

**Sarasota Police Department**  
**Division Informal Investigation**  
**Conclusion of Fact**

Reference Case:	I.I. 23-0001	
Date Assigned:	01/02/2023	
Complainant(s):	Lieutenant Michael Schwieterman	
Employee(s):	Officer Clifford Cespedes	
Allegation(s):	<b>Rule 7.17 M</b>	Violation of rules, orders, and policies issued and adopted by the City and/or Department, to wit: <b>FINDING: SUSTAINED</b>
	<b>G.O. 301.43</b>	Department personnel shall report for duty as scheduled and shall be punctual in their arrival at the time and place so designated. <b>FINDING: SUSTAINED</b>
	<b>G.O. 319.91</b>	Members shall willfully display competent performance and consistently achieve competent performance results on all assigned or assumed job responsibilities. <b>FINDING: NOT SUSTAINED</b>
	<b>G.O. 319.252</b>	Members will avoid engaging in any conduct which would convey to the public an attitude of disinterest, superiority, or disrespect. <b>FINDING: SUSTAINED</b>
	<b>S.O.P. 317.102.4</b>	Following notification of a failure to report for an extra-duty assignment, the officer shall, <b>within five working days</b> of written notice, provide the SSD Commander or designee with a written explanation as to why the assignment was not kept or reason for their tardiness. <b>FINDING: NOT SUSTAINED</b>
	<b>S.O.P. 317.105</b>	Officers must complete the "Notes" section and close out the detail with the exact times worked following the completion of their detail. The program coordinator must be notified of any time changes as verification for payment of extra-duty personnel and billing for administrative fees is based on this information. <b>FINDING: SUSTAINED</b>

Investigator(s): Sergeant Luis Paris

Action Taken: Coaching Note

Approved:



Rex Troche  
Chief of Police

Date:



Distribution:

Captain R. Armstrong  
Lieutenant A. Combs  
Sergeant L. Paris  
Officer C. Cespedes (w/ investigative summary)

**Upon execution of this document, this file becomes public record.**

# Sarasota Police Department

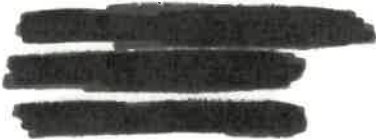
## Coaching Note Report

### Incident Details

Date Received	07/17/2023
Entered By	Sergeant Luis Paris - 1637
Date/Time of Occurrence	12/12/2023 08:30
Date/Time Entered	07/17/2023 13:15
Record ID Number	16171
Report #	II 23-0001
File #	CN23-0053
Sarasota PD BlueTeam 6 Assigned Investigator	[Pending assignment]
Sarasota PD BlueTeam 6 Assigned Investigator	Un-assigned

### Incident Location

Location of Occurrence Zone 9



Precinct: South District

### Incident Summary

On 7/17/23 at approximately 1140 hours I met with Officer Cespedes for a coaching note.

The following allegations against Officer Cespedes were sustained:

**General Order 301.43: Attendance and Leave-Reporting for Duty**

Department personnel shall report for duty as scheduled and shall be punctual in their arrival at the time and place so designated.

**SUSTAINED**

**General Order 319.252- Courtesy and Language:**

Members will avoid engaging in any conduct which would convey to the public an attitude of disinterest, superiority, or disrespect.

**SUSTAINED**

**Standard Operating Procedure 317.105- Employee Responsibilities:**

Officers must complete the "Notes" section and close out the detail with the exact times worked following the completion of their detail. The program coordinator must be notified of any time changes as verification for payment of extra-duty personnel and billing for administrative fees is based on this information.

**SUSTAINED**

I explained how punctuality is important and necessary for officers. I also discussed how it is a show of disrespect when someone is paying for a service and the person rendering that service is late. Officer Cespedes said he understood that he is to be on time for all scheduled assignments whether they are on duty or off duty.

I also went over the importance of making notes in the RollKall app when there are any variations to the assigned detail times. I explained that this should be done per the G.O. and how this helps the department and clients understand why the officer left a detail late or early. Officer Cespedes agreed and said he will do so going forward.

**Involved Members**

**Officer Clifford Cespedes - 1247**

Assignment at time of incident      Officer Patrol/Uniform Patrol/1A/Central

Role      —

Linked Allegations      Code of Conduct

**Citizen Witnesses**

  
Date of Birth

 Gender

Race

 Ethnicity

Role

—

## Attachments

No Attachments

## Assignment History

07/19/2023 10:35



Admin Sp L Martinez

Field status changed in IAPro from In chain to Released

07/19/2023 10:35



Admin Sp L Martinez

Released back to IAPro

## Chain of Command History

07/17/2023 13:23



Sergeant Luis Paris » Officer Clifford Cespedes

Please see the coaching note and forward back to me with any comments.

07/18/2023 10:14



Officer Clifford Cespedes

I acknowledge receipt of this summary.

Signature line \_\_\_\_\_

07/18/2023 10:14



Officer Clifford Cespedes » Sergeant Luis Paris

I acknowledge receipt of this summary

07/18/2023 12:14



Sergeant Luis Paris

See coaching note and comments

Signature line \_\_\_\_\_

07/18/2023 12:14



Sergeant Luis Paris » Lieutenant Andrew Combs  
Coaching note complete

07/18/2023 12:58



Lieutenant Andrew Combs  
[Forwarded by Lieutenant Andrew Combs]

Signature line \_\_\_\_\_

07/18/2023 12:58



Lieutenant Andrew Combs » Captain Robert Armstrong  
Please see Coaching Note for Officer Cespedes.

07/18/2023 20:52



Captain Robert Armstrong  
[Forwarded by Captain Robert Armstrong]

Signature line \_\_\_\_\_

07/18/2023 20:52



Captain Robert Armstrong » Captain Kenneth Rainey II  
Coaching Note

07/19/2023 09:13



Captain Kenneth Rainey II  
[Forwarded by Captain Kenneth Rainey II]

Signature line \_\_\_\_\_

07/19/2023 09:13



Captain Kenneth Rainey II » Admin Specialist Renee Gusto  
Coaching note for file. Related to II23-001.

07/19/2023 10:35



Admin Specialist Renee Gusto  
Routing was NOT handled in BlueTeam. The incident was forwarded into IAPro by IAPro user Admin Specialist Lisa Martinez

Signature line \_\_\_\_\_

**Assigned Investigator Signature Line**

\_\_\_\_\_

[Pending assignment]



**Interoffice Memorandum**

**Date:** May 12, 2023

**To:** Sergeant Jonathan Misiewicz, Internal Affairs and Complaints Section

**From:** Sergeant Luis Paris, Patrol Division, Shift 1A

**Subject:** I.I. 23-0001 – Officer C. Cespedes

**COMPLAINT:**

On 12/20/22 [REDACTED] Supervisor from the Child Protection Center, called the SPD Extra Duty Coordinator to report problems she had with Officer Cespedes on a detail he worked on 12/17/22 that was held at [REDACTED]. Lieutenant Schwieterman called [REDACTED] back and spoke to her about the incident. Lieutenant Schwieterman submitted a CSS detailing the issues reported by [REDACTED]. On 1/3/23 I was assigned this informal investigation.

The Blue Team submission states the following:

[REDACTED] advised that the officer arrived late for the detail. [REDACTED] stated that at 0840 hours the officer still had not made it to the detail, as she was looking for the officer in the parking lot because parents had arrived to visit their children. [REDACTED] said that once she saw the officer in the parking lot she had to go to the vehicle and ask him to come inside. [REDACTED] told me that the officer seemed upset at her as they approached the front door.

[REDACTED] stated that the officer was very slow searching the parents' items/bags, as the parents are not allowed to bring electronic devices, anything that resembles a weapon, open food, or drinks back with them while they visit their child/children. [REDACTED] told me that she had to help the officer to search the parents' items as the officer was moving very slowly, causing a delay in visitation. [REDACTED] stated that one parent bought a nerf style bow and arrow toy as a gift for his child. [REDACTED] said due to the rules the parent could not give that gift to the child as it resembled a weapon. [REDACTED] told me that officer began to argue with her as to why the parent could not give the toy to the child in front of the parent.

[REDACTED] said she had to ask him to please stay off his phone, and the officer asked if he could go outside.

At a different time during the detail, [REDACTED] stated that one of the staff members told her that the officer had spoken negatively of her in front of some of the parents when she left the room.

[REDACTED] said she had to ask him to please stay off his phone, and the officer asked if he could go outside.

[REDACTED] believed that the officer did such a poor job and his behavior was so horrible that he shouldn't even be paid for this detail."



A review of Lieutenant Schwieterman's CSS indicates violations of the following:

**ALLEGATIONS:**

**City Rule 7.17M:**

Violation of rules, orders, and policies issued and adopted by the City and/or Department, to wit:

**General Order 319.252- Courtesy and Language:**

Members will avoid engaging in any conduct which would convey to the public an attitude of disinterest, superiority, or disrespect.

**General Order 319.91- Competence:**

Members shall willfully display competent performance and consistently achieve competent performance results on all assigned or assumed job responsibilities.

**Standard Operating Procedure 317.102.4- Employee Responsibilities:**

Following notification of a failure to report for an extra-duty assignment, the officer shall, within five working days of written notice, provide the SSD Commander or designee with a written explanation as to why the assignment was not kept or reason for their tardiness.

**Standard Operating Procedure 317.105- Employee Responsibilities:**

Officers must complete the "Notes" section and close out the detail with the exact times worked following the completion of their detail. The program coordinator must be notified of any time changes as verification for payment of extra-duty personnel and billing for administrative fees is based on this information.

**INVESTIGATION:**

I was assigned this investigation on January 3, 2023. I conducted interviews and reviewed the following material during this investigation:

- CSS submission (1/11/23)
- Met with Laura Stauffer (1/11/23)
- Spoke with Peter Ferranti (1/11/23)
- BWC Audit for 12/17/23 (1/12/23)
- Dispatch screen (1/11/23)
- SPD policy (1/12/23)
- Red Light Camera (RLC) footage from S. Tuttle Ave./ Bahia Vista St. (1/17/23)
- Review of [REDACTED] (2/17/23)
- Interview with [REDACTED] (1/20/23)
- Interview with [REDACTED] (1/20/23)
- Interview with Ofc. Cespedes (4/16/23)

**Red Light Camera Footage from S. Tuttle Ave./ Bahia Vista St.**

I received the red-light camera video footage request on 1/17/23 via email. I requested the northbound and southbound red-light traffic recording at the intersection of Tuttle Avenue and Bahia Vista Street. Vehicle 1632 with City plate of XB2705 can be seen in both videos. The video

recordings begin at 08:24:59. At 7:59 minutes into the video, vehicle 1632 can be seen traveling southbound on Tuttle Avenue approaching Bahia Vista Street. This means that the actual time of vehicle 1632 at the intersection is 08:32:58.

#### Visit to the incident location [REDACTED]

On 1/21/23 at 0837 hours I visited the facility where Child Protection Center (CPC) holds supervised visitations. I met with [REDACTED]. She showed me the duties that detail officers are to perform while at the facility. [REDACTED] directed me to the area where the detail officer is supposed to remain for the duration of the detail.

On 1/25/23 I met with Jennifer McConachy at the Sarasota Memorial Hospital (SMH) Child Care Center. I inquired about surveillance video recording in reference to the incident in question. She said there is a video and found the footage. She said she would speak with their IT department about copying the footage.

On 1/30/23 at approximately 1300 hours I met with Jennifer McConachy to inquire about the footage. She advised that she was told to not release any video until it was cleared through her supervisors.

On 2/14/23 I was able to speak with Sergeant Zuber with SMH security. He advised that a download of the video is not possible due to the outdated system. He said it can be viewed as long as a recording is not made since it is a medical facility. On 2/17/23 Sgt. Zuber spoke to the SMH Coordinator for that SMH facility, and he was told that no video could be released without a subpoena even if they were able to successfully download the footage. I spoke to Sgt. Misiewicz about the issue, and he said he would consult with City Attorney Polzak and would advise on how to proceed with a subpoena.

On 4/6/23 Sgt. Misiewicz informed me that a subpoena could not be issued in this matter after looking into it further.

#### INTERVIEWS:

##### **[REDACTED] 1/20/23- 1420 hours phone interview (recorded on BWC)**

I called [REDACTED] and interviewed her in reference to her complaint. The interview was recorded on my BWC with her consent. She said that the officer was supposed to be on-site at 0830 hours. [REDACTED] said that at approximately 0840 hours, after not seeing the officer, she went out to the parking lot and saw him sitting in his police vehicle. She said she asked him to come in as they were already 10-12 minutes behind. In her opinion, he seemed to have no concern that he was late. She said that upon entering the facility, Officer Cespedes appeared to have no sense of urgency. She also said that when she was verbally attempting to get the attention of the staff, Officer Cespedes entered and started loudly greeting the staff by saying, "*Glad you're all having a lovely day.*" She said he said it in a sarcastic tone and in a voice that was intended to talk over her.

When [REDACTED] attempted to give Officer Cespedes instructions, he rudely told her he had worked on this detail before and did not need instructions. One of the duties of the officer assigned to this

detail is to search all subjects entering for visitation along with their belongings. There are certain items that are not allowed to be brought to the children during visitation, and the officer is responsible for locating and securing these items.

██████████ said Officer Cespedes had already caused a delay and when he began searching the bags belonging to the parents entering the facility, he was causing further delay. She said he was so slow at this task that she had to help him search the belongings. She expressed that this is not normally her duty, but since he was late and working so slowly, she felt the need to do so. The delays caused by Officer Cespedes caused children partaking in supervised visitation to be approximately 20 minutes late.

██████████ explained that one parent brought in a Nerf bow and arrow toy for their child. ██████████ told the parent this toy was not allowed because it looks like a weapon. When Officer Cespedes heard this, she heard him say to one of the parents that the rules were ridiculous and began arguing with her. Later ██████████ heard from a daycare staff worker that Officer Cespedes was talking about her behind her back. At some point during the detail, ██████████ said she looked casually at Officer Cespedes and he looked at her and asked her if she had a problem with him. She said she told him to keep his voice down and that this was not the appropriate time to discuss that since there were kids nearby. She said she then ignored him and walked away.

██████████ said she noticed that Officer Cespedes was on his phone having a "loud conversation" and laughing. At one point she told him that if it was an emergency, he could take the conversation outside and he did so. When he entered the building again, he said, "*Good thing that wasn't an emergency.*" She felt this was a rude sarcastic comment. She also said he was consistently seen texting on his phone during the detail.

Toward the end of the visit, ██████████ asked him to sign the voucher so it could be turned into finance. She asked him if he had a pen and he said, "*Why would I need that,*" and just walked away.

She said Officer Cespedes was told to supervise a parent that frequently causes problems during visitation. The volunteer that was with the parent was an elderly volunteer in her 80's and she was concerned for her because the parent was being argumentative. She said Officer Cespedes seemed to not think it was a big deal and questioned her request. ██████████ said that she would have felt safer without Officer Cespedes there.

She said when they concluded the visitation, she mentioned to Officer Cespedes that all visiting parents must vacate the parking lot before they go to their vehicles. There was still a parent in the parking lot. She said Officer Cespedes was not interested in asking him to leave the parking lot, and then, Officer Cespedes just stood there. ██████████ said Officer Cespedes was not polite toward her and the staff. I asked her if she has had any problems with officers in the past and she said, "No."

A staff member told ██████████ that Officer Cespedes verbally assailed her many years ago and they requested that he not be allowed to come back to the facility as a detail officer. This occurred about 3-5 years ago, and this person did not want to be named or to be involved in an investigation.

No other issues were reported by other parents or staff on this date.

██████████ stated that RollKall sends an email about officers' attendance, and she did not receive information that an officer was there at 8:30. She said she was about to make a phone call to determine what to do since there was not an officer present.

I asked her about the surveillance cameras at the facility. She said the camera recordings override the recordings after 48 hours.

I asked her if there was anything else she wished to say about this incident. She said that they must have the ability to communicate and feel safe, and that is why she called to complain. She said this was the Christmas visitation for parents and children and she was upset that she had to search through the Christmas presents. The interview concluded at 1441 hours.

**██████████ 1501 hours phone interview (recorded on BWC)**

██████████ an employee of Child Protective Services, stated that visitation starts at 9:00. She has been working on supervised visitations for about a year. This was the first time with Officer Cespedes, no prior contact in any other setting with him.

Officers are to arrive early before the visitation. Parents start arriving 15 minutes before visits to check personal belongings and the things they bring in. Then the officer is tasked with watching two hallways where the visits are happening. The officer must check that parents are not under the influence of any substances and make sure everyone is safe on site.

The first interaction she had with Officer Cespedes was when ██████████ went out to get Officer Cespedes. When he came in, he was saying, "hello," and appeared overly nice. She said that later when she thought back on how Officer Cespedes was saying hi to everyone, it seemed to her that Officer Cespedes was greeting everyone as he came in as a way to avoid listening to ██████████ instructions. ██████████ was explaining the process to him because ██████████ had never seen Officer Cespedes at a visitation. Officer Cespedes said, "I've already been here before." He listed off officer responsibilities he was aware of. ██████████ explained it was more involved because of the Christmas gifts. ██████████ said that Officer Cespedes did follow ██████████ instructions once the parents came in.

One parent brought a weapon-like toy and Officer Cespedes looked at the parent and said, "I don't see the problem with it" instead of backing up ██████████ decision. ██████████ did not hear a response from ██████████ to the comment made by Officer Cespedes.

Then he came in and sat in the main lobby and he was immediately on his phone. ██████████ said he was on his phone quite a bit. At one point Officer Cespedes had an interaction with ██████████ and Officer Cespedes walked outside to continue his phone conversation. She is not sure if ██████████ asked him to go outside or not. ██████████ said officers on details are usually seen checking their phones, but not usually talking on the phone. When I asked about the nature of the call, she said it sounded like he was talking to someone about going to the gym, and on another call he was wishing someone a happy birthday.

Then he returned, sat down and she said he was at times on his phone. I asked if officers usually stand or sit, but she said she wasn't in charge, so she is not sure as to the officers' duties. She said most officers walk up and down the hallways and monitor the playground as well.

██████████ said she left before the 2<sup>nd</sup> half of the shift. She was not there when the visitation ended.

██████████ said Officer Cespedes made a comment that felt unprofessional. She said ██████████ walked by and Officer Cespedes asked, "*Are you good?*" ██████████ answered, "*Yes, why?*" Officer Cespedes replied, "*Cause you're looking at me.*" ██████████ had nothing else to add. The interview concluded at 1515 hours.

**On 4/16/23 at 0950 hours Officer Clifford Cespedes (2<sup>nd</sup> Floor Patrol Briefing Room)**

Officer Cespedes wished to have IUPA Representative Eric Urbain present during the interview.

I allowed them to review all the materials until 1120 hours.

I went over the allegations with Officer Cespedes. I asked Officer Cespedes what time he clocked in for the detail. He responded at 0832 hours.

I asked Officer Cespedes where he was located when he clocked in for the detail on the Rollkall application. He said that according to the paperwork he was .19 miles away while enroute. He said he had almost arrived at the location by the time the clock-in went through.

When I asked Officer Cespedes how he logged in with dispatch for the detail, whether it was via the radio or the CAD, he said, "*I arrived and parked the vehicle, not sure if the CAD worked or if I signed on the radio. It took some time to get signed on and she probably came out about that time. There have been some CAD issues as you know.*"

I asked Officer Cespedes if he had his Body Worn Camera (BWC) on his uniform during the detail and he said, "*Yes, I removed it from the dock at 0825 hours.*" When asked if the BWC was on "Ready" mode, he said he believed it was.

I asked Officer Cespedes if he had ever worked a Child Protection Center visitation detail before. He said he had, but he didn't remember when the last time was that he worked that detail. He said he never had an issue with anyone in the past. He said he recognized one of the female volunteers and she greeted him. Officer Cespedes said when he last worked the detail, he worked it at the same location.

I asked Officer Cespedes what his initial interaction was with the staff on this date. He said he first interacted with ██████████ as she was coming out of the building, and he was getting out of his vehicle. She said something like "*Are you coming in?*" Officer Cespedes tried to explain that he was trying to sign on using the computer. He then walked with her toward the building but didn't recall any conversation.

When they walked into the building, she started to tell him what the procedures were for the detail. Officer Cespedes said he was greeting people and she was explaining things he already knew. He said he was aware of what he was supposed to do, and that didn't sit well with her.

I asked him what the instructions were from the person in charge at the detail. He said he was supposed to search the bags, the parents and put things like keys and phones in designated bins. Then [REDACTED] explained to him that it was the week before Christmas and the parents were bringing gifts. He was supposed to unwrap every gift to make sure nothing against the rules was brought into the facility. She told him to go through every page of every book and there were a lot of gifts to go through. Officer Cespedes said he had no issues with the instructions. He said he makes it a point and even tells other officers, that they get paid to do a service and that officers are there to provide whatever service the clients want.

I asked Officer Cespedes what interaction he had with the parents if any. He said these situations are tough for the parents and he tries to make it as pleasant and tolerable for them. Being cordial and de-escalating situations is important since their situation is already problematic.

I asked if he remembered any argument or disagreement with the staff or a parent. He said the only thing revolved around a Nerf bow and arrow that a child had, and [REDACTED] took it and said, "*You can have it when you leave.*" Officer Cespedes said something to the effect of "*it's just a toy.*" He also remembered he had to help with an unruly parent down the hall and was asked by staff to stand by during their visitation.

I asked Officer Cespedes if he made or took any phone calls during the detail. He said believes he only received one call. When asked how long it lasted, he said his best guess is that it lasted 2-3 minutes. He took the call while in the facility, and [REDACTED] had a problem with him being on the phone. She said, "*You are not supposed to be on your phone unless it is an emergency.*" He said he didn't want to be rude, so he took the call outside. Officer Cespedes said he was not on his phone the entire time during the detail.

I asked what his duties were during the actual visitation time. He understood that he was to provide security for the facility, ensure the parents aren't disruptive, and monitor the halls. He said no one ever said specifically that he was supposed to walk the hallways or play area. Officer Cespedes said he did sit down at the beginning, but once he realized how [REDACTED] was treating him, he made it a point to stand up. For most of the detail, he was standing. Officer Cespedes showed a diagram of how he was monitoring the facility and could see both hallways. There are no specific instructions on walking around or what to do specifically.

Officer Cespedes showed me a text thread between him and Officer McQueen at 0919hrs from his personal phone. In the text Officer Cespedes states, "*I will not work this detail again.*" Officer Cespedes said this because [REDACTED] was aggressive and unprofessional. Officer Cespedes remembers at one point asking [REDACTED] "*Did I do something to offend you?*" At the time there was a parent and child sitting across the room. [REDACTED] answered, "*No.*" Officer Cespedes said he was apologetic and just carried on.

I asked Officer Cespedes if he had any other negative interactions with [REDACTED] for the rest of the detail. Officer Cespedes said he was nothing but pleasant, but he wasn't pleased with how she was treating him, she seemed very authoritarian.

While conducting this interview, Officer Cespedes asked if he was allowed to take a phone call from his friend Jim Barnacz. He said it was material to the investigation. I said I would allow it. Officer Cespedes placed the call on loudspeaker. Jim said he remembered calling Officer Cespedes on the date in question to wish him a happy birthday. He stated the call was made at 10:26 am and the call lasted 1:44. I verified Officer Cespedes' number as [REDACTED] and James Barnacz's telephone number as (941) 549-4678. Jim said he remembered hearing a female scolding Officer Cespedes while he was on the phone.

I asked Officer Cespedes what the instructions were for the closure of the detail. Officer Cespedes said [REDACTED] informed him there was a car in the parking lot, but after observing the vehicle, he did not see any reason to approach it. He said there was nothing going on in the parking lot with the parents and they were all leaving. He did not perceive it as a threat or a safety issue to anyone.

Officer Cespedes said he ensured she left the parking lot safely, then got in his car and left after [REDACTED] left. He did not recall seeing any other vehicles in the parking lot when they left.

I asked him where he was when he clocked out of the detail using Rollkall. He said he was leaving the parking lot and it was 1345hrs.

I asked Officer Cespedes if there was any particular reason why he adjusted the time from 08:32 hours to 08:30 hours. He said he thought the employers wanted officers to adjust it to match for billing purposes. Officer Cespedes said when he clocked out, a pop-up came up asking him to confirm his clock-in and clock-out times and that is when he made the adjustment.

I asked him if there was any reason, in particular, he was late to this detail. He said he had to go to the station to get his BWC and then he headed over to the site.

I asked him why he clocked in on Rollkall while off-site before arriving at the detail. He said when he opened the application while enroute, it gave him the option to clock in while off-site.

I asked him if there was anything he wanted to add. Officer Cespedes said that when listening to the recorded interview with [REDACTED] he heard her say that she felt unsafe with him there. He said he felt offended by this statement and that he has always taken pride in doing a good job for almost 30 years.

He also wanted to add that he was aware that there were cameras in the facility, and for that reason, he made it a point to position himself within view and not be on his phone since that had already been an issue. Officer Cespedes said he also made it a point to smile and say as little as possible while at the detail. The interview concluded at 1200 hours.

## **CONCLUSION:**

### **Policy Violation Summary:**

#### **General Order 319: Code of Conduct**

##### **319.252- Courtesy and Language:**

Members will avoid engaging in any conduct which would convey to the public an attitude of disinterest, superiority, or disrespect.

The complainant alleged that Officer Cespedes was rude and disrespectful toward her specifically. I was only able to interview one other subject, [REDACTED] who interacted with Officer Cespedes during the detail. The statements obtained from [REDACTED] and Officer Cespedes were not contradictory in any way and it did not appear anyone was being deceptive. Based on the overall statements gathered, it appears there may have been some miscommunication. However, it appears that [REDACTED] and [REDACTED] believe that Officer Cespedes was being disrespectful towards [REDACTED]. Officer Cespedes lack of punctuality conveyed an attitude of disinterest.

#### **General Order 319.91- Competence:**

Members shall willfully display competent performance and consistently achieve competent performance results on all assigned or assumed job responsibilities.

It was alleged that Officer Cespedes did not display competence with his assumed job responsibilities on this detail. One of the complainant's issues was that the visitation was shortened due to Officer Cespedes being late and that he did not monitor the supervised visitations properly. Officer Cespedes was late to the detail, but once there the complainant did say there were many gifts to be searched and Officer Cespedes searched the gifts as instructed. The complainant also complained that Officer Cespedes did not properly clear the parking lot at the end of the detail. Officer Cespedes explained that he did observe the vehicle and evaluated that it was a parent and the vehicle left before he approached it. It appears that Officer Cespedes did at the bare minimum perform in a competent manner in accordance with his job responsibilities.

#### **Standard Operating Procedure 317.102.4- Employee Responsibilities:**

Following notification of a failure to report for an extra-duty assignment, the officer shall, within five working days of written notice, provide the Support Services Division (SSD) Commander or designee with a written explanation as to why the assignment was not kept or reason for their tardiness.

Officer Cespedes was, in fact, tardy to this extra-duty assignment, but was never given any notification from the SSD that tardiness had been reported on this extra-duty assignment. In this case, since Officer Cespedes did not receive any official department notification, he had no duty to provide the SSD Commander with a written explanation as to the reason for his tardiness. This allegation does not apply in this case.

#### **Standard Operating Procedure 317.105- Employee Responsibilities:**



Officers must complete the “Notes” section and close out the detail with the exact times worked following the completion of their detail. The program coordinator must be notified of any time changes as verification for payment of extra-duty personnel and billing for administrative fees is based on this information.

Officer Cespedes did not complete the “notes” section on the extra-duty detail Rollkall app when concluding his detail to reflect the exact hours worked (0832-1345hrs). He also said he adjusted the hours to reflect 0830 to 1330 because he believed that it would be better for billing purposes.

**General Order 301.43: Attendance and Leave-Reporting for Duty**

Department personnel shall report for duty as scheduled and shall be punctual in their arrival at the time and place so designated.

Officer Cespedes was not punctual in arriving at his assigned detail. He arrived at approximately 0833hrs but was scheduled to arrive at 0830hrs.

**FINDINGS:**

**City Rule 7.17M:**

Violation of rules, orders, and policies issued and adopted by the City and/or Department, to wit:  
**SUSTAINED**

**General Order 319.252- Courtesy and Language:**

Members will avoid engaging in any conduct which would convey to the public an attitude of disinterest, superiority, or disrespect.  
**SUSTAINED**

**General Order 319.91- Competence:**

Members shall willfully display competent performance and consistently achieve competent performance results on all assigned or assumed job responsibilities.  
**NOT SUSTAINED**

**Standard Operating Procedure 317.102.4- Employee Responsibilities:**

Following notification of a failure to report for an extra-duty assignment, the officer shall, within five working days of written notice, provide the SSD Commander or designee with a written explanation as to why the assignment was not kept or reason for their tardiness.  
**NOT SUSTAINED**

**Standard Operating Procedure 317.105- Employee Responsibilities:**

Officers must complete the “Notes” section and close out the detail with the exact times worked following the completion of their detail. The program coordinator must be notified of any time changes as verification for payment of extra-duty personnel and billing for administrative fees is based on this information.  
**SUSTAINED**

**General Order 301.43: Attendance and Leave-Reporting for Duty**

Department personnel shall report for duty as scheduled and shall be punctual in their arrival at the time and place so designated.

**SUSTAINED**

**Discipline Record:**

**Officer Clifford Cespedes**

I have reviewed the member's Division and Internal Affairs files. It was determined that there are incidents that may be considered for progressive discipline, according to the current collective bargaining agreement.

**Division Files**

02/28/23: II22-0055 – Instruction and Cautioning

SOP 451.44.2 – Body Worn Camera Video System Operation

SOP 451.44.3 – Body Worn Camera Video System Operation

**Internal Affairs Files**

N/A



**Interoffice Memorandum**

**Date:** 05/03/2023

**To:** Sergeant Jonathan Misiewicz, IAC Section

**From:** Sgt. Luis Paris, Patrol Division

**Subject:** Extension Request - II23-0001 – Ofc. Cespedes

On 1/2/2023, Chief Troche assigned this case for investigation.

At this time, I am requesting a 21-day extension as indicated below:

**From:** 05/03/2023 – 05/23/2203

**Reason:** Need additional time to finalize.

**APPROVED:**



**DENIED:**



  
Sergeant Jonathan Misiewicz  
Internal Affairs & Complaints Section

  
Date



**Interoffice Memorandum**

**Date:** 04/11/2023

**To:** Sergeant Jonathan Misiewicz, IAC Section

**From:** Sgt. Luis Paris, Patrol Division

**Subject:** Extension Request - II23-0001 – Ofc. Cespedes

On 1/2/2023, Chief Troche assigned this case for investigation.

At this time, I am requesting a 21-day extension as indicated below:

**From:** 04/12/2023 – 05/02/2023

**Reason:** Case is pending final approval.

**APPROVED:**



**DENIED:**



  
Sergeant Jonathan Misiewicz  
Internal Affairs & Complaints Section

  
Date



**Interoffice Memorandum**

**Date:** 03/22/2023

**To:** Sergeant Jonathan Misiewicz, IAC Section

**From:** Sgt. Luis Paris, Patrol Division

**Subject:** Extension Request - II23-0001 – Ofc. Cespedes

On 1/2/2023, Chief Troche assigned this case for investigation.

At this time, I am requesting a 21-day extension as indicated below:

**From:** 03/22/2023 – 04/11/2023

**Reason:** Case is pending final approval.

**APPROVED:** ☒

**DENIED:** ☐

  
Sergeant Jonathan Misiewicz  
Internal Affairs & Complaints Section

3-23-23  
Date



**Interoffice Memorandum**

**Date:** March 8, 2023

**To:** Sergeant Travis Forrister, Internal Affairs & Complaints Section

**From:** Sergeant Luis Paris, Patrol Division, Shift 1A *LP*

**Subject:** Extension Request for I.I. 23-0001 reference Officer C. Cespedes

On 1/3/23, I was assigned to investigate this case.

At this time, I am requesting another 21 day extension as indicated below:

**From:** *OG* 3/10/23 **To:** *21* 3/31/23

**Reason:** I was unable to conduct all the necessary interviews and gather all pertinent information within the specified time.

**APPROVED:**



**DENIED:**



*1576*  
  
Sgt. Jonathan Misiewicz  
Internal Affairs

*3-8-23*  
\_\_\_\_\_  
Date



**Interoffice Memorandum**

**Date:** 02/13/2023

**To:** Sergeant Jonathan Misiewicz, IAC Section

**From:** Sgt. Luis Paris, Patrol Division

**Subject:** Extension Request - II23-0001 – Ofc. Cespedes

On 1/2/2023, Chief Troche assigned this case for investigation.

At this time, I am requesting a 21-day extension as indicated below:

**From:** 02/13/2023 – 03/05/2023

**Reason:** Need more time to complete investigation.

**APPROVED:**



**DENIED:**



  
Sergeant Jonathan Misiewicz  
Internal Affairs & Complaints Section

2-14-23  
Date



**Interoffice Memorandum**

**Date:** 1/20/2023

**To:**

Sergeant Travis Forrister, IAC Section

**From:**

Sgt. Luis Paris, Patrol Division

**Subject:**

**Extension Request - II23-0001 – Ofc. Cespedes**

On 1/2/2023, Chief Troche assigned this case for investigation.

At this time, I am requesting a 21-day extension as indicated below:

**From: 01/23/2023 – 02/12/2023**

**Reason:** Need more time to complete investigation.

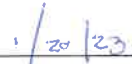
**APPROVED:**



**DENIED:**



  
\_\_\_\_\_  
**Sergeant Travis Forrister**  
**Internal Affairs & Complaints Section**

  
\_\_\_\_\_  
**Date**



# Sarasota Police Department Informal Investigation Report

## Incident Details

<b>Date Received</b>	<b>Date of Occurrence</b>	<b>Time of Occurrence</b>
12/19/2022	12/16/2022	05:45
<b>Record ID Number</b>	<b>Report #</b>	<b>File #</b>
15577	none	1123-0001
<b>Date/Time Entered</b>	<b>Entered By</b>	
12/20/2022 11:02	Lieutenant Michael Schwieterman - 1385	
<b>Sarasota PD BlueTeam 6 Assigned Investigator</b>	<b>IAPro Assigned Investigator</b>	
[Pending assignment]	Un-assigned	

## Incident Summary

At 1246 hours on 12/20/22, Mrs. Stauffer, the Extra Duty Coordinator for the Sarasota Police Department, received a phone call from [REDACTED], a supervisor for Child Protection Center, Inc. [REDACTED] told Mrs. Stauffer that she had an issue with an officer who worked a detail on 12/17/22 at the Child Protection Center, Inc, program, located at [REDACTED]. The detail start time was scheduled for 0830 hours and the detail's end time was scheduled for 1345 hours. The detail description read: "CPC-Supervised visitation between parents and children\*\*\*Schedule subject to change to 1230 end time\*\*\* Location [REDACTED] [REDACTED] Contact: [REDACTED] Office 941-423-1921."

I called [REDACTED] back at approximately 1410 hours to get clarification as to what happened at the detail. [REDACTED] advised that the officer arrived late for the detail. [REDACTED] stated that at 0840 hours the officer still had not made it to the detail, as she was looking for the officer in the parking lot because parents had arrived to visit their children. [REDACTED] said that once she saw the officer in the parking lot she had to go to the vehicle and ask him to come inside. [REDACTED] told me that the officer seemed upset at her as they approached the front door. [REDACTED] said that several of the parents asked for an additional 20 minutes of time to visit with their children, as the sessions stated approximately 20 minutes late due to the officer being late. [REDACTED] stated she could not allow the parents the additional time, as a second session had been scheduled for that day, so the first set of parents lost that time to visit with their child.

████████ stated that the officer was very slow searching the parents' items/bags, as the parents are not allowed to bring electronic devices, anything that resembles a weapon, open food, or drinks back with them while they visit their child/children. ██████ told me that she had to help the officer to search the parents' items as the officer was moving very slowly, causing a delay in visitation. ██████ stated that one parent bought a nerf style bow and arrow toy as a gift for his child. ██████ said due to the rules the parent could not give that gift to the child as it resembled a weapon. ██████ told me that officer began to argue with her as to why the parent could not give the toy to the child in front of the parent. ██████ advised that this did not show the parent that the officer was not on her side. ██████ said that she looked at the officer one time during the day and the officer asked her several times, in an aggressive manner, if she had a problem with him. ██████ told me that she did not reply to him, and she walked out of the room. Again, ██████ said that the parents were present when the officer acted this way. At a different time during the detail, ██████ stated that one of the staff members told her that the officer had spoken negatively of her in front of some of the parents when she left the room. ██████ could not tell me what exactly the officer said, but she would be getting all the staff members information for further investigation. ██████ stated that the officer was constantly on the phone talking and texting during the detail.

████████ said she had to ask him to please stay off his phone, and the officer asked if he could go outside. ██████ advised that they have officers at this detail to stay inside the facility just in case of an emergency. ██████ said at the end of the day, she told the officer about a parent in the parking lot. ██████ advised officers will walk her and other staff members to their vehicles or watch them go to their vehicles for the staff's safety. ██████ said that the officer did not approach the parent still in the parking lot as the officer went to his vehicle instead. ██████ advised that as she left the parking lot the parent pulled in behind her but did not follow her or other staff members. ██████ said that he left the parking lot at approximately 1335 hours, and the officer was still in the parking lot. ██████ did state that she did not want this officer back at the detail, ever. ██████ believed that the officer did such a poor job and his behavior was so horrible that he shouldn't even be paid for this detail.

I had Mrs. Stauffer pull up the detail. The detail showed that Officer Cespedes worked the detail. The report from RollKall showed that Officer Cespedes punched in at 0832 hours approximately .19 miles away from the detail, and his punch-out time .05 miles away from the detail. RollKall indicates that Officer Cespedes changed his punch-in time to 0830 hours, see attached RollKall sheet. I asked Mrs. Stauffer to contact RollKall to see if there are any notes noted as to why he changed his punch in time.

At 1336 hours on 12/21/22 a representative from RollKall, Cory Roberson, responded to Mrs. Stauffer's email stating, "No, I don't see any notes under the Notes section. The GPS pings should be pretty accurate. They just take a Ping when there is Clock In and Clock Out and that's it." A copy of the email was attached. Also attached to this complaint, is the history of issues Ofc. Cespedes has had related to off-duty details. If ██████ statements are correct, Officer Cespedes is in violation of the following:

Rule 7.17 M

Violation of rules, orders and policies issued and adopted by the City and/or Department, to Wit:

General Order 319.252 Courtesy and Language:

Members will avoid engaging in any conduct which would convey to the public an attitude of disinterest, superiority, or disrespect.

General Order 319.91 Competence:

Members shall willfully display competent performance and consistently achieve competent performance results on all assigned or assumed job responsibilities.

Standard Operation Procedure 317.102.4 Employee Responsibilities:

Following notification of a failure to report for an extra-duty assignment, the officer shall, within five working days of written notice, provide the SSD Commander or designee with a written explanation as to why the assignment was not kept or reason for their tardiness.

Standard Operation Procedure 317.105 Employee Responsibilities:

Officers must complete the "Notes" section and close out the detail with the exact times worked following the completion of their detail. The program coordinator must be notified of any time changes as verification for payment of extra-duty personnel and billing for administrative fees is based on this information.

Standard Operation Procedure 317.84.1 Suspension from the Program:

The below situations or acts will result in suspension from the extra-duty employment program:

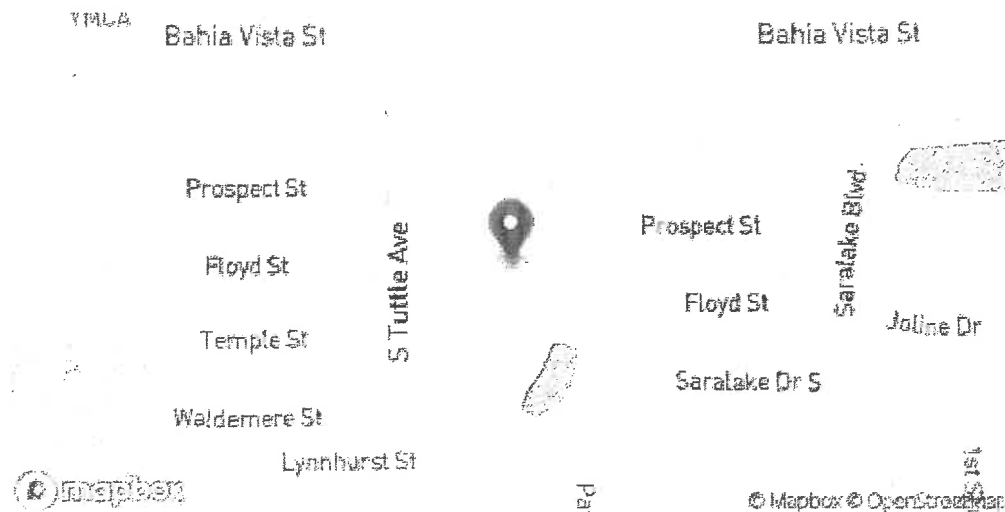
E. Just cause. To include, but not be limited to, employer/citizen complaints, falling asleep, or other violations of agency policy.

## Incident Location

### Addresses

Latitude, Longitude =

[REDACTED]



- Location of Occurrence: Zone 9

## Reporting Members

Lieutenant Michael Schwieterman - 1385

Assignment at time of incident: Lieutenant Support Services [None Entered]

Role: [None Entered]

## Involved Members

Officer Clifford Cespedes - 1247

Assignment at time of incident: Officer Patrol/Uniform Patrol/1A/Central [None Entered]

Role: [None Entered]

### Linked Allegations

- Code of Conduct
- Distractions from Duty
- Employee Relations - Employee Responsibility

## Citizen Witnesses

[REDACTED]  
Date of Birth: [REDACTED] Race: [REDACTED] Ethnicity: Unknown Gender: [REDACTED]

Role: [None Entered]

### Addresses

[REDACTED]

### Phone Numbers

[REDACTED]

# Cory Roberson

**Date of Birth:** Unknown   **Race:** White   **Ethnicity:** Unknown   **Gender:** Male

**Role:** [None Entered]

**Addresses** [None Entered]

**Phone Numbers**

(469) 581-2102

## Member Witnesses

### Admin Specialist Laura Stauffer - 1614

**Assignment at time of incident:** Admin Specialist Support Services/Civilian Extra Duty  
[None Entered]

**Role:** [None Entered]

## Tasks

No tasks to show

## Running Sheet Entries

No running sheet entries to show

## Attachments

Date Attached	Attachment Description	Attachment Types
05/12/2023	P22066492001_detail chronology	pdf
12/21/2022	Cliff Cespedes Detail History	PDF
12/21/2022	CPC Detail	PDF
05/12/2023	SOP 317_6-1-22 Version	pdf
05/12/2023	BWC Audit for Cespedes reports.deviceAuditTrail_2023-01-11_19-53-54_UTC	pdf
05/23/2023	Informal Investigation 23-0001	docx
05/12/2023	RLC Bahia Vista Tuttle Avenue	

12/21/2022	Email from Cory Roberson	PDF
05/12/2023	General Order 319_11-10-22 version	pdf

## Assignment History

Date/Time Sent	From	To	Activity
01/03/2023 09:41	Adm R Gusto		Field status changed in IAPro from In chain to Released
01/03/2023 09:41	Adm R Gusto		Released back to IAPro
01/03/2023 09:42	Adm R Gusto		Field status changed in IAPro from Released to Pending assignment
01/03/2023 09:42	Adm R Gusto		Field assigned

## Chain of Command History

### Routing Number: 1

**From** Lieutenant Michael Schwieterman

**To** Sergeant Travis Forrister

**Cc:** Captain Demetri Konstantopoulos

Captain Robert Armstrong

**Date/Time Sent** 12/21/2022 07:46

**Instructions From [ Lieutenant Michael Schwieterman ] To [ Sergeant Travis Forrister ]**

Please see the attached.

**Comments/Response From [ Sergeant Travis Forrister ]**

[Forwarded by Sergeant Travis Forrister]

### Routing Number: 2

**From** Sergeant Travis Forrister

**To** Lieutenant Gregory Miller

**Cc:**

**Date/Time Sent** 12/22/2022 06:08

**Instructions From [ Sergeant Travis Forrister ] To [ Lieutenant Gregory Miller ]**

Lt. Miller please see attached submission from Lt. Schwieterman on Ofc. Cespedes. There are several courtesy and language allegations within the CSS. Lt. Schwieterman also identified allegations regarding 317.00 Extra Duty Employment. Based on the CSS and the mapping software within RollKall there is also a 301.00 Attendance and Leave allegation that is applicable.

301.43: Department personnel shall report for duty as scheduled and shall be punctual in their arrival at the time and place so designated.

I recommend an INFORMAL INVESTIGATION.

Ofc. Cespedes has no applicable discipline.

Ofc. Cespedes is the subject of an active INFORMAL INVESTIGATION regarding his conduct at another extra-duty job (II22-0055).

**Comments/Response From [ Lieutenant Gregory Miller ]**

[Forwarded by Lieutenant Gregory Miller]

**Routing Number: 3**

**From** Lieutenant Gregory Miller

**To** Captain Kenneth Rainey II

**Cc:**

**Date/Time Sent** 12/29/2022 10:28

**Instructions From [ Lieutenant Gregory Miller ] To [ Captain Kenneth Rainey II ]**

I concur with Sgt. Forrister. Recommend INFORMAL.

**Comments/Response From [ Captain Kenneth Rainey II ]**

[Forwarded by Captain Kenneth Rainey II]

**Routing Number: 4**

**From** Captain Kenneth Rainey II

**To** Deputy Chief Scott Mayforth

**Cc:**

**Date/Time Sent** 12/30/2022 14:10

**Instructions From [ Captain Kenneth Rainey II ] To [ Deputy Chief Scott Mayforth ]**

DC, it has been alleged that Officer Cespedes was not punctual regarding his extra-duty assignment and was unprofessional while present. The recommendation is informal/division, I concur. Officer Cespedes have no applicable discipline per the CBA.

**Comments/Response From [ Deputy Chief Scott Mayforth ]**

[Forwarded by Deputy Chief Scott Mayforth]

**Routing Number: 5**

**From** Deputy Chief Scott Mayforth

**To** Chief of Police Rex Troche

**Cc:**

**Date/Time Sent** 12/30/2022 14:56

**Instructions From [ Deputy Chief Scott Mayforth ] To [ Chief of Police Rex Troche ]**

I agree with the recommendation.

**Comments/Response From [ Chief of Police Rex Troche ]**

[Forwarded by Chief of Police Rex Troche]

**Routing Number: 6**

**From** Chief of Police Rex Troche

**To** Captain Kenneth Rainey II

**Cc:**

**Date/Time Sent** 01/02/2023 12:23

**Instructions From [ Chief of Police Rex Troche ] To [ Captain Kenneth Rainey II ]**

Approved

**Comments/Response From [ Captain Kenneth Rainey II ]**

[Forwarded by Captain Kenneth Rainey II]

**Routing Number: 7**



**From** Captain Kenneth Rainey II

**To** Admin Specialist Renee Gusto

**Cc:**

**Date/Time Sent** 01/03/2023 09:13

**Instructions From [ Captain Kenneth Rainey II ] To [ Admin Specialist Renee Gusto ]**

Informal/Patrol Division, thank you.

**Comments/Response From [ Admin Specialist Renee Gusto ]**

Routing was NOT handled in BlueTeam. The incident was forwarded into IAPro by IAPro user Admin Specialist Renee Gusto

**Routing Number: 8**

**From** [Snapshot Title Unavailable] Renee Gusto

**To** Captain Robert Armstrong

**Cc:**

**Date/Time Sent** 01/03/2023 09:42

**Instructions From [ [Snapshot Title Unavailable] Renee Gusto ] To [ Captain Robert Armstrong ]**

Please conduct an Informal Investigation as approved by Chief Troche. Thank you.

**Comments/Response From [ Captain Robert Armstrong ]**

[Forwarded by Captain Robert Armstrong]

**Routing Number: 9**

**From** Captain Robert Armstrong

**To** Lieutenant Andrew Combs

**Cc:**

**Date/Time Sent** 01/03/2023 15:02

**Instructions From [ Captain Robert Armstrong ] To [ Lieutenant Andrew Combs ]**

Please investigate or assign this Informal Investigation.

**Comments/Response From [ Lieutenant Andrew Combs ]**

[Forwarded by Lieutenant Andrew Combs]

**Routing Number: 10**

**From** Lieutenant Andrew Combs

**To** Sergeant Luis Paris

**Cc:**

**Date/Time Sent** 01/03/2023 15:19

**Instructions From [ Lieutenant Andrew Combs ] To [ Sergeant Luis Paris ]**

Sergeant Paris. Please complete Informal investigation.

**Comments/Response From [ Sergeant Luis Paris ]**

See attached report with supplementary attachments

**Routing Number: 11**

**From** Sergeant Luis Paris

**To** Sergeant Jonathan Misiewicz

**Cc:**

**Date/Time Sent** 05/12/2023 13:18

**Instructions From [ Sergeant Luis Paris ] To [ Sergeant Jonathan Misiewicz ]**

Please see completed report

**Comments/Response From [ Sergeant Jonathan Misiewicz ]**

[Forwarded by Sergeant Jonathan Misiewicz]

**Routing Number: 12**

**From** Sergeant Jonathan Misiewicz

**To** Lieutenant Gregory Miller

**Cc:**

**Date/Time Sent** 05/17/2023 13:27

**Instructions From [ Sergeant Jonathan Misiewicz ] To [ Lieutenant Gregory Miller ]**

Lt. Miller, please review the completed investigative memorandum from Sgt. Paris. I concur with his findings as presented.

