CITY OF TORRANCE

OFFICE OF THE CITY MANAGER

Aram Chaparyan
City Manager

Danny E. Santana
Assistant City Manager
310/618-5880
DSantana@TorranceCA.Gov

March 15, 2023

Sent via USPS First Class Mail

Blake Williams
[redacted]

RE: LETTER OF FINDINGS

Dear Officer Williams:

Upon the authority of the City Manager, I am the designated Administrative Conference Chair in this matter. The purpose of this letter is to inform you that I concur with the recommendation of the Police Chief that you should be terminated from your employment as a Police Officer with the City of Torrance Police Department.

I. AUTHORITIES UPON WHICH THE DISCIPLINE IS BASED

Your termination is based on your violation of the following rules, regulations, orders and/or policies, any of which, standing alone, or in combination with any other, warrants your termination:

1. **Torrance Municipal Code, Chapter 4, Article 47, Section 14.47.1**

   A department head, with approval of the City Manager, for misconduct, incompetency, inefficiency, failure to perform duties or to observe the rules and regulations of his [or her] department or of the City: c) May discharge any such employee.

A. CHARGES REGARDING MAY 17, 2021 USE OF FORCE

2. **General Operations (Use of Force) Lexipol Policy 300.3**

   Officers shall use only that amount of force that reasonably appears necessary given the facts and totality of the circumstances known to or perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose (Penal Code § 835a). [Department Policy defines deadly force as, "Any use of force that creates a substantial risk of causing death or serious bodily injury, including but not limited to the discharge of a firearm (Penal Code § 835a), See Definitions, Lexipol Policy 300.1.1.]

The reasonableness of force will be judged from the perspective of a reasonable officer on the scene at the time of the incident. Any evaluation of reasonableness must allow for the fact that officers are often forced to make split-second decisions about the amount of force that reasonably appears necessary in a particular situation, with limited information and in circumstances that are tense, uncertain, and rapidly evolving.

Given that no policy can realistically predict every possible situation an officer might encounter, officers are entrusted to use well-reasoned discretion in determining the appropriate use of force in each incident. Officers may only use a level of force that they reasonably believe is proportional to the seriousness of the suspected offense or the reasonably perceived level of actual or threatened resistance (Government Code § 7286(b)).

It is also recognized that circumstances may arise in which officers reasonably believe that it would be impractical or ineffective to use any of the approved tools, weapons, or methods provided by the Department. Officers may find it more effective or reasonable to improvise their response to rapidly unfolding conditions that they are confronting. In such circumstances, the use of any improvised device or method must nonetheless be objectively reasonable and utilized only to the degree that reasonably appears necessary to accomplish a legitimate law enforcement purpose.

3. General Operations (Use of Force to Effect an Arrest) Lexipol Policy 300.3.1

Any peace officer may use objectively reasonable force to effect an arrest, to prevent escape, or to overcome resistance. A peace officer who makes or attempts to make an arrest need not retreat or desist from his/her efforts by reason of resistance or threatened resistance on the part of the person being arrested; nor shall an officer be deemed the aggressor or lose his/her right to self-defense by the use of reasonable force to effect the arrest, prevent escape, or to overcome resistance. Retreat does not mean tactical repositioning or other de-escalation techniques (Penal Code § 835a).

4. Deadly Force Applications Lexipol Policy 300.4

Use of deadly force is justified in the following circumstances:

(a) An officer may use deadly force to protect him/herself or others from what he/she reasonably believes would be an imminent threat of death or serious bodily injury.

(b) An officer may use deadly force to stop a fleeing subject when the officer has probable cause to believe that the person has committed, or intends to commit, a felony involving the infliction or threatened infliction of serious bodily injury or death, and the officer reasonably believes that there is an imminent risk of serious bodily injury or death to any other person if the subject is not immediately apprehended. Under such circumstances, a verbal warning should precede the use of deadly force, where feasible.

Imminent does not mean immediate or instantaneous. An imminent danger may exist even if the suspect is not at that very moment pointing a weapon at someone. For example, an imminent danger may exist if an officer reasonably believes any of the following:

1. The person has a weapon or is attempting to access one and it is reasonable to believe the person intends to use it against the officer or another.

2. The person is capable of causing serious bodily injury or death without a weapon and it is reasonable to believe the person intends to do so.

