
POLICE CONDUCT OVERSIGHT COMMISSION
Case Summary Data #6
August 2017

OVERVIEW OF THE COMPLAINT

Officer is alleged to have made an outburst after being asked a question regarding his attendance at a rollcall, and was further disrespectful in a follow-up conversation with his supervising officer. Officer is alleged to "routinely displayed angry, unwanted comments in rollcall and frequently challenges a decision or expresses his displeasure when the [shift] is assigned with tasks that he does not agree with."

ALLEGED VIOLATIONS

1. MPD P&P § 5-105 (A) (3) PROFESSIONAL CONDUCT CODE: Employees shall treat all fellow employees with respect. They shall be courteous and civil at all times with one another. When on duty in the presence of other employees or the public, officers should be referred to by rank.

COMPLAINT PROCESSING

Upon receipt of the complaint, an intake investigation was conducted and the matter was subsequently brought before the Joint Supervisors for intake review. Upon review of the complaint, the Joint Supervisors sent the matter to the appropriate precinct for coaching. After the officer's supervisor completed the coaching investigation, the coaching documentation was received by the Joint Supervisors, who then approved it.

EVIDENCE

1. Complaint

SUMMARY OF EVIDENCE

Complaint: Complainant contends that during rollcall the officer was had an angry outburst, which was unprovoked. Complainant alleges that he tried to explain his misunderstanding, but was interrupted with another loud and defensive outburst. Complainant states that he ended roll call and called the officer into his office. Complainant contends that he talked to the officer about the behavior experienced during rollcall and how it was uncalled for; however, the officer believed Complainant's tone to be disrespectful and continued to insist that Complainant write him up. Complaint alleges that he asked the officer if he needed to be written up and the officer replied, "do what you need to do!" Complainant asserts that there have been past coaching sessions with the officer regarding insubordinate behavior during rollcall and the disrespectful behavior towards Complainant and co-workers.

COACHING—POLICY VIOLATION AND COACHING

In the Coaching Documentation the supervisor gives a summary of the conduct that lead to the complaint. The supervisor explains that the officer has routinely displayed anger and unwanted comments during rollcall and has challenged decisions of the supervisor. The supervisor has had several documented behavior related coaching sessions with the officer and has discussed future consequences if his behavior were to continue. During past documented behavior related coaching sessions the officer, in a defensive tone, stated that he did not care if the supervisor wrote him up. The supervisor has maintained a positive working relationship with the officer in

trying to correct and mentor the officer regarding his disrespectful behavior; however, it has been common for the officer to remain defensive and angry during those coaching sessions.