agreement. Those meetings will continue on a quarterly basis. Evaluations and discussions will specifically assess professionalism, use-of-force compliance, body-worn camera compliance, adherence to the code of conduct, and responsiveness to supervisory direction.

a. You understand and acknowledge that your actions on duty necessitate close supervision for an extended period and will accept such supervision as a constructive part of your professional development.
b. The employee shall meet with their immediate supervisor monthly to review compliance with this agreement. The meeting shall be documented.
c. The employee's supervisor shall conduct and document monthly audits of at least one Body-Worn Camera event and one associated case report.
d. The employee's progress under this agreement shall be reviewed quarterly by the Lieutenant and Captain, with documentation maintained.
e. The employee shall maintain satisfactory performance and demonstrate sustained compliance with the provisions of this agreement.
f. Any violation of this agreement, departmental policy, or failure to complete the required training may result in additional discipline, up to and including termination.

VI. Failure to Comply

Your continued employment is contingent upon satisfactory compliance with all terms and conditions of this CCE. Failure to comply may result in progressive discipline, up to and including termination.

1. This CCE is not a form of discipline but a constructive effort to assist in maintaining employment and achieving compliance with departmental expectations.
2. This CCE is not grievance eligible and is not appealable to the Civil Service Commission.
3. Any sustained allegation involving unprofessionalism, use of force, reporting requirements, body-worn camera compliance, or failure to follow supervisory direction during the duration of this CCE, may be considered evidence that the employee has failed to comply with the conditions of this agreement and may result in discipline up to and including termination.
4. Any subsequent violation of this CCE shall constitute a violation of General Order 1330.14 Failure to Follow an Order and may be addressed as Insubordination Non-Exigent Circumstances.
5. Following three (3) years of successful compliance with all requirements of this CCE, the CCE may expire in accordance with departmental policy.
6. You will not be eligible for a Special Assignment until approved by the Chief of Police.
7. You will not be eligible for Special Duty assignments for twelve months after service of this CCE.

In signing below, you acknowledge receipt of these Conditions of Continued Employment agreement, that its provisions have been explained to you, and that you understand the requirements contained herein. You further understand and acknowledge that your failure to comply with any of the conditions or provisions contained herein will result in your discharge from employment.

43601 7/1/26 per TPD/HR, if I do not sign this, my employment will be immediately terminated

Employee Signature Date:

7/1/26

Immediate Supervisor Signature Date:

7/1/26

Chain of Command Signature Date:

41836 7/1/26

Assistant Chief Signature Date:

37902 7/4/26

Deputy Chief Signature Date:

7/1/26

Human Resources Signature Date: