POST COMMISSION SERIOUS MISCONDUCT HEARING

March 6, 2025
AGENDA
9:00 AM

Meeting Location: Marina Village Conference Center (Captain's Room) 1936 Quivira Way, San Diego, CA 92109

The Commission on Peace Officer Standards and Training (Commission) operates under the requirements set forth by the Bagley-Keene Open Meeting Act (Bagley-Keene) under Government Code sections 11120 through 11132. Bagley-Keene generally requires that the Commission publicly notice meetings, prepare agendas, allow public participation, and conduct meetings in a location accessible to public members unless specifically authorized by Bagley-Keene to meet in closed session.

Public comment will be limited in time at the discretion of the Commission Chair. The public comment period preceding items on the agenda will allow members of the public to comment on items not on the agenda but that are within the Commission's jurisdiction. The Commission cannot act on or deliberate on items not on the agenda and can discuss the matter only to the extent necessary to determine whether it should be made an agenda item at a future meeting, to respond briefly to statements or questions posed during public comment or to request clarification, or to refer the item to staff. Agenda items may be taken out of order and action (e.g., voting) may be taken on any agenda item. Public comments relating to specific peace officer revocation cases will be allowed at the time each matter is heard. Members of the public who wish to participate during public comment may do so in person by attending the meeting or by submitting written public comment.

Written public comments are intended to allow members of the public, if unable to attend in person, an opportunity to participate to the same degree as if they attended in person; as such, written comments should be limited to no more than three pages in length and longer written comments will not be accepted or distributed to the Commission. To be considered for inclusion in the meeting record, written comments must be received by POST no later than 10 a.m. on the fourth business day before the scheduled meeting. Accepted written public comments will be published on POST's website under the Public Comment section under the corresponding meeting date. Written public comments can be submitted via email to commissionpc@post.ca.gov.

Persons requesting disability-related accommodations or modifications may do so by contacting the Commission assistant at (916) 227-3909 (voice), commissionpc@post.ca.gov (email), or Speech-to-Speech users may dial 7-1-1 for the California Relay Service to request special accommodations.

Please note: This meeting and all public meetings will be recorded.

CALL TO ORDER AND WELCOME

COMMISSION MEMBERS

Alan Barcelona
Ingrid Braun
Rick Braziel - Vice Chair
Jim Cooper
Justin Doering
P. Lamont Ewell
Kelly Gordon
Jacob Johnson
Geoff Long - Chair
Shannan Moon
Tina Nieto
Benjamin Therriault
Stephen Woolery- Ex-Officio
Vacant (Elected City Official)
Vacant (Elected County Official)
Vacant (Sergeant or Below)
Vacant (Public Member)
Vacant (Public Member)

ROLL CALL OF COMMISSION MEMBERS

INTRODUCTION OF POSAAB LEGAL COUNSEL AND THE EXECUTIVE DIRECTOR

The Commission Chair will introduce the POSAAB Legal Counsel and the Executive Director.

PUBLIC COMMENT

The Commission Chair will advise the audience of the following:

This is the time on the agenda for public comment. This time is set aside for members of the public to comment on either items on the Commission agenda or issues not on the agenda but pertaining to POST Commission business. Public comment on specific peace officer revocation cases to be heard today will be heard at the time of the hearing of each such matter. Members of the public who wish to speak are asked to limit their remarks to no more than three minutes each. Please be advised the Commission cannot take action on items not on the agenda.

A. CASE REVIEW OF RECOMMENDATIONS MADE BY THE PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

The Commission will review the recommendations made by the Peace Officer Standards Accountability Advisory Board from the last Board Hearing held on January 16, 2025 in West Sacramento, CA.

1. POST2305109 - Joshua Satterfield (POST ID: C46-V20) Last employing agency: Torrance Police Department

   The Commission shall review recommendations made by the Peace Officer

Standards Accountability Advisory Board (POSAAB) regarding, what action if any, should be taken, suspension or revocation, on the certification of the subject peace officer. The Commission's decision to adopt a recommendation by POSAAB to seek revocation shall require a two-thirds vote of Commissioners present and shall be based on whether the record, in its entirety, supports POSAAB's conclusion that serious misconduct has been established by clear and convincing evidence. In any case in which the Commission reaches a different determination than POSAAB's recommendation, it shall set forth its analysis and reasons for reaching a different determination in writing.

2. POST2305781 - Blake Williams (POST ID: C57-X01) Last employing agency: Torrance Police Department

   The Commission shall review recommendations made by the Peace Officer Standards Accountability Advisory Board (POSAAB) regarding, what action if any, should be taken, suspension or revocation, on the certification of the subject peace officer. The Commission's decision to adopt a recommendation by POSAAB to seek revocation shall require a two-thirds vote of Commissioners present and shall be based on whether the record, in its entirety, supports POSAAB's conclusion that serious misconduct has been established by clear and convincing evidence. In any case in which the Commission reaches a different determination than POSAAB's recommendation, it shall set forth its analysis and reasons for reaching a different determination in writing.

3. POST2309558 - Braulio Robledo (POST ID: A83-R39) Last employing Agency: Los Angeles County Sheriff's Department

   The Commission shall review recommendations made by the Peace Officer Standards Accountability Advisory Board (POSAAB) regarding, what action if any, should be taken, suspension or revocation, on the certification of the subject peace officer. The Commission's decision to adopt a recommendation by POSAAB to seek revocation shall require a two-thirds vote of Commissioners present and shall be based on whether the record, in its entirety, supports POSAAB's conclusion that serious misconduct has been established by clear and convincing evidence. In any case in which the Commission reaches a different determination than POSAAB's recommendation, it shall set forth its analysis and reasons for reaching a different determination in writing.

B. **CLOSED SESSION**

At this time the meeting will adjourn into closed session for deliberations on the cases presented today.

C. **FUTURE COMMISSION DATES**

Upcoming Commission Meetings will be held:

- June 04-05, 2025 - POST - West Sacramento , CA
- September 09-10, 2025 - Greater Los Angeles Area, CA
- December 02-03, 2025 - POST - West Sacramento, CA

ADJOURNMENT

AGENDA ITEM REPORT

Title: POST2305109 - JOSHUA SATTERFIELD (POST ID: C46-V20)
LAST EMPLOYING AGENCY: TORRANCE POLICE DEPARTMENT
** **

REPORT PROFILE

MEETING DATE 03/06/2025	**BUREAU SUBMITTING THE REPORT** Professional Conduct Los Angeles Bureau	
RESEARCHED BY Robert Bringolf	**REVIEWED BY** Mike Radford	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/19/2025
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

The matter is before the Commission for review and action regarding the subject peace officer's certification status. The Commission shall return any determination requiring action to be taken against an individual's certification to the division, which shall initiate proceedings for a formal hearing before an administrative law judge in accordance with the Administrative Procedure Act (Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the Government Code), which shall be subject to judicial review as set forth in that Act.

BACKGROUND:

Respondent Joshua Satterfield began his employment with the Los Angeles Sheriff Department (LASD) on June 1, 2014, as a full-time Police Officer. Respondent resigned from LASD on February 12, 2016, and began employment with Torrance Police Department (TPD) on February 22, 2016. At the time of the events at issue, Respondent was employed as a Police Officer with the TPD. Respondent was discharged from his position with TPD on September 22, 2022. The Respondent is not currently employed as a peace officer in the State of California.

This position is a peace officer position defined under California Penal Code §830.1(a) and is required to be certified pursuant to California Penal Code §13510.1(a).

The case before POSAAB alleged the Respondent, on three separate occasions, sent group text messages which constituted demonstrating bias as defined in Penal Code section 13510.8(b)(5) and Commission Regulation 1205(a)(5). At its January 16, 2025 meeting, POSAAB voted unanimously to recommend revocation of Respondent's certificate(s).

ANALYSIS:

The Division found that the clear and convincing evidence substantiated that Respondent's conduct amounted to demonstrating bias as described in Commission Regulation 1205(a)(5), in that on three separate occasions, Respondent either sent or replied to text messages, which were inconsistent with Respondent's obligation to carry out his duties in a fair and unbiased manner. The Division finds all of the messages were examples of the Respondent's repetitive misconduct which confirms the Respondent violated TPD's policies on several occasions relating to inappropriate speech and unprofessional conduct. In addition to violating the Department's policies with regard to prohibited speech, expression, and conduct, clear and convincing evidence exists that Respondent violated California Penal Code section 13510.8(b)(5) and Commission Regulation 1205(a)(5) - Demonstration of Bias.

RECOMMENDATION:

The Commission shall review recommendations made by the Peace Officer Standards Accountability Advisory Board (POSAAB) regarding, what action if any, should be taken, suspension or revocation, on the certification of the subject peace officer. The Commission's decision to adopt a recommendation by POSAAB to seek revocation shall require a two-thirds vote of Commissioners present and shall be based on whether the record, in its entirety, supports POSAAB's conclusion that serious misconduct has been established by clear and convincing evidence. In any case in which the Commission reaches a different determination than POSAAB's recommendation, it shall set forth its analysis and reasons for reaching a different determination in writing.

ATTACHMENT(S):

BR01_POST2305109_Satterfield, Joshua_ISF_Redacted.pdf
BR03_POST2305109_Satterfield,_Joshua_Attachment_A_Redacted_Termination_Letter.pdf
BR04_POST2305109_Satterfield,_Joshua_Attachment_B_Redacted_POST_Report_Summary
BR05_POST2305109_Satterfield,_Joshua_Attachment_C_Redacted_EDI_Report.pdf
BR06_POST2305109_Satterfield__Joshua_Attachment_D_Redacted_Transcripts_Page_5_Re
BR07_POST2305109_Satterfield,_Joshua_Attachment_E_Transcripts_Page_6.pdf

BR08_POST2305109_Satterfield,_Joshua_Attachment_F_Redacted_TextsByDate.pdf
BR09_POST2305109_Satterfield,_Joshua_Attachment_G_Policies.pdf
BR10_POST2305109_Satterfiled,_Joshua_Attachment_H_DivisionRecommendation.pdf
POST2305109_Satterfield_Joshua_Board_Recommendation_Signed.pdf
POST2305109_Satterfield_Joshua_January_2025_POSAAB_Agenda_Record.pdf
POST2305109_Satterfield_Joshua_01.17.2025_POSAAB_Transcript.pdf

INVESTIGATIVE SUMMARY AND FINDINGS

PEACE OFFICER NAME: Joshua G. Satterfield

POST ID NUMBER: C46-V20

EMPLOYING AGENCY: Torrance Police Department

POST CASE NUMBER: POST2305109

WRITTEN BY: LEC Robert Bringolf

DATE: 9/20/2024

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I. Executive Summary

This case was submitted by the Torrance Police Department (TPD) which alleged the subject officer, Officer Joshua Satterfield, hereinafter, "Respondent," was involved in serious misconduct when he sent text messages that contained racist, homophobic and transphobic sentiments which demonstrated his bias and inability to fairly and impartially perform his duties as a peace officer.

II. Background Information

a. Identity of Respondent

At the time of the events at issue, Respondent was employed as a Police Officer with the TPD. The Respondent was terminated from the TPD on September 22, 2022.

b. Respondent's Service Record, Relevant Training, and Prior Complaints and Discipline[1]

When evaluating whether suspension or revocation is appropriate, Penal Code section 13510.8(c)(5) and California Regulation section 1213(a)(5) authorize the Commission to consider Respondent's prior conduct, discipline and service record. The relevance and weight the Commission may choose to assign to a peace officer's prior conduct and service record will depend on the facts in each case.

Respondent's TPD disciplinary record[2] shows a written reprimand issued December 13, 2019, for policy violations associated with leaving his assigned beat and failing to advise dispatch of his location.

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[1] In addition to the discipline summarized here, Respondent is the subject officer in seven (7) other serious misconduct allegations, which the Torrance Police Department reported to POST. As of the date of the Investigative Summary and Recommendation in the present case (POST2305109) some, but not all, of the seven unrelated cases remain open with the Division. The Division stands ready to provide additional details about these other allegations; however, the allegations are unrelated to the facts in the present case and were not relied upon in making the Division's recommendation here.

[2] Summarized in the Findings Letter sent to Respondent upon his termination (pg. 11 of 14)

On January 22, 2019, Respondent was issued a 30-day suspension for an event that occurred on April 10, 2018, wherein he committed policy violations associated with missing court.[3] That same day, another 30-day suspension was issued to Respondent for a separate incident that occurred on August 20, 2018, wherein Respondent, while off-duty and intoxicated, used a LASD deputy's radio to broadcast an "officer needs help" radio call and then immediately turned off the radio. This particularly egregious offense resulted in a county-wide status check /roll call on the radio.[4]

While employed as a peace officer, or deputy trainee, Respondent received the following training relevant to this allegation:

- Workplace harassment Prevention – 8 hours – 01/13/2014
- Cultural Diversity – 8 hours – 04/23/2014
- Basic Police Academy
- Racial Profiling
- Racial Profiling Update – 4 Hours – 05/29/2019

c. Prior Employment History

Respondent began his law enforcement career with the Los Angeles County Sheriff's Office as a deputy trainee on January 9, 2014; he was promoted to deputy sheriff on June 1, 2014. Respondent had ten days off between working as a deputy sheriff and starting as a police officer at the Torrance Police Department.[5]

[3] Per a telephone conversation with TPD Sgt. James Kyle on 05/19/2023~1300 hours.
[4] Per a telephone conversation with TPD Sgt. James Kyle on 05/19/2023~1300 hours.
[5] Respondent's EDI Report

d. Peace Officer Certification

Respondent is assigned POST ID C46-V20. He received the following peace officer certificates from the Peace Officer Standards and Training (POST):

- Basic #180699 (Issued: July 14, 2015)

e. The Present Allegations of Serious Misconduct

1. Penal Code Section 13510.8(b)(5), as clarified by Commission Regulation 1205(a)(5)[6] – Demonstrating Bias:

> (a)(5) Demonstrating bias on the basis of actual or perceived race, national origin, religion, gender identity or expression, housing status, sexual orientation, mental or physical disability, or other protected status in violation of law or department policy or inconsistent with a peace officer's obligation to carry out their duties in a fair and unbiased manner. This paragraph does not limit an employee's rights under the First Amendment to the United States Constitution.
>
> (A) An officer is "demonstrating" bias for purposes of this Regulation when the officer either shows or displays, by words, actions or other conduct, prejudice, intolerance, contempt, or hatred towards one or more persons due to that person's membership within a class of persons identified in Penal Code section 13510.8(b)(5), when such words, actions or other conduct would lead a reasonable person to conclude that the officer has not fairly and

[6] See 11 Cal. Code Regs. § 1205(a)(5) (as modified on April 18, 2024).

impartially performed, or will not fairly and impartially perform, their law enforcement duties.

(B) An officer engaging in racial profiling in violation of Penal Code section 13519.4 is demonstrating bias because profiling casts suspicion on a class of people without individualized suspicion as to the person being stopped.

III. Investigative Methodology

This report summarizes the findings related to allegations of serious misconduct. This investigation was conducted in accordance with the regulations and policies of POST. The investigation included the review of TPD's administrative investigation which contained interviews of witness officers and the subject officer. The TPD also provided the Peace Officer Standards Accountability Division (Division) the raw data seized from the cellular telephones of other Torrance Police Officers during a criminal investigation.

Information obtained was analyzed using the clear and convincing evidence standard. For purposes of this report, clear and convincing evidence means "evidence of a charge is clear and convincing so long as there is a 'high probability' that the charge is true. The evidence need not establish a fact beyond a reasonable doubt."

This report is necessarily summary in nature and does not include every fact or issue that might be found in the underlying investigation and attachments.[7] It does, however,

[7] The Division, as described further below, received information concerning approximately 390 WhatsApp messages exchanged between several peace officers. Respondent was one of the members of a group chat called "The Boys," and Respondent both received and responded to a certain subset of these 390 messages. The Division also reviewed instances where Respondent's words, acts or other conduct did **not** demonstrate bias by clear and convincing evidence. The Division's Investigative Summary and Findings in this case does not attempt to summarize every single instance in which Respondent participated in a WhatsApp message, however. Instead, the Division's Investigative Summary and Findings addresses specific instances within the group chat where Respondent's words, acts or other conduct demonstrated bias within the meaning of Penal Code section 13510.8(b)(5).

contain reference to that evidence that I believe establishes the requisite facts, and proves the serious misconduct charged, by clear and convincing evidence.