5. General Operations (When Pursuit Intervention is Authorized) Lexipol Policy 307.6, Intervention Standards, Lexipol Policy 307.6.2 (b)

Whenever practicable, an officer shall seek approval from a supervisor before employing any intervention to stop the pursued vehicle. In deciding whether to use intervention tactics, officers/ supervisors should balance the risks of allowing the pursuit to continue with the potential hazards to the public arising from the use of each tactic, the officers, and persons in or on the pursued vehicle to determine which, if any, intervention tactic may be reasonable.

Any intervention tactic, depending upon the conditions and circumstances under which it is used, may present dangers to the officers, the public, or anyone in or on the vehicle being pursued. Certain applications of intervention tactics may be construed to be a use of force, including deadly force, and subject to the policies guiding such use. Officers should consider these facts and requirements prior to deciding how, when, where, and if an intervention tactic should be employed.

(b) The PIT [Pursuit Intervention Technique: "A low speed tactic intentionally applied to cause the suspect vehicle to spin out and terminate the pursuit." See Definitions, Lexipol Policy 307.3.1] should only be used after giving consideration to the following: 1. The technique should only be used by officers who have received training in the technique, including speed restrictions. 2. Supervisory approval should be obtained before using the technique. 3. The need to immediately stop the suspect vehicle reasonably appears to outweigh the risks of injury or death to occupants of the suspect vehicle, officers, or other members of the public. 4. It reasonably appears the technique will terminate or prevent the pursuit.

B. CHARGES FOR DISCRIMINATORY TEXT MESSAGING

RULES THAT APPLY REGARDLESS OF DATE CONDUCT OCCURRED:

1. Law Enforcement Code of Ethics, Policy 104

I WILL keep my private life unsullied as an example to all…

I RECOGNIZE the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service.

2. City of Torrance Anti-Harassment Policy

a. 34.10a- Protected Classifications

> …Harassment can consist of virtually any form or combination of verbal, physical, visual or hostile work environment conduct. It need not be explicit, nor even specifically directed at the victim…

b. 34.10d- Visual or Written Harassment

> The display or circulation of offensive or derogatory visual or written material related to race, religious creed, color, national origin, ancestry, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over 40 years of age, military and veteran status, and sexual orientation. This may include, but is not limited to, posters, cartoons, drawings, graffiti, reading materials, computer graphics or electronic media transmissions.

c. 134.05- Anti-Harassment Procedure

> All persons shall immediately report any evidence of discriminatory harassment or complaints regarding sexual harassment made to them or which they have directly observed, whether or not reported by the employee who is the object of the harassment to their supervisor, manager, or to the Human Resources Division…

d. 134.15- Employees' Responsibilities

> Report any conduct which fits the definition of discriminatory harassment to their immediate supervisor or appropriate authority figure.

RULES THAT APPLY TO CONDUCT OCCURRING ON OR BEFORE APRIL 7, 2019:

3. General Order 1.10 – Policing Philosophy

a. 1.10.3(B) – Service to the Community

The rules and regulations of the Department regarding police service in general, and public contact specifically, shall be as follows:

2. A police department employee shall maintain a professional attitude and demeanor that will not in any manner communicate any personal prejudices;

4. Members of the Department shall avoid behavior which would tend to bring about criticism of the Department. Conduct, whether on or off duty, shall be such as to merit the respect and confidence of the public.

4. General Order 2.01.1(A) – Employee Rules and Regulations

It is the duty of all employees to familiarize themselves with and abide by Department rules and regulations. Employees who fail to comply are subject to disciplinary action up to and including termination. Department employees shall:

4. Conduct themselves in a manner that does not create a conflict of interest with or is detrimental to the Department.

5. General Order 2.33 – Social Media

a. 2.33.1(D) – Prohibited Speech, Expression, and Conduct

To meet the Department's safety, performance, and public-trust needs, the following is prohibited unless the speech is otherwise protected…:

2. Speech or expression that, while not made pursuant to an official duty, is significantly linked to, or related to, the Torrance Police Department and tends to compromise or damage the mission, function, reputation, or professionalism of the Torrance Police Department or its employees;

3. Speech or expression that could reasonably be foreseen as having a negative impact on the credibility of the employee as a witness. For example, posting statements or expressions to a website that glorify or endorse dishonesty, unlawful discrimination, or illegal behavior;

5. Speech or expression that is contrary to the Mission Statement or Core Values of the Torrance Police Department.

RULES THAT APPLY TO CONDUCT OCCURRING ON OR AFTER APRIL 9, 2019:

6. Standards of Conduct (General Standards) Lexipol Policy 319.4

Members shall conduct themselves, whether on- or off-duty, in accordance with the United States and California Constitutions and all applicable laws, ordinances and rules enacted or established pursuant to legal authority. Members shall familiarize themselves with policies and procedures and are responsible for compliance with each. Members should seek clarification and guidance from supervisors in the event of any perceived ambiguity or uncertainty.

7. **Standards of Conduct (Causes for Discipline) Policy 319.5.1(a) – Laws, Rules, and Orders**

   (a) Violation of, or ordering or instructing a subordinate to violate any policy, procedure, rule, order, directive, requirement or failure to follow instructions contained in department or City manuals.

   Standards of Conduct (Performance) Lexipol Policy 319.5.7(i) – Actions that Discredit Torrance Police Department Any act on or off duty that brings discredit to this department.

8. **Standards of Conduct (Conduct) Lexipol Policy 319.5.8**

   (f) Discourteous, disrespectful, or discriminatory treatment of any member of the public or any member of this department or the City.

   (g) Use of obscene, indecent, profane, or derogatory language while on-duty or in uniform.

   (m) Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency, or morale, or tends to reflect unfavorably upon this department or its members.

9. **Employee Speech, Expression, and Social Networking Lexipol Policy 1021.4 – (Prohibited Speech, Expression and Conduct)**

   (b) Speech or expression that, while not made pursuant to an official duty, is significantly linked to, or related to, the Torrance Police Department and tends to compromise or damage the mission, function, reputation or professionalism of the Torrance Police Department or its employees.

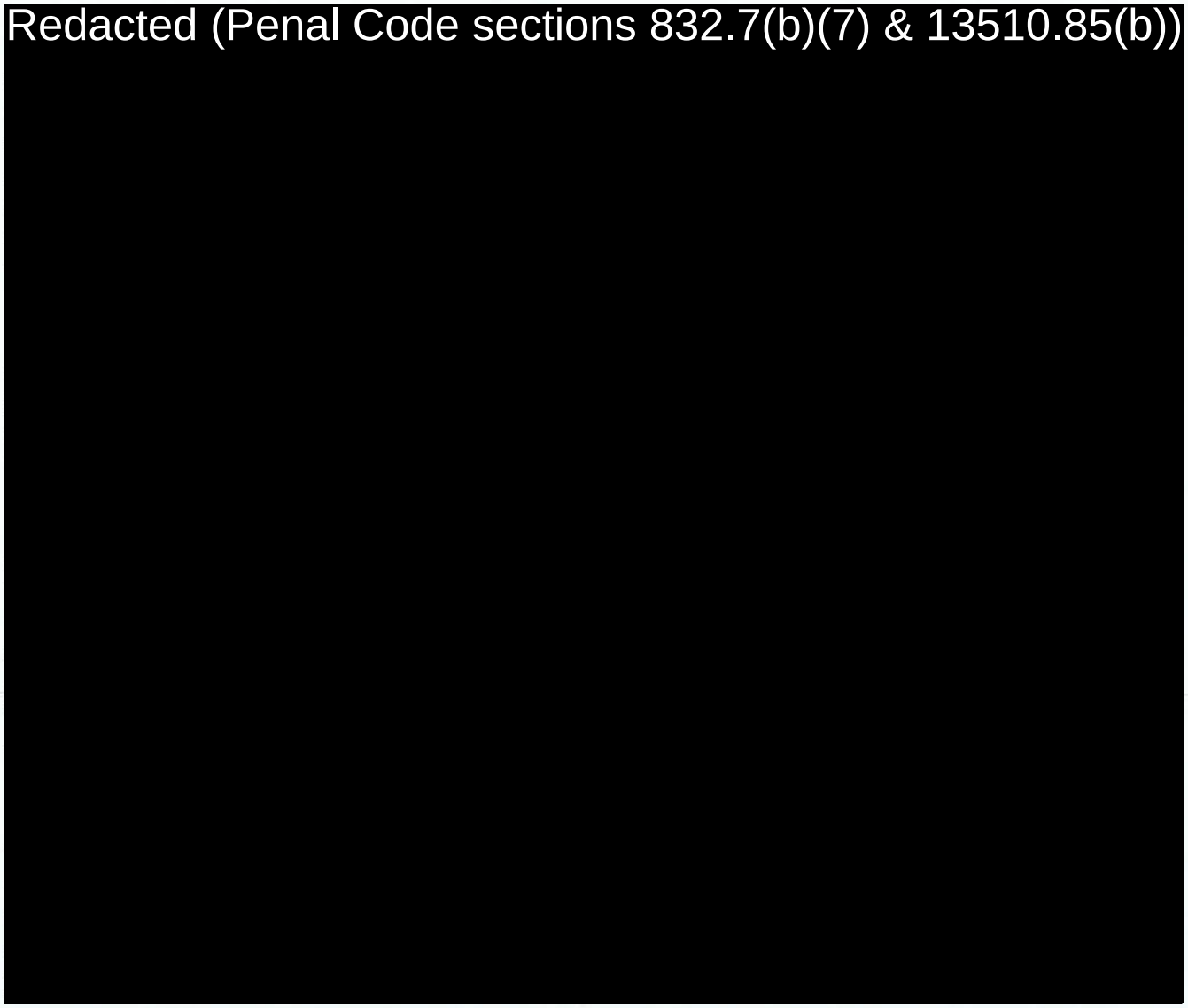
   (c) Speech or expression that could reasonably be foreseen as having a negative impact on the credibility of the employee as a witness. For example, posting statements or expressions to a website that glorify or endorse dishonesty, unlawful discrimination or illegal behavior.

   (e) Speech or expression that is contrary to the canons of the Law Enforcement Code of Ethics as adopted by the Torrance Police Department.

II. FACTS SUPPORTING THE CHARGES

A. FACTS RELATED TO MAY 17, 2021 USE OF FORCE

I base my decision on the facts and circumstances that were established by the administrative investigation PD2021-006, which are summarized here:



B. FACTS RELATED TO YOUR DISCRIMINATORY TEXT MESSAGING

Between February and March 2020, TPD detectives conducted an investigation into a vandalism report filed by an individual whose vehicle was vandalized in the process of being impounded. Detectives determined that two TPD officers - Cody Weldin and Christopher Tomsic - were suspects for the vandalism. On March 3, 2020, the investigation was reassigned to Crimes Against Persons Sergeant J. Masalcas who was assisted by Special Investigations Unit Sergeant J. Taylor. During Sergeant Masalcas' investigation, he obtained a search warrant for the contents of the personal cellphones of Weldin and Tomsic. Upon the successful extraction of information from the phones, Sergeants Masalcas and Taylor found evidence implicating both officers in the vandalism incident. Detectives submitted the completed criminal investigation to the Los Angeles District Attorney's Office and requested the filing of criminal charges on both officers.

On or about August 16, 2021, the Los Angeles County District Attorney's Office ("LADA") notified TPD that concerning electronic messages were discovered on the officers' cellphones. Allegedly, multiple TPD officers exchanged these concerning electronic messages. The LADA's analysis revealed approximately 390 messages containing or referencing discriminatory topics, including but not limited to anti-Semitic, racist, homophobic, and transphobic remarks. The LADA identified you as one of the officers involved in the exchange of these messages. TPD subsequently opened an administrative investigation into the LADA's concerns.

The data revealed that during the period from approximately June 2018 through September 2019, while both on and off duty, you sent or interacted with (for example, by 'liking', commenting upon, or otherwise reacting to) multiple text messages that contained biased, discriminatory, racially/ethnically insensitive, and otherwise inappropriate text messages to other members of TPD. The texts were as follows:[1]

6/21/2018	Officer Dempsey messaged "*The Boys*"[2] a meme of an image altered to appear as if it were from then President Donald Trump's Twitter account. The image contained a photo of a young Hispanic boy in a cage with the caption, "The first Space Force cargo containers are already being loaded for orbital storage. Godspeed Alejandro." You responded, "Awesome".
7/4/2018 (on-duty)	You messaged *The Boys* an image of an adult male in Blackface. You captioned the post, "I googled dingleberry and this popped up. Way funnier."
7/5/2018 (on-duty)	You messaged *The Boys* an image of two Black males fighting or wrestling, with the caption, "Hey [Officer Chris] Young, every day you don't work out, just know some gorilla looking fuck is getting it in over in the shadow lands."
7/19/2018	You messaged *The Boys*, "Lance prob called him a motor fag too".
8/23/2018	You messaged *The Boys*, "Bro…not a good idea. The big brown war machine would not be pleased. Generations of field work has left his knees numb and calloused." You subsequently texted, "[Officer] Omar [Alonso]'s people excel at fence hopping too".
10/9/2018	Officer Alonso posted a photo of an officer appearing to be joyfully walking, with the caption "Actual video of Tomsic leaving ITS this morning". You responded, "Fact". Officer Chandler replied, "What is ITS", to which you responded, "Computer fags".

[1] This does not represent an exhaustive list of the text messages that you exchanged or that are inappropriate on multiple levels. This is however a list of messages that were most clearly inappropriate and in which you actively participated.