**Comments/Response From [ Lieutenant Gregory Miller ]**

[Forwarded by Lieutenant Gregory Miller]

**Routing Number: 13**

**From** Lieutenant Gregory Miller

**To** Sergeant Jonathan Misiewicz

**Cc:**

**Date/Time Sent** 05/18/2023 11:49

**Instructions From [ Lieutenant Gregory Miller ] To [ Sergeant Jonathan Misiewicz ]**

Per our discussion.

**Comments/Response From [ Sergeant Jonathan Misiewicz ]**

[Forwarded by Sergeant Jonathan Misiewicz]

**Routing Number: 14**

**From** Sergeant Jonathan Misiewicz

**To** Lieutenant Gregory Miller

**Cc:**

**Date/Time Sent** 05/18/2023 12:14

**Instructions From [ Sergeant Jonathan Misiewicz ] To [ Lieutenant Gregory Miller ]**

Per our discussion.

**Comments/Response From [ Lieutenant Gregory Miller ]**

[Forwarded by Lieutenant Gregory Miller]

**Routing Number: 15**

**From** Lieutenant Gregory Miller

**To** Sergeant Jonathan Misiewicz

**Cc:**

**Date/Time Sent** 05/18/2023 15:15

**Instructions From [ Lieutenant Gregory Miller ] To [ Sergeant Jonathan Misiewicz ]**

Per our discussion

**Comments/Response From [ Sergeant Jonathan Misiewicz ]**

[Forwarded by Sergeant Jonathan Misiewicz]

**Routing Number: 16**

**From** Sergeant Jonathan Misiewicz

**To** Lieutenant Gregory Miller

**Cc:**

**Date/Time Sent** 05/18/2023 15:23

**Instructions From [ Sergeant Jonathan Misiewicz ] To [ Lieutenant Gregory Miller ]**

per your request.

**Comments/Response From [ Lieutenant Gregory Miller ]**

[Forwarded by Lieutenant Gregory Miller]

**Routing Number: 17**

**From** Lieutenant Gregory Miller

**To** Captain Kenneth Rainey II

**Cc:**

**Date/Time Sent** 05/18/2023 15:33

**Instructions From [ Lieutenant Gregory Miller ] To [ Captain Kenneth Rainey II ]**

Captain, I concur with Sgt. Misiewicz and agree with the findings as presented.

**Comments/Response From [ Captain Kenneth Rainey II ]**

[Forwarded by Captain Kenneth Rainey II]

**Routing Number: 18**

**From** Captain Kenneth Rainey II

**To** Captain Robert Armstrong

**Cc:**

**Date/Time Sent** 05/23/2023 16:21

**Instructions From [ Captain Kenneth Rainey II ] To [ Captain Robert Armstrong ]**

Captain Armstrong, please review the attached informal investigation completed by Sergeant Paris. I concur with his findings, as presented. Discipline history is included within investigation. Route to DC when done.

**Comments/Response From [ Captain Robert Armstrong ]**

[Forwarded by Captain Robert Armstrong]

**Routing Number: 19**

**From** Captain Robert Armstrong

**To** Deputy Chief Scott Mayforth

**Cc:**

**Date/Time Sent** 05/24/2023 15:27

**Instructions From [ Captain Robert Armstrong ] To [ Deputy Chief Scott Mayforth ]**

I have reviewed this investigation.

**Comments/Response From [ Deputy Chief Scott Mayforth ]**

[Forwarded by Deputy Chief Scott Mayforth]

**Routing Number: 20**

**From** Deputy Chief Scott Mayforth

**To** Chief of Police Rex Troche

**Cc:**

**Date/Time Sent** 05/25/2023 07:50

**Instructions From [ Deputy Chief Scott Mayforth ] To [ Chief of Police Rex Troche ]**

I agree with the findings.

**Comments/Response From [ Chief of Police Rex Troche ]**

[Forwarded by Chief of Police Rex Troche]

**Routing Number: 21**

**From** Chief of Police Rex Troche

**To** Captain Kenneth Rainey II

**Cc:**

**Date/Time Sent** 05/25/2023 14:13

**Instructions From [ Chief of Police Rex Troche ] To [ Captain Kenneth Rainey II ]**

Approved.

Coaching Note

**Comments/Response From [ Captain Kenneth Rainey II ]**

[Forwarded by Captain Kenneth Rainey II]

**Routing Number: 22**

**From** Captain Kenneth Rainey II

**To** Admin Specialist Renee Gusto

**Cc:**

**Date/Time Sent** 05/25/2023 14:19

**Instructions From [ Captain Kenneth Rainey II ] To [ Admin Specialist Renee Gusto ]**

Coaching note, per COP. Thank you.

**Comments/Response From [ Admin Specialist Renee Gusto ]**

[None Entered]

**Assigned Investigator Signature Line**

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[Pending assignment]

**Chain of Command Signature Lines**

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12/30/2022 14:10 Captain Kenneth Rainey II - 1555

**Chain of Command Signature Lines**

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05/18/2023 15:33 Lieutenant Gregory Miller - 1594

### **Chain of Command Signature Lines**

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05/25/2023 14:19 Captain Kenneth Rainey II - 1555

### **Chain of Command Signature Lines**

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05/12/2023 13:18 Sergeant Luis Paris - 1637

### **Chain of Command Signature Lines**

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05/18/2023 15:23 Sergeant Jonathan Misiewicz - 1576

### **Chain of Command Signature Lines**

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05/18/2023 12:14 Sergeant Jonathan Misiewicz - 1576

### **Chain of Command Signature Lines**

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01/02/2023 12:23 Chief of Police Rex Troche - 1460

### **Chain of Command Signature Lines**

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05/18/2023 15:15 Lieutenant Gregory Miller - 1594

### **Chain of Command Signature Lines**

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05/24/2023 15:27 Captain Robert Armstrong - 1409

### **Chain of Command Signature Lines**

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01/03/2023 09:13 Captain Kenneth Rainey II - 1555

**Chain of Command Signature Lines**

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05/23/2023 16:21 Captain Kenneth Rainey II - 1555

**Chain of Command Signature Lines**

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05/17/2023 13:27 Sergeant Jonathan Misiewicz - 1576

**Chain of Command Signature Lines**

---

05/18/2023 11:49 Lieutenant Gregory Miller - 1594

**Chain of Command Signature Lines**

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12/29/2022 10:28 Lieutenant Gregory Miller - 1594

**Chain of Command Signature Lines**

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12/30/2022 14:56 Deputy Chief Scott Mayforth - 1282

**Chain of Command Signature Lines**

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05/25/2023 14:13 Chief of Police Rex Troche - 1460

**Chain of Command Signature Lines**



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01/03/2023 15:02 Captain Robert Armstrong - 1409

**Chain of Command Signature Lines**

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12/22/2022 06:08 Sergeant Travis Forrister - 1506

**Chain of Command Signature Lines**

---

01/03/2023 null Admin Specialist Renee Gusto - 1416

**Chain of Command Signature Lines**

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01/03/2023 15:19 Lieutenant Andrew Combs - 1567

**Chain of Command Signature Lines**

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05/25/2023 07:50 Deputy Chief Scott Mayforth - 1282