IV. Factual Summary

On March 26, 2023, Torrance Police Department (TPD) reported allegations of serious misconduct against Respondent to POST pursuant to California Penal Code Section 13510.9(a)(3). The allegations stemmed from the discovery of homophobic, transphobic and racist texts sent between members of the TPD between May 2018 and February 2022.

On January 27, 2020, two other Torrance Police Officers, Christopher Tomsic and Cody Weldin, were the subject of a criminal investigation wherein it was alleged they had vandalized an arrestee's vehicle by, among other means, spray painting a swastika and a smiley face on the interior of the arrestee's vehicle during an inventory/search.[8]

As a result of the criminal investigation, Torrance Police Detectives obtained a search warrant for Tomsic's and Weldin's DNA and their personally owned cellular telephones.

The data from the cellular telephones was provided to an analyst at the Los Angeles County District Attorney's Office for review and with the intent to determine whether the two suspect officers had any ties to white supremacy.

During the review of the data, the District Attorney's analyst discovered around 390 messages that were believed to contain or reference antisemitic, homophobic, racist, or transphobic remarks. Those messages were sent between Tomsic, Weldin and several other officers, including Respondent.

[8] Tomsic and Weldin were charged with felony vandalism and felony conspiracy. As of the date of this Investigative Summary and Recommendation, those criminal charges are still pending in Los Angeles County Superior Court.

One of the WhatsApp group texts was titled, “The Boys” and consisted of approximately 15 members from the TPD.

On **August 23, 2018**, Officer Anthony Chavez (hereafter “Officer Chavez”) sent a text to Respondent that was a link to an article titled, “Grand Rapids Man Accused of Urinating on Black Child, Calling Her N-word.” Respondent responded, “What’s the crime [?]”

On **December 13, 2018**, Officer Chavez sent a photo from the social media account of a T Flats rapper that contained an image of an assault rifle sitting upright on a table with a target underneath. After some discussion, Respondent messaged the group, “You happen to notice the rounds put through that target on the table? I’m confident he won’t be hitting any of us with that unzeroed Eotech… Kinda reminds me of Chandler’s targets… by Evidence of IP1 Officer David Chandler (hereafter “Officer Chandler”) responded, “I’m a deadeye shot biotch. Who’s IP1 Respondent replied, “That nigglet you failed to kill. Grandma said you need to be a better shot.”

On **April 30th, 2019**, Officer Lance Nelson (hereafter “Officer Nelson”) shared a Black Lives Matter Instagram post to “The Boys” group chat. The post read, “TORRANCE, CA POLICE SHOT AND KILLED IP2 WITHIN 15 SECONDS. Just released bodycam footage shows police murder IP2 Respondent responded, “Aww,” and, “His little son will grow up without a father now. Oh way [sic] that’s standard for any African American family to be absent a father. He’ll be fine.”

On April 25, 2022, Respondent was interviewed as part of a large-scale internal affairs investigation stemming from the discovery of the above-mentioned messages. During the interview Respondent was advised of his Constitutional Rights per 3303(h) of the Government Code. Respondent invoked his right to remain silent and was compelled to

provide a statement. A sergeant from TPD admonished Respondent pursuant to *Lybarger*[9] and then the interview continued.

During the internal affairs investigation Respondent provided his cellular telephone number to the investigator[10]. Respondent advised he did not have another phone number while he worked for TPD[11]. Respondent was not aware of anyone else using his cellular telephone while he had that number. During Respondent's internal affairs interview, his counsel instructed him not to answer any questions related to information or data seized as a result of the search warrant written for the personal telephones of Officers Tomsic and Weldin.[12]

Because Respondent was refusing to answer questions related to the digital evidence, Respondent was admonished by TPD Sergeant James Kyle that his continued refusal to answer the specific questions presented to him by Internal Affairs Investigator Stauffer could result in an additional policy violation of insubordination which could result in further discipline, up to and including termination. Respondent continued to refuse to answer questions directly related to the messages located on the telephones of Officers Tomsic and Weldin. Respondent stated that he refused to answer these questions based on the advice of his counsel.[13]

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[9] *Lybarger v. City of Los Angeles,* 40 Cal. 3d 825 (1985).

[10] Respondent Transcripts 4/25/22 Interview Pg 5.

[11] Respondent Transcripts 4/25/22 Transcript Pg 6.

[12] Respondent's counsel contended that TPD's use of cellular phone information or data seized as a result of the search warrant for Officers Tomsic and Weldin was a violation of Penal Code section 1546.1. Respondent's counsel's contentions were later determined to be erroneous as a matter of law. On August 26, 2022, L.A. Superior Court Judge William Ryan rejected Respondent's motion to suppress evidence, and concluded TPD was permitted to use the cellular phone information and ask questions of Respondent concerning the information. Respondent appealed this ruling; however, the appeal was dismissed by order of the 2nd Appellate District Court of Appeal on January 29, 2024. (See *Chavez et al. v. Torrance Police Department et al.* (California Court of Appeal Case No. B324472).)

[13] Depending upon the facts in a given case, an officer's refusal to answer questions, even when based on the advice of counsel, could constitute a failure to cooperate with an investigation into potential police misconduct within the meaning of Penal Code section 13510.8(b)(9). The Division did not find clear and convincing evidence of a failure to cooperate in this case.

City of Torrance and TPD Policies

Penal Code Section 13510.8(b)(5) and Commission Regulation 1205(a)(5) both establish that the demonstration of bias in violation of department policy constitutes serious misconduct. The City of Torrance and the TPD enforce several policies relating to the conduct of their employees. What follows is a summary of some of the most relevant policies which relate directly to Respondent's conduct in this case:

- The Law Enforcement code of Ethics, Policy 104 states "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."

- The City's Anti-Harassment Policy 34.10a, Protected Classifications prohibits harassment or discrimination because of an individual's protected classification. This classification includes 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. 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.

- The City's Anti-Harassment Policy 34.10d, Visual or Written Harassment prohibits 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.

- The City's Anti-Harassment Policy 134.05 requires that all City employees 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.

- The City's Anti-Harassment Policy 134.15 states it is the employee's responsibility to report any conduct which fits the definition of discriminatory harassment to their immediate supervisor or appropriate authority figure.

- General Orders 1.10.3(B), 2.01.1(A), 2.33.1(D) explain the Department's philosophy and expectations of personnel in their service to the community. Section 1.10.3(B) Service to the Community, emphasizes the rules and regulations of the Department such as maintaining a professional attitude and demeanor that will not in any manner communicate any personal prejudices. In addition, 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. General Order 2.01.1(A) explains 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. General Order 2.33.1(D) defines prohibited speech, expression, and conduct which tends to compromise or damage the mission, function, reputation, or professionalism of the TPD or its employees, such as speech or expression that could reasonably be foreseen as having a negative impact on the credibility of the employee as

a witness, and additionally speech or expression that is contrary to the Mission Statement or Core Values of the TPD.

- TPD policies 319.4, 319.5.7(i), 319.5.8, 319.5.9, 401.2, 401.3, 1021.4 - TPD Policy Manual 319.5.8(i) prohibits any act on or off duty that brings discredit to the department. TPD Policy 319.5.9(g) prohibits the use of obscene, indecent, profane or derogatory language while on duty or in uniform; and 319.5.9(m) prohibits any other on duty or off duty conduct which any member knows or reasonably should know is unbecoming a member of the department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members. Furthermore, TPD Policy Manual 401.2 states the TPD is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of the TPD to provide law enforcement services and to enforce the law equally, fairly, and objectively and without discrimination toward any individual group. TPD Policy Manual 401.3 prohibits bias based policing.

On September 22, 2022, the City of Torrance, CA sent Respondent a letter of intent to terminate his employment as a police officer with TPD. In the letter, authored by then-Assistant City Manager Danny E. Santana, Respondent's involvement in the above-listed messages was classified as racist, and TPD terminated Respondent on the basis of Respondent's violation of several Torrance Police Department Policies, "..any of which, standing alone, or in combination warrant[ed Respondent's] termination."

On May 3, 2023, The Commission on POST's Assistant Executive Director, Annemarie Del Mugnaio issued an immediate temporary suspension for Respondent's POST Basic Certification[14].

V. Analysis and Findings

a. Establishing Jurisdiction

The Commission on POST may initiate proceedings to revoke or suspend a peace officer's certification for conduct which occurred before January 1, 2022 if the employing agency makes a final determination regarding its investigation of the misconduct after January 1, 2022.[15]

The final determination in this allegation of serious misconduct resulted in Respondent's termination, which occurred on September 22, 2022.[16] The investigation was still ongoing after January 1, 2022 as evidenced by Respondent's internal affairs investigation interviews on April 25, 2022 and June 29, 2022.[17] Because the TPD made its final determination regarding its investigation of Respondent after January 1, 2022, the Commission on POST has jurisdiction to consider this serious misconduct action.

b. Does the alleged conduct violate Penal Code 13510.8(b)(5) and California Regulation 1205(a)(5) – Demonstration of bias on the basis of race?

When analyzing the serious misconduct allegation of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5), "demonstrating bias," the Division evaluates whether the subject officer, through words, action or other conduct showed prejudice, intolerance, contempt or hatred towards a protected class

[14] ITS Packet uploaded to Mark 43.
[15] California Penal Code 13510.8(g)(1)(B).
[16] Termination letter date.
[17] Compendium file, Respondent's Interview Transcripts.

of persons. If the subject officer did show prejudice, intolerance, contempt or hatred towards a protected class of persons, the Division then considers whether the words, action or conduct would lead a reasonable person to conclude that the officer has not or will not fairly and impartially perform the officer's law enforcement duties. If so, serious misconduct is shown if the officer's words, action or conduct either: 1) violates applicable law, 2) violates department policy, or 3) is inconsistent with the officer's obligation to carry out the officer's duties in a fair and unbiased manner.

During the analysis of each instance of potentially biased behavior, the conduct was analyzed based on the above guidelines to determine whether the allegation of bias was true to a clear and convincing standard.

Regarding a message on **August 23, 2018**: Officer Chavez sent a text to Respondent that was a link to an article titled, "Grand Rapids Man Accused of Urinating on Black Child, Calling Her N-word." Chavez wrote, "[Respondent] when he's older." Respondent replied, "What's the crime [?]"

The exchange between Officer Chavez and Respondent is inherently offensive and racist. Respondent's conduct, in sending the message "What's the crime [?]" in response to an article describing allegations of an adult male urinating on a female child and calling the child the "N-word" shows prejudice, intolerance, contempt and hatred towards a protected class of persons. Even when viewed in the light most favorable to Respondent, the "What's the crime [?]" response shows Respondent's indifference toward a specific protected class, which necessarily erodes the public's confidence in Respondent's ability to fairly perform his law enforcement duties. This message constitutes the demonstration of bias.

It is highly probable a reasonable person would conclude that Respondent's August 23 message, in which Respondent asked "What's the crime[?]" in response to an article entitled: "Grand Rapids Man Accused of Urinating on Black Child, Calling Her N-word" demonstrates that Respondent has not or will not fairly and impartially perform his law enforcement duties when interacting with a protected class of persons. The message exchange, and Respondent's "What's the crime[?]" response violated several of the Torrance Police Department's policies, including but not limited to: TPD's Anti-Harassment Policy (34.05, et seq.), and General Orders 1.10, 1.10.3(B) and 2.33.1(D)[18]. Accordingly, the Division finds that Respondent demonstrated bias within the meaning of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5) when he responded "What's the crime[?]" to Officer Chavez's message.

Regarding the **December 13, 2018**, message where Officer Chavez sent a photo from the social media account of a T Flats rapper that contained an image of an assault rifle sitting upright on a table with a target underneath. After some discussion, Respondent messaged the group, "You happen to notice the rounds put through that target on the table? I'm confident he won't be hitting any of us with that unzeroed Eotech… Kinda reminds me of Chandler's targets… by Evidence of IP1 Officer Chandler responded, "I'm a deadeye shot biotch. Who's IP1 Respondent replied, "That nigglet you failed to kill. Grandma said you need to be a better shot."

Respondent's message above shows prejudice, intolerance, contempt and hatred towards a protected class of persons. Respondent refers to a member of the Torrance community as "[t]hat nigglet" and goes on to criticize Officer

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Chandler because he "failed to kill" the individual during a previous police encounter. Even when viewed in the light most favorable to Respondent, his racist epithet used to describe a member of the Torrance community and statement that Officer Chandler "failed to kill" the Torrance community member shows Respondent's indifference toward a specific protected class, which necessarily erodes the public's confidence in Respondent's ability to fairly perform his law enforcement duties. A reasonable person would conclude that Respondent's message shows Respondent has not or will not fairly and impartially perform his law enforcement duties when interacting with certain protected classes of persons in the Torrance community.

The specificity of the language in this exchange is severe as Respondent asserts that Officer Chavez failed to kill a member of the Torrance community, an individual Respondent identified using an offensive term associated with that community member's apparent race. Coupling the racist epithets with the implication that the appropriate outcome to a use of lethal force is the death of the suspect (rather than stopping the threat) also suggests a reasonable person would conclude Respondent's statement reveals Respondent's predisposition to use force in an unfair or biased manner. Stated another way, a reasonable person would also conclude that Respondent believes the appropriate use of force will depend on the suspect's race.

Further, this type of statement violates several department policies and discredits the Torrance Police Department in potentially irreparable ways. Respondent's remarks violated several of the Torrance Police Department's policies, including but not limited to: TPD's Anti-Harassment Policy (34.05, et

seq.), and General Orders 1.10, 1.10.3(B) and 2.33.1(D).[19] Accordingly, the Division finds that Respondent demonstrated bias within the meaning of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5) when he wrote: "That nigglet you failed to kill. Grandma said you need to be a better shot."

Regarding the **April 30, 2019** message where Officer Nelson shared a Black Lives Matter Instagram post to "The Boys" group chat: The post read, "TORRANCE, CA POLICE SHOT AND KILLED # IP2 WITHIN 15 SECONDS. Just released bodycam footage shows police murder IP2 …" Respondent replied, "Aww," and, "His little son will grow up without a father now. Oh way [sic] that's standard for any African American family to be absent a father. He'll be fine."

Respondent's April 30 message shows prejudice, intolerance, contempt and hatred towards a protected class of persons. Respondent facetiously laments the death of a member of the Torrance community by messaging "Aww". Respondent goes on to reinforce racist stereotypes and expresses a callous indifference concerning the future of the decedent's child when he states: "[the decedent's] little son will grow up without a father now. Oh way [sic] that's standard for any African American family to be absent a father. He'll be fine."

Respondent reacted to the death of a member of the Torrance community by using racist stereotypes, while at the same time displaying no empathy for the decedent's young son. A reasonable person would conclude that Respondent's message demonstrates Respondent has not or will not fairly

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and impartially perform his law enforcement duties when interacting with certain protected classes of persons in the Torrance community.

Further, the April 30 message is another message that discredits the Torrance Police Department in potentially irreparable ways. Respondent's remarks also violated a number of the Torrance Police Department's policies, including but not limited to: TPD's Anti-Harassment Policy (34.05, et seq.), and General Orders 1.10, 1.10.3(B) and 2.33.1(D).[20] Accordingly, the Division finds that Respondent demonstrated bias within the meaning of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5) when he wrote: ""Aww," and, "His little son will grow up without a father now. Oh way [sic] that's standard for any African American family to be absent a father. He'll be fine."

VI. Supporting Evidence and Documentation

Attachment "A" – Termination Letter
Attachment "B" - POSAD Mark 43 Report Summary – 2 pages
Attachment "C" - Respondent's EDI Report
Attachment "D" - Respondent Transcripts 4/25/22 Interview Pg 5
Attachment "E" - Respondent Transcripts 4/25/22 Transcript Pg 6
Attachment "F"- Text messages –sorted by date
Attachment "G" - Applicable Torrance Policies
Attachment "H" - Executive Review and Peace Officer Standards Accountability Division Recommendation

[20] Torrance Policies

VII. Findings

Based on the evidence that Respondent sent multiple unequivocally bigoted group messages in violation of TPD policies, and a reasonable person would conclude that Respondent has not or will not perform his duties fairly and impartially as a result, the Division finds there is clear and convincing evidence that Respondent engaged in serious misconduct, to wit demonstrating bias in violation of Penal Code section 13510.8(b)(5) and Commission Regulation 1205(a)(5). Therefore, reasonable grounds exist to submit this case to the Peace Officer Standards Accountability Advisory Board and the POST Commission for consideration of suspension or revocation of Respondent's POST certification in accordance with the Executive Review and Peace Officer Standards Accountability Division Recommendation.[21]

[21] See Attachment "H".

ATTACHMENT “A”

Termination Letter

14 pages

CITY OF
TORRANCE

OFFICE OF THE CITY MANAGER

Aram Chaparyan
City Manager

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

September 22, 2022

Sent via USPS First Class Mail

Joshua Satterfield
Personal Address

Dear Officer Satterfield:

RE: LETTER OF FINDINGS

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. **Your termination is effective September 22, 2022.**

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, warrants your termination:

A. RULES THAT APPLY REGARDLESS OF DATE CONDUCT OCCURRED

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.

2. 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.

3. 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.

B. FOR CONDUCT OCCURRING ON OR BEFORE APRIL 7, 2019

4. 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.

5. 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.

6. 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

C. FOR CONDUCT OCCURRING ON OR AFTER APRIL 9, 2019

7. Standards of Conduct (General Standards) Lexipol Policy 319.3

Members shall comply with lawful directives and orders from any department supervisor or person in a position of authority, absent a reasonable and bona fide justification.

8. 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.

9. 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.

10. 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.

11. 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.

12. 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

I base my decision on the facts and circumstances that were established by the administrative investigation, and summarized here:

Between February and March 2020, detectives from the Torrance Police Department (TPD) 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 May 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]

[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.

5/29/2018	In a WhatsApp group chat of which you were a member, "*The Boys*"[2], several officers discussed a recent wrestling challenge that Officer Young lost. The discussion progressed into a discussion of Officer Chavez and Officer Young wrestling naked in Crisco oil next time. You commented, "I love it when you talk dirty." Officer Williams then messaged a video of two men without shirts on appearing to be involved in a sexual act, accompanied by the message, "Cody [Weldin], this is a non butthurt zone. Additionally, you must prove proficiency with your rifle. That includes putting it back together without the ranges [sic] help." Officer Chavez then messaged the group an image containing two photos. The first photo depicted two males that appeared to be soldiers holding hands. The second photo depicted two seemingly Muslim older males kissing. The caption to the images read "72 Shades of Gray". Officer Williams responded, "War on terror? Naw dog it was the war on gays."
8/18/2018	Officer Chandler messaged "*The Boys*" an image of a soccer/football field that included cheerleaders, officials, and a subject holding a flag, with the caption, "Dempsey…you could have been a professional flag thrower man". Dempsey replied, "Now I work with a professional fag thrower." You responded, "Lol."
12/13/2018 **(on-duty)**	Officer Chavez sent a photo from the social media account of a T Flats[3] rapper that contained an image of an assault rifle sitting upright on a table with a target underneath. After some discussion, you messaged the group, "You happen to notice the rounds put through that target on the table? I'm confident he won't be hitting any of us with that unzeroed Eotech…kinda reminds me of Chandler's targets…by evidence of [redacted IP1]." Officer Chandler responded, "I'm a deadeye shot biotch. Who's [redacted IP1]?" You replied, "That nigglet you failed to kill. Grandma said you needed to be a better shot."
4/30/2019	Officer Nelson shared a Black Lives Matter Instagram post to The Boys group chat. The post read, "TORRANCE, CA POLICE SHOT AND KILLED [redacted IP2] WITHIN 15 SECONDS. Just released bodycam footage shows police murder [redacted IP2]…" You responded, "Aww." "His little son will grow up without a father now. Oh way [sic] that's standard for any African American family to be absent a father. He'll be fine." Officer Williams responded, "Job security."

[2] Current members of "The Boys" list at this period in time included Officers Tomsic, Dempsey, Nelson, Gonzales, Williams, Weldin (owner of list), Wallace, Chavez, Kawamoto, Alonso, Satterfield, Young, Concannon, Chandler and Santaella.

[3] Torrance Tortilla Flats, or T Flats, is a prominent Hispanic Torrance street gang.

8/31/2019-9/1/2019 (late-night conversation continued to next day)	Officer Chavez texted you, Officers Gonzalez, Tomsic, Williams, Fermano and McKewen a video of an apparent crossdresser in a very short skirt standing in a dooryway. It then cuts to Tom Hanks as "Bubba Gump" on his boat waiving and then back to the crossdresser. The crossdresser starts to dance in place and causes something under the skirt to sway back and forth left to right, causing the skirt to noticeably move as a result. While the video does not show what is under the skirt, it is implied to be a penis. The video then cuts back to the Tom Hanks clip and he uncomfortably backs away.

Investigators interviewed you on April 25 and June 29, 2022. You claimed you did not believe you had ever sent any messages to your coworkers that contained discriminatory content, including discriminatory content based upon sexual orientation. You further claimed you did not believe you had ever received any racially inappropriate messages from the TPD employees you were questioned about. You stated generally that this was a group of coworkers who were not being racist, homophobic, or otherwise inappropriate, but that it was all just "humor". However, you admitted that your personal cell phone number throughout the time you worked for TPD was [Phone Number Redacted], the same number that is associated with the discriminatory text messages above. You also admitted you were the sole user of that phone. You admitted that you regularly used your personal cell phone to send and receive text messages, including using the application 'WhatsApp', with TPD co-workers for both official and un-official matters. You also admitted to exchanging messages with Officers Chavez, Dempsey, Fermano, Gonzalez, McKewen, Tomsic, Williams, and Young. You further admitted that you did know that [IP1] was a suspect in an officer involved shooting with Officer Chandler.

On April 25, 2022 you received a verbal and written admonishment of your rights by both investigator Ben Stauffer and Sergeant Ryan Galassi. Your counsel, Mr. Tom Yu, registered an ongoing objection against the use of the cellular phone data obtained from the the cell phones of Officers Tomsic and Weldin. Your counsel also advised you not to answer any questions based upon information retrieved in the cellular phone data downloads from Tomsic and Weldin. Sergeant Kyle then entered the interview room and provided additional admonitions regarding potential insubordination consequences for refusing to answer any further questions. You still refused to answer any such questions.

During your second interview on June 29, 2022, you verbally confirmed your understanding of the admonishment of your rights from the first interview. You were again verbally admonished by Sergeant Kyle, but were initially willing to give a compelled statement as ordered again by Sergeant Kyle. Your counsel again objected to you reviewing any exhibits or answering any questions relating to the exhibits or their contents. You then refused to answer any questions based upon the cellular phone evidence. After your first refusal, Sergeant Kyle again read you the admonishment and ordered you to answer all questions or face a separate insubordination charge. You refused to answer the investigator's questions fourteen times. You further refused to even look at any of the exhibits or other evidence. You refused to comply three more times and were again admonished by Sergeant Kyle. In spite of these admonishments, you stated you would continue to refuse to participate in any evidence review for the remainder of the interview. The interview subsequently concluded.

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 proposed discipline. In fact, the period between May 2018 through September 2019 establishes an ongoing pattern of misconduct and policy violations.

A. YOU ENGAGED IN INEXCUSABLE MISCONDUCT

1. You Exchanged Discriminatory and Inappropriate Text Messages with TPD Coworkers

Your involvement in discriminatory text messaging with other TPD officers demonstrates an extreme lack of sound decision-making and unbecoming conduct that calls into question your fitness for duty as a police officer. You sent, received, and otherwise interacted with/responded to multiple blatantly discriminatory text messages from other members of TPD for over a year. You used racial slurs, as well as the "N" word in conversations with your colleagues, and engaged in homophobic and transphobic "jokes". The casual use of these terms between you and the other officers indicates that this type of conduct was not unusual between you. Particularly alarming, you made multiple jokes about Black individuals from real Torrance police officer –involved shootings. In one, you state the officer should have been a better shot so he could have killed the Black individual. In another you state the deceased's surviving son will be fine because it is the "norm" in Black communities to grow up without a father.

Such racist, homophobic, and inappropriate content 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 contained within 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. You demonstrated bias here that 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.

2. **Your Failure to Follow a Direct Order to Provide Answers During an Administrative Interview Constituted Insubordination**

You were ordered by Sergeant Ryan Galassi and Sergeant James Kyle to answer the investigators questions. Yet, during your interview with Mr. Stauffer on April 25 and June 29, 2022, you refused to answer any questions related to the information retrieved in the cellular phone data downloads from Tomsic and Weldin, which were the very subject matter of your administrative interview. In fact, even after providing you with the potential consequences for failing to comply, you continued to refuse to answer approximately *seventeen more times* in spite of Sergeant Kyle's admonishments. You further stated you intended to continue refusing through the end of the interview, and accordingly the interview had to be concluded prematurely.

Your conduct on these occasions was disobedient and insubordinate in violation of Department Policies 319.3 and 319.5.8(f) and (m).

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 in this case causes irreparable harm to the public service and reveals that you are unfit to serve as a peace officer.

Torrance Police Department 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, recently enacted Senate Bill 2 ("SB 2[4]") 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".

Though you stated in your administrative interview that you are not racist or homophobic, based on the record of text messages you sent, received, and responded to, your assertion is unreliable at best, and dishonest at worst. As a result, I and the public can no longer rely on your fitness to serve in a bias-free manner. Rather, I now 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. It is clear you do not know what lines not to cross and how to abide by workplace boundaries. You and certain other officers openly mocked Black victims of Torrance police officer- involved shootings, and insinuated a fellow officer should have had better aim so he could kill a Black individual he had shot.

[4] 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 received training and policies covering this type of conduct. Notwithstanding the training and policies you received, you proceeded to engage in discriminatory messaging on numerous occasions for over a year, including using the "N word". Lesser disciplinary measures are inadequate under the circumstances.

SB 2 also supports my recommendation that termination is the necessary consequence under the circumstances. Under Penal Code section 13510.8(a)(2), "A peace officer may have their POST certification suspended or revoked if the person has been terminated for cause from employment as a peace officer for, or has while employed as a peace officer, otherwise engaged in, any serious misconduct as described in subdivision (b). Subdivision (b) subsection (8) includes as part of the definition of serious misconduct, "Failure to cooperate with an investigation into potential police misconduct…" By refusing to answer the investigator's questions during your administrative interview, in spite of being repeatedly admonished to do so, you failed to cooperate with an investigation constituting serious misconduct and warranting possible suspension or revocation of your POST certification under this statute.

Furthermore, 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 sum, you have breached the public's trust and I can no longer count on you to engage in professional conduct or to act in an unbiased-manner when carrying out your duties. You have demonstrated a willingness to engage in inappropriate, unprofessional, and offensive conduct despite admittedly knowing it was a violation of your training. For these reasons, I have lost all confidence in you and I concur that termination is the appropriate discipline for your misconduct.

IV. WORK HISTORY

You were hired by the City on February 22, 2016 as a Police Officer. Your last performance review indicates that your performance has been rated as "meet standards" to "above standards".

V. DISCIPLINARY RECORD

Discipline	Date Issued	Date of Incident & Sustained Violations
Written Reprimand	December 13, 2019	June 29, 2019 incident Violation of TPD Policy 800.6.4(g)-Radio Transmission (Leaving Assigned Beat) Violation of TPD Policy 800.6(c)-Radio Communications (Keeping dispatcher/police officer advised of status and location) Violation of Patrol Bureau Operations Manual Section III D-11 (Staying in assigned beat during shift)

Discipline	Date Issued	Date of Incident & Sustained Violations
30-Day suspension	January 22, 2019	April 10, 2018 incident Violation of TPD General Order 2.21.4(G)(1)- Neglect of duty Violation of TPD General Order 2.21.4(G)(2)- Violation of department policies, rules or regulations Violation of TPD General Order 2.21.4(G)(3)- Conduct which may be detrimental to the Department Violation of TPD General Order 2.17.4(E)- "On Call" status
30-Day suspension	January 22, 2019	August 20, 2018 incident Violation of TPD General Order 2.21.4(G)(2)- Violation of department policies, rules or regulations Violation of TPD General Order 2.21.4(G)(3)- Conduct which may be detrimental to the Department

VI. EMPLOYEE'S RESPONSE AND ADMINISTRATIVE CONFERENCE CHAIR ASSESSMENT

An in person administrative conference was held on this matter on August 24, 2022. You, your attorney, Tom Yu of the Law Offices of Pelayes and Yu, APC, Police Chief Jeremiah Hart, Lt. Charles Fisher, and Senior Human Resources Analyst Robert Weinmeister, 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. Your attorney stated that he would be presenting on your behalf.

While your attorney made various arguments, his comments focused primarily on the warrant that was associated with the origin of the text messages that he claimed were "…ill gotten evidence" and he alleged that the Police Chief and the Torrance Police Department violated the California Electronic Communications Privacy Act. However, my understanding is that all of the arguments raised by Mr. Yu were set forth in a Motion to Suppress which was recently denied in its entirety by the Court. A true and correct copy of the Judge's 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 Carter's order by reviewing Petitioners' messages or providing the messages to the DA's office. The Court also ruled that Attorney Corey Glave was not entitled to the return of his attorney-client communications which were captured in the search warrant data.[5] Irrespective of Mr. Yu's arguments regarding the source of the text messages, the evidence demonstrates that you violated numerous Department policies, as outlined above and your misconduct cannot be excused. Any future appeals of the Motion to Suppress would not change my determinations regarding your misconduct contained within.

In response to the violation of the City's Anti-Harassment Policy (Policy 34), Mr. Yu contended that there was no victim and that no one was offended by the associated texts. Additionally, your attorney stated that "…everyone has a bias." As defined in Policy 34, the content of the cited text messages for which this discipline is recommended are clearly related to protected classifications (Section 34.10a), they represent visual and/or written harassment (Section34.10d) that was circulated amongst police officers that were not reported to a supervisor, manager or to the Human Resources Division (Section 134.05) or to their immediate supervisor or appropriate authority figure (Section 134.15). It is documented that you completed requisite Anti-Harassment Training and signed acknowledgment of both City and Department Policies. Biases that may or may not exist in the greater society are no excuse for the violation of these standards put into place to promote a hostile free work environment and unbiased approach to a police officer's interaction with the public you swore to serve and protect. However, my understanding is that all of the arguments raised by Mr. Yu were set forth in a Motion to Suppress which was recently denied in its entirety by the Court.

[5] It should be noted that the Administrative Conference Chair did not rely upon any attorney-client privileged communications in making the decision to terminate Satterfield's employment.

A true and correct copy of the Judge's 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 Carter's order by reviewing Petitioners' messages or providing the messages to the DA's office. The Court also ruled that Attorney Corey Glave was not entitled to the return of his attorney-client communications which were captured in the search warrant data.[6]

Finally, following the administrative conference your attorney also sent me an email with the following subject line: "SUPPLEMENTAL SKELLY RESPONSES FROM OFFICERS SATTERFIELD & [NAME PURPOSELY OMITTED]." The email listed a litany of alleged rule violations of the Department asserting that a "double standard that is currently being placed at the Torrance Police Department." To paraphrase, Mr. Yu alleged that the Torrance Police Department, via their social media accounts, posted a video that included a rap song and that the lyrics to that song contain numerous sexual insinuations and racist words that you and another Officer are being accused of using as part of your respective notices of intent to terminate your employment. Mr. Yu then went on to utilize all capital letters in his email to highlight some of the vulgar words allegedly associated with the song.

Mr. Yu's email further conceded *"that the post only contained the instrumental portion of this song"* (emphasis added) yet simultaneously insisted that it "is common knowledge that the lyrics contained in the song are sexually explicit, incite violence, and contain racist words." Moreover, he further insinuated that "posting the instrumentals was functionally equivalent to playing the Star Spangled Banner or the Halls of Montezuma . . ." and that "everyone knows the words." Mr. Yu's contention is equally tenuous as it is absurd. Most importantly, such posting, does not alleviate any responsibility you bear for sending, receiving and responding to discriminatory and homophobic messages.

VII. ADMINISTRATIVE CONFERENCE CHAIR FINDING

Officer Satterfield, I am wholeheartedly disappointed as the Administrative Conference Chair in rendering this decision in a case involving a Torrance Police Department Police Officer sending, receiving and responding to discriminatory and inappropriate messaging. 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. All members of the public, no matter, their race, religion, creed or sexual orientation (among other protected classifications), rely on police officers for assistance in emergencies and life-threatening situations. Your engagement in the above-described behavior calls into questions your ability to deliver such services in an unbiased manner.

You betrayed the trust instilled 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 from employment as a Police Officer effective September 22, 2022.**

VIII. ATTACHMENT

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 Manager
Brianne Cohen, Civil Services Manager
Tom Yu, 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 **September 22, 2022,** I deposited in the United States mail a letter and attachment regarding Administrative Conference Findings to:

Joshua Satterfield

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

first class mail, addressed as follows:

Personal Address
[redacted]

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 22nd day of September 2022 at Torrance, California.

Danny E. Santana
Administrative Conference Chair

ATTACHMENT “B”

POST Report Summary

2 pages

PERSON PROFILE

FIRST NAME	LAST NAME	MIDDLE NAME	DOB / ESTIMATED AGE RANGE
JOSHUA	SATTERFIELD	G	Date of Birth

RACE / ETHNICITY	SEX	DECEASED	POST ID
[redacted]	[redacted]	☐ YES ■ NO	C46-V20

HOME ADDRESS-1	ENTERED DATE
Personal Address	Mar 21, 2023

PHONE NUMBER

Personal Phone (primary, Mobile Phone)

REPORT HISTORY

EVENT START DATE / TIME	REPORT #	REPORT TYPE	INVOLVEMENT	PRIMARY REPORTER
07/12/2023 00:00	POST2311149	POST Supplement: POST2311149-2	Subject Officer/Deputy	John Tomasello
11/02/2022 09:56		EDI Import Index Report: 007430	Involved Person	
07/03/2021 00:00	POST2311149	Agency Misconduct POST2311149-1	SUBJECT OF INVESTIGATION: (ONLY ONE(1) OFFICER OR AGENCY)	Jason Masalcas
03/18/2021 00:00	POST2311044	Agency Misconduct POST2311044-1	SUBJECT OF INVESTIGATION: (ONLY ONE(1) OFFICER OR AGENCY)	Jason Masalcas
08/02/2020 16:00	POST2311371	Agency Misconduct POST2311371-1	SUBJECT OF INVESTIGATION: (ONLY ONE(1) OFFICER OR AGENCY)	James Kyle
04/30/2020 16:00	POST2309810	Agency Misconduct POST2309810-1	SUBJECT OF INVESTIGATION: (ONLY ONE(1) OFFICER OR AGENCY)	James Kyle
12/25/2019 08:37	POST2302199	Agency Misconduct POST2302199-1	SUBJECT OF INVESTIGATION: (ONLY ONE(1) OFFICER OR AGENCY)	James Kyle
06/13/2019 18:08	POST2312524	Agency Misconduct POST2312524-1	SUBJECT OF INVESTIGATION: (ONLY ONE(1) OFFICER OR AGENCY)	James Kyle

EVENT START DATE / TIME	REPORT #	REPORT TYPE	
04/29/2019 02:26	POST2311399	Agency Misconduct POST2311399-1	
	INVOLVEMENT		PRIMARY REPORTER
	SUBJECT OF INVESTIGATION: (ONLY ONE(1) OFFICER OR AGENCY)		James Kyle
EVENT START DATE / TIME	REPORT #	REPORT TYPE	
11/04/2018 18:19	POST2305109	Agency Misconduct POST2305109-1	
	INVOLVEMENT		PRIMARY REPORTER
	SUBJECT OF INVESTIGATION: (ONLY ONE(1) OFFICER OR AGENCY)		James Kyle

ATTACHMENT “C”

POST Profile Report

2 pages

POST PROFILE NAME:

SATTERFIELD, JOSHUA G.

CALIFORNIA COMMISSION ON **POST**

Certification Status: Temporary Suspension

AKA: N/A

DATE: 08/16/2023

PERSONAL IDENTIFICATION

POST I.D.	Agency	Birth Date	Gender	Race/Ethnicity
C46-V20		[redacted]	[redacted]	[redacted]

CERTIFICATES AWARDED

Cert No.	Type	Awarded	Education	T	T+	Comments
180699	B	07/14/2015	[redacted]	[redacted]	[redacted]	[redacted]

Total Number of Certificates: 1

EMPLOYMENT

Hired From	To	R*	Rank	Rank Date	Agency	Agency Name	F/P	P/U	Seas
01/09/2014	06/01/2014	6	TRN	01/09/2014	19000	LOS ANGELES CO SD	F	P	
06/01/2014	02/12/2016	1	DPTY	06/01/2014	19000	LOS ANGELES CO SD	F	P	
02/22/2016	09/22/2022	2	PO	02/22/2016	19720	TORRANCE PD	F	P	

*Reason for Separation: 1 = Resigned, 2 = Discharge, 6 = Other

POST CERTIFIED TRAINING

Comp Date	Cat	CCN	Hrs	Rmb	Cmp	Agency	School	*	Course Name
01/13/2014	K	1820-28411-13-009	8	X	Y	19000	LASD		WORKPLACE HARASSMENT PREVENTION
04/23/2014	K	4890-23272-13-073	8		Y	19000	M TOLERNCE		CULT. DIV.-TOOLS FOR TOLERANCE (MOT ONLY)
05/30/2014	A	1820-00100-13-005	760		Y	19000	LASD		BASIC COURSE-INTENSIVE
05/25/2015	K	9180-25579-14-329	3	X	Y	19000	POST		GANGS: PC 186.22 FOR PATROL (WEB)
05/14/2016	K	2800-29502-15-011	8		Y	19720	TPD	*	DRIVING(PSP)
06/18/2016	K	9180-25554-15-354	2	X	Y	19720	POST	*	COMMUNICATION: KEEPING YOUR EDGE (WEB)
06/23/2016	K	2800-29503-15-007	8		Y	19720	TPD	*	ARSTCTL(PSP)
06/24/2016	K	2800-23500-15-007	8	X	Y	19720	TPD		WEAPONLESS DEFENSE AND BATON
02/23/2017	K	2800-29501-16-004	8		Y	19720	TPD	*	FIREARM(PSP)
04/06/2017	K	2800-29503-16-007	8		Y	19720	TPD	*	ARSTCTL(PSP)
04/06/2017	K	9180-25585-16-280	2	X	Y	19720	POST	*	TACTICAL COMMUNICATION (WEB)
04/07/2017	K	2800-23500-16-006	8	X	Y	19720	TPD		WEAPONLESS DEFENSE AND BATON
05/03/2017	K	9180-25557-16-307	2	X	Y	19720	POST		BEST PRACTICES OF GOOD TRAINING (WEB)
05/06/2017	K	2800-29502-16-013	8		Y	19720	TPD	*	DRIVING(PSP)
07/13/2017	K	2800-21798-17-001	8		Y	19720	TPD		FIRST AID/CPR UPDATE
04/12/2018	K	2800-22405-17-002	8	X	Y	19720	TPD		OFFICER SAFETY/FIELD TACTICS UPDATE
08/21/2018	K	2800-20315-18-001	8	X	Y	19720	TPD		DRUG ALCOHOL RECOGNITION UPDATE
10/06/2018	K	9180-25587-18-098	2	X	Y	19720	POST		VEHICLE PURSUIT POLICY (WEB)
12/16/2018	K	9180-25580-18-169	4	X	Y	19720	POST		DOMESTIC VIOLENCE: IT'S YOUR CALL, VOL. 1 (WEB)
04/03/2019	K	1820-23601-18-011	4		Y	19720	LASD		SCENARIO EVALUATOR TRAINING
05/29/2019	K	4890-23287-18-036	4	X	Y	19720	M TOLERNCE		RACIAL PROFILING UPDATE
09/24/2019	K	1820-23161-19-008	8		Y	19720	LASD		GANGS-CAL GANG COMPUTER SYSTEM
11/19/2019	K	1120-28000-19-001	7	X	Y	19720	ESPD		TRAINING CONFERENCE
12/13/2019	K	9180-25587-19-166	2	X	Y	19720	POST		VEHICLE PURSUIT POLICY (WEB)
11/02/2020	K	9180-25589-20-125	2	X	Y	19720	POST		DV RESPONSE & LETHALITY ASSESSMENT (WEB)
11/05/2020	K	9180-25587-20-128	2	X	Y	19720	POST		VEHICLE PURSUIT POLICY (WEB)
11/21/2020	K	2800-29502-20-004	8		Y	19720	TPD	*	DRIVING(PSP)

POST PROFILE NAME:

SATTERFIELD, JOSHUA G.