[2] Current members of "The Boys" list at this period in time included Officers Redacted (Penal Code sections 832.7(b)(7) & 13510.85(b))

Redacted (Penal Code sections 832.7(b)(7) & 13510.85(b))

11/2/2018	Officer Young messaged *The Boys* an image of Amy Schumer with the caption, "Posting a pic of Amy Schumer to help my niggas stay strong for No Nut November (day 2/30)." You replied, "Hahaha that is an ugly snob of a cunt".
11/4/2018	You messaged *The Boys* an image of the scene of a lynching, stating: "They missed this on mine", in a text thread discussing an image you had posted on Facebook that had not been discovered by TPD. The image included one or more Black males who had been hung, and one apparently deceased Black male down on the ground, with a group of older White males looking on. You followed up the image with a second text that said, "hanging with the homies".
11/8/2018	Officers in *The Boys* were discussing the department's hiring of new officers. You messaged, "Did we hire a fhagget" and "A faggola"?
3/27/2019	You messaged *The Boys* an image of a cartoon mouse with the caption, "When you fart next to the Jewish kid, and realize you just gassed the Jews."
8/20/2019	You messaged *The Boys* a cartoon of one person offering another person shrimp. In the photo, the person being offered the shrimp says "Sorry, I'm Jewish." The person offering the shrimp says, "No, it's free." Officer Alonso replied, "lol".
9/10/2019 (on-duty)	You texted Officers Alonso, Kamischke, Satterfield, Uh, and Weldin the link to a WikiHow article titled, "How to Tie a Noose".

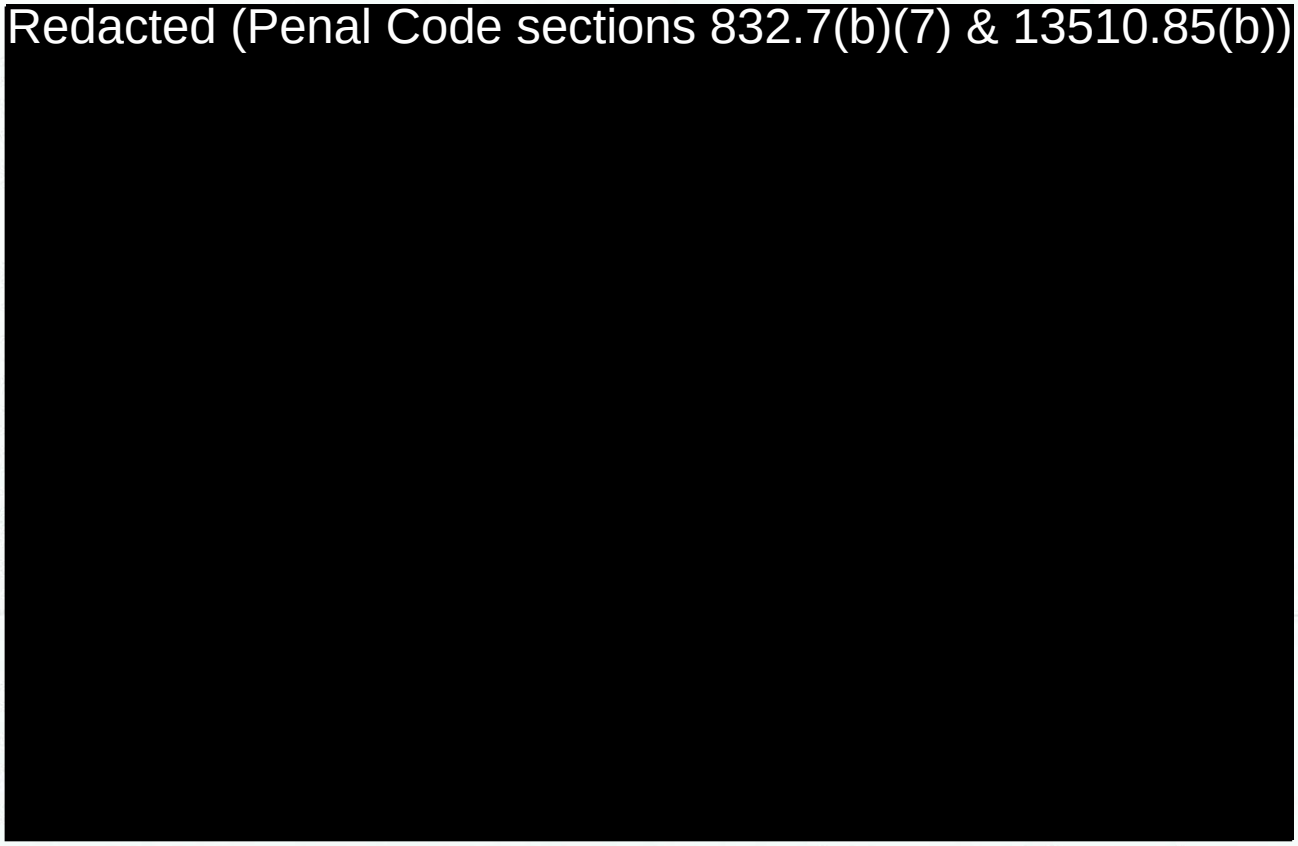
To obtain your responses to the allegations, interviewers attempted several times to schedule an interview with you. Your attorney, Mr. Corey Glave, wrote on your behalf that, "on advice of counsel, and given his current military status (and the legal impact of that status/order), [you declined investigators'] invite to participate in an interrogation related to this matter." The investigation was completed based on the information available.

III. ANALYSIS

In *Skelly v. State Personnel Board* (1975) 15 Cal.3d 194, the California Supreme Court stated that the "overriding consideration" when addressing whether a public employer has imposed an appropriate level of discipline is "the extent to which the employee's conduct resulted in, or if repeated, is likely to result in, 'harm to the public service.'" (*Id.* at 218.) "Other relevant factors include the circumstances surrounding the misconduct and the likelihood of its recurrence." (*Id.*) In your particular case, the principles set forth in *Skelly* amply support your termination. In fact, the period between June 2018 and September 2019 establishes an ongoing pattern of misconduct and policy violations, which is compounded by your misconduct on or about May 17, 2021.

A. YOU ENGAGED IN INEXCUSABLE MISCONDUCT

Your Redacted (Penal Code sections 832.7(b)(7) & 13510.85(b)) and involvement in discriminatory text messaging with other TPD officers demonstrates a lack of sound decision-making and reckless conduct that calls into question your fitness for duty as a police officer.



You further demonstrated your disregard for your duties to the public through your engagement in blatantly discriminatory text messages with other TPD officers. You sent, received, and otherwise interacted with/responded to multiple blatantly discriminatory text messages from other members of TPD for over a year. You made "jokes" about photos of blackface and lynching and regularly used homophobic slurs in conversation with your colleagues. The casual use of these terms between you and the other officers indicates that this type of conduct was not unusual between you. Such racist and homophobic language has no place in this Department. Whether or not these messages were intended as "jokes" does not exempt them from the City's harassment policies. In fact, the policy clearly defines visual/written harassment as "The display or circulation of offensive or derogatory visual or written material related to race, religious creed, color, national origin, ancestry…" among other protected classifications. The content of the text messages in question here clearly fall within these parameters. By engaging in these messages, you engaged in inappropriate speech and unprofessional conduct in violation of multiple City policies, including Policy Nos. 319.5.1(a), 319.5.7(i), 319.5.8(f),(g),(m), and 1021.4(b), and former General Orders 1.10.3(B), 2.01.1(A), and 2.33.1(D). This conduct also violated the City's Anti-Harassment Policy. Moreover, you should have reported any discriminatory messages you received by a fellow officer as soon as you received it.

This Department relies on its officers to uphold the highest standards of conduct to maintain positive relationships and preserve the trust we have with the community we serve. Your [redacted] and demonstrated bias in the text messaging erodes that trust and smears the reputation of this Department. This Department already experienced the damage to its reputation when the news media published what were then unverified accounts of these text messages starting in August 2021. Now that the investigation has substantiated at least some of the allegations, the breach in community trust is cemented.

B. YOUR MISCONDUCT WARRANTS TERMINATION OF YOUR EMPLOYMENT

Peace officers are held to the highest standards of conduct. (See, e.g., *Ackerman v. State Personnel Board* (1983) 145 Cal.App.3d 395, 440. Your conduct here causes irreparable harm to the public service and reveals that you are unfit to serve as a peace officer.

"In determining whether a penalty imposed on a government employee is appropriate, the overriding consideration is the actual or potential harm to the public service." (*Schmitt v. City of Rialto* (1985) 164 Cal.App.3d 494, 503; *Boctor v. Los Angeles Metropolitan Transit Authority* (1996) 48 Cal.App.4th 560, 574-575.) [redacted]

[redacted]

[redacted]

Furthermore, regarding your discriminatory text messaging, TPD Policy 401.2 notes that it is the policy of this Department to serve the community equally, fairly, and objectively in both the enforcement of the law and provision of law enforcement services. Policy 401.3 strictly prohibits bias-based policing. These provisions are consistent with the growing number of laws being enacted by the California Legislature that also aim to curtail bias in peace officers. Notably, SB 2[3] modifies the definition of "serious misconduct" to include at a minimum, "Demonstrating bias on the basis of any legally protected status, in violation of law or department policy, or in a manner inconsistent with a peace officer's obligation to carry out their duties in a fair and unbiased manner".

Based on the record of text messages you sent, received, and responded to, your fitness to serve in a bias-free manner can no longer be relied upon. Rather, I share Chief Hart's fear that there are discriminatory motivations behind all your actions, which could open the Department to liability, and moreover, subject innocent members of the public to unfair treatment due to your own personal prejudices. You and certain other officers openly discussed lynching Black people, "joked" about racial stereotypes involving Hispanic people, and used homophobic slurs.

[3] Penal Code Section 13510.8(a)(5).

It is self-evident that messaging like that which you participated in is inconsistent with peace officer employment. You also already received cultural awareness training covering this type of conduct. Notwithstanding the training, you proceeded to engage in discriminatory messaging on numerous occasions for over a year, including using homophobic slurs and sending images of Blackface. Lesser disciplinary measures are inadequate under the circumstances.

Moreover, the content of these messages damages your credibility as a witness and therefore your usefulness as an officer. An officer who lacks the ability to be a credible witness is unable to perform one of the essential functions of the job, i.e., to testify truthfully and competently in a court of law. Because the records of an officer's bias is potentially discoverable pursuant to a *Pitchess* motion under Evidence Code sections 1043-1045, and even potentially pursuant to a Public Records Act request under Penal Code section 832.7(b)(1)(D), it is reasonable to conclude that your conduct renders you ineffective as a prosecution witness.

In summary, you have breached the public's trust and I can no longer count on you to [redacted] nor engage in professional conduct or to act in an unbiased-manner when carrying out your duties. [redacted]

[redacted]

[redacted] On top of that, you have demonstrated a willingness to engage in racist, unprofessional, and offensive conduct that undercuts the mission of this Department. For these reasons, Chief Hart indicated that he lost all confidence in you and believes that termination is the appropriate discipline for your misconduct. I agree that termination is the appropriate level of discipline in light of the facts and circumstances present here.

IV. WORK HISTORY

You were hired by the City on November 9, 2015 as a Police Officer. Your last performance review indicates that your performance has been generally rated as "outstanding".

V. DISCIPLINARY RECORD

Discipline	Date Issued	Date of Incident & Sustained Violations
1-Day Suspension	January 17, 2019	August 5, 2018 - vehicle pursuit Violation TPD Policy 307.2 - Drive with due regard and caution for the safety of all persons using highway as required by 20156 VC.

Discipline	Date Issued	Date of Incident & Sustained Violations
		Violation TPD Policy 307.2.3(a) – Pursuit speeds have become unreasonably unsafe for the surrounding conditions. Violation TPD Policy 307.2.3(b) – Pursuit speeds have exceeded the driving ability of the officer.
Written Reprimand	May 20, 2020	May 11, 2020 – discourteous comments Violation TPD Policy 319.5.7(i) – Conduct: Any act on or off duty that brings discredit to the department. Violation TPD Policy 319.5.5 (f) – Conduct: Discourteous, disrespectful, or discriminatory treatment of any member of the public or any member of this department or the City.

VI. EMPLOYEE'S RESPONSE AND ADMINISTRATIVE CONFERENCE CHAIR ASSESSMENT

An in-person administrative conference was held on this matter on February 14, 2023. You, your attorney, Corey W. Glave, Police Chief Jeremiah Hart, and Lt. Michael Chance were all in attendance. At the administrative conference, I offered both you and your attorney an opportunity to provide me with additional information to consider before making my decision.

After reserving further discovery rights and alleging that I would not likely be changing Chief Hart's recommendation, your attorney turned his attention to the warrant that was associated with the origin of the text messages, stating that Court orders and the Police Officer Bill of Rights were violated by the Police Department. Although the City of Torrance cannot speak to the actions of the LADA, it is my understanding that in *Anthony Chavez, et al. v. Torrance Police Department (Case No. BH014005* Memorandum of Decision) most, if not all, of the arguments raised by Mr. Glave during your administrative conference were set forth in a Motion to Suppress which was denied in its entirety by the Court last August. A true and correct copy of the Memorandum of Decision is attached hereto as Attachment A and incorporated by reference herein. In summary, the Court found that Penal Code section 1546.4 does not require suppression of the evidence in this matter, that the search warrant at issue did not violate section 1546.1(d)(1), that the Department's pending administrative investigation does not violate section 1546.1(d)(2),

and that the City did not violate Judge Amy N. Carter's order by reviewing Petitioners' messages or providing the messages to the DA's office. The Court also ruled that Mr. Glave was not entitled to the return of his attorney-client communications which were captured in the search warrant data.[4]

Mr. Glave commented that you did not receive materials other officers had, including the compendium elements related to interviews of Sergeants Masalcas and Taylor and a PowerPoint presentation[5].

Mr. Glave asserted that you are being disciplined for conduct that is not illegal, that took place two to three years ago and for actions that do not reflect who you are, resulting in "knee jerk reactions" despite outstanding marks on your evaluations and work ethic. I note that the threshold for employee discipline is not illegal conduct but violation of City and/or Department policy.

Lastly, Mr. Glave reiterated that this case should not result in termination and that you should be given a chance to see if you repeat such behavior.

VII. ADMINISTRATIVE CONFERENCE CHAIR FINDING

Officer Williams, I am wholeheartedly disappointed as the Administrative Conference Chair in rendering this decision in a case involving a Torrance Police Department Officer, Redacted (Penal Code sections 832.7(b)(7) & 13510.85(b)) and for the sending, receiving and responding to discriminatory messaging. You made some regrettable decisions in the manner in which you Redacted (Penal Code sections 832.7(b)(7) & 13510.85(b)) and in actions to send, receive, and respond to such messaging, and you also failed to report the misconduct of others. In your role as a Police Officer, the City and the public entrusted you to follow the regulations and policies of the Torrance Police Department and the City of Torrance. The City and the Department expect you to follow policy and training and to regard all members of the public with the same level of respect, no matter their race, religion, creed or sexual orientation (among other protected classifications). The public relies on police officers for assistance in emergencies and life-threatening situations. Your engagement in the above-described behavior calls into question your ability to deliver such services in a safe and unbiased manner. You betrayed the trust placed in you as a Police Officer and displayed a blatant disregard of your duty to uphold values so paramount to law enforcement and basic human dignity. As a Police Officer, you swore to protect and serve not just select members of the Torrance community, but the entire community, all differences aside. Your conduct is unacceptable and unbecoming of a Police Officer. Therefore, I concur with the recommendation of the Police Chief that you be terminated effective March 15, 2023.

[4] It should be noted that I did not rely upon any attorney-client privileged communications in making the decision to uphold your termination.

[5] After the administrative conference, I inquired whether you received the alleged missing material and it was confirmed that you were, in fact, provided with *all* materials upon which the recommendation for discipline was based.

VIII. ATTACHMENTS

Attachment A: *Anthony Chavez, et al. v. Torrance Police Department, Case No. BH014005* Memorandum of Decision

IX. APPEAL RIGHTS

You have the right to appeal this decision to the Civil Service Commission pursuant to Section 14.47.8 of the Torrance Municipal Code. A request to have this matter reviewed must be submitted to Ms. Brianne Cohen, Civil Services Manager, in writing within ten (10) days of the date of this letter.

You may submit your written response by email; U.S. first class mail, overnight mail, delivery courier or other personal delivery; or fax: CivilServiceCommission@TorranceCA.Gov; City of Torrance, Civil Service Commission, ATTN: Brianne Cohen, Civil Service Manager, 3231 Torrance Blvd., Torrance, CA 90503; FAX (310) 618-2726.

Sincerely,

Danny E. Santana
Assistant City Manager
Administrative Conference Chair

cc: Jeremiah Hart, Police Chief
Hedieh Khajavi, Human Resources Director
Brianne Cohen, Civil Services Manager
Corey Glave, Attorney for Employee
Human Resources Division – Personnel File

PROOF OF SERVICE

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES)ss
CITY OF TORRANCE)

I am employed with the City of Torrance, California.

I am over the age of eighteen and not a party to the attached action. My business address is 3031 Torrance Boulevard, Torrance, California 90503.

On **March 15, 2023,** I deposited in the United States mail a letter and attachment regarding Administrative Conference Findings to:

Blake Williams

by placing a true and correct copy thereof in a sealed, postage prepaid envelope,

first class mail, addressed as follows:

[redacted]
O1 Address

I declare under penalty of perjury under the laws of the State of California and of the United States of America that the foregoing is true and correct.

Executed this 15th day of March 2023 at Torrance, California.

Danny E. Santana
Administrative Conference Chair