CALIFORNIA COMMISSION ON **POST**

Certification Status: Temporary Suspension

AKA: N/A

DATE: 08/16/2023

POST CERTIFIED TRAINING *continued*

Comp Date	Cat	CCN	Hrs	Rmb	Cmp	Agency	School	*	Course Name
03/03/2021	K	2800-29501-20-001	8		Y	19720	TPD	*	FIREARM(PSP)

***Meets Perishable Skills**

FOOTNOTES

NO FOOTNOTE ON FILE.

PLEASE REFER TO THE ENCLOSED EXPLANATION SHEET FOR ADDITIONAL INFORMATION.

ATTACHMENT “D”

Respondent’s Transcripts

Pg. 5

1 page

SATTERFIELD: Patrol.

YU: His current assignment, he's not working right now.

STAUFFER: Prior to being placed on admin leave, what was your assignment?

SATTERFIELD: Patrol.

STAUFFER: Have you held any other assignments outside of patrol with Torrance PD?

SATTERFIELD: Just like the gang enforcement team and then like our SRT team, [inaudible] collaterals.

STAUFFER: So, when you say those are collaterals, those were additional assignments, like overtime assignments in in addition to your patrol assignment?

SATTERFIELD: Correct.

STAUFFER: And SRT, is it special response?

SATTERFIELD: It's like, yeah, like a riot team.

STAUFFER: As a member of Torrance PD, is it your responsibility to be aware of the Department's rules and regulations?

SATTERFIELD: Yes.

STAUFFER: As a member of Torrance PD, is it your responsibility to abide those rules and regulations?

SATTERFIELD: Yes.

STAUFFER: Do you have a personal cellular phone?

SATTERFIELD: Yes.

STAUFFER: What's the phone number?

SATTERFIELD: Personal Number.

STAUFFER: At any time going back to 2018, have you had a different personal cell phone number?

SATTERFIELD: No.

STAUFFER: How long have you had this particular phone number?

ATTACHMENT “E”

Respondent’s Transcripts

Pg. 6

1 page

SATTERFIELD: Couldn't even tell you. It's been a long time, though. Several, I mean --

STAUFFER: An estimate of years.

SATTERFIELD: Since before I came to Torrance PD, so more than six years.

STAUFFER: Does anyone else use your phone for any reason?

YU: If you know.

SATTERFIELD: I don't know. I mean, it's possible.

STAUFFER: Are you aware of anyone else using your phone?

SATTERFIELD: Not that I'm aware of.

YU: That assumes that whoever used his phone told him that the person was using his phone.

STAUFFER: Or that he discovered it.

YU: No one has told you neither have you discovered?

SATTERFIELD: No.

STAUFFER: Do you have use your personal cell phone to get messages from the Department?

SATTERFIELD: Yes.

STAUFFER: And do you use it to get messages from other members of the Department?

SATTERFIELD: Yes.

STAUFFER: Do you use your personal cell phone to communicate with coworkers by text, phone calls and other means?

SATTERFIELD: Yes, sir.

STAUFFER: Would those means include the WhatsApp app?

SATTERFIELD: Yes, sir.

STAUFFER: Do you have a work cellular phone number?

SATTERFIELD: No, sir.

ATTACHMENT “F”

Text Messages

Sorted by date

12 pages

Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

From: [redacted]@s.whatsapp.net Officer Tony Chavez

https://losangeles.cbslocal.com/2018/08/23/grand-rapids-man-accused-of-urinating-on-black-child-calling-her-n-word/

Josh when he's older

Attachments:



Title: Grand Rapids Man Accused Of Urinating On Black Child, Calling Her N-Word
Size: 5712
File name: 2722f0c4-404c-4778-a6ee-b4912e354b9a.thumb
Path: https://losangeles.cbslocal.com/2018/08/23/grand-rapids-man-accused-of-urinating-on-black-child-calling-her-n-word
2722f0c4-404c-4778-a6ee-b4912e354b9a.thumb

Status: Read

Platform: Mobile

8/23/2018 23:00(UTC-7)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x38F4FB (Table: ZWAMESSAGE, ZWAMEDIAITEM; Size: 13406208 bytes)
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ContactsV2.sqlite : 0x14827 (Table: ZWAADDRESSBOOKCONTACT; Size: 184320 bytes)
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/Message/Media/[redacted][redacted]@g.us/2/7/2722f0c4-404c-4778-a6ee-b4912e354b9a.thumb : (Size: 5712 bytes)

From: [redacted]@s.whatsapp.net Officer Joshua Satterfield

What's the crime

Status: Read

Platform: Mobile

8/23/2018 23:00(UTC-7)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x38F849 (Table: ZWAMESSAGE; Size: 13406208 bytes)
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ContactsV2.sqlite : 0x12FF5 (Table: ZWAADDRESSBOOKCONTACT; Size: 184320 bytes)

Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

[redacted]@s.whatsapp.net Officer Tony Chavez

Attachments:



Title: Sarge will also be more than thrilled to see this I'm sure..tflats rapper
Size: 113383
File name: 4fb49f64-afc4-40e1-9602-d930ea8e136d.jpg
Path: https://mmg-fna.whatsapp.net/d/f/Akqe-WFnDTmccvs_NeSTQ55R6UuPgow_zFrTPXHxc-v4.enc
4fb49f64-afc4-40e1-9602-d930ea8e136d.jpg

Status: Read
Platform: Mobile

12/13/2018 6:32:05 PM(UTC-8)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x508BE1 (Table: ZWAMESSAGE, ZWAGROUPMEMBER, ZWAMEDIAITEM, Size: 13406208 bytes)
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/Message/Media[redacted][redacted]@g.us/4/f/4fb49f64-afc4-40e1-9602-d930ea8e136d.jpg : (Size: 113383 bytes)

[redacted]@s.whatsapp.net Officer Joshua Satterfield

Yea I saw that dudes profile this morning

Status: Read
Platform: Mobile

12/13/2018 6:56:21 PM(UTC-8)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x508643 (Table: ZWAMESSAGE, ZWAGROUPMEMBER, Size: 13406208 bytes)

Personal Number@s.whatsapp.net Officer Tony Chavez

Sarge will be hot in no time

Status: Read

Platform: Mobile

12/13/2018 6:57:14 PM(UTC-8)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x508396 (Table: ZWAMESSAGE, ZWAGROUPMEMBER, Size: 13406208 bytes)

Personal Number@s.whatsapp.net Officer Joshua Satterfield

"Detain thith bitch"

Status: Read

Platform: Mobile

12/13/2018 7:03:39 PM(UTC-8)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x5089D8 (Table: ZWAMESSAGE, ZWAGROUPMEMBER, Size: 13406208 bytes)

Personal Number@s.whatsapp.net Officer Joshua Satterfield

You happen to notice the rounds put through that target on the table?? I'm confident he won't be hitting any of us with that un-zeroed eotech... kinda reminds me of Chandler's targets

Status: Read

Platform: Mobile

12/13/2018 7:30:49 PM(UTC-8)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x508DD4 (Table: ZWAMESSAGE, ZWAGROUPMEMBER, Size: 13406208 bytes)

Personal Number@s.whatsapp.net Officer Joshua Satterfield

By evidence of IP1

Status: Read

Platform: Mobile

12/13/2018 7:30:59 PM(UTC-8)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x508AE8 (Table: ZWAMESSAGE, ZWAGROUPMEMBER, Size: 13406208 bytes)

Personal Number@s.whatsapp.net Officer David Chandler

Im a dead eye shot biotch. Who's IP1

Status: Read

Platform: Mobile

12/13/2018 8:04:28 PM(UTC-8)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x5080A6 (Table: ZWAMESSAGE, ZWAGROUPMEMBER, Size: 13406208 bytes)

Personal Number@s.whatsapp.net Officer Joshua Satterfield

That nigglet you failed to kill. Grandma said you needed to be a better shot

Status: Read

Platform: Mobile

12/13/2018 8:05:27 PM(UTC-8)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x508F01 (Table: ZWAMESSAGE, ZWAGROUPMEMBER, Size: 13406208 bytes)

Personal Number@s.whatsapp.net Officer David Chandler

Oh yeah. Maybe if we did ANY kind of shooting on the move or at moving targets...

Status: Read

Platform: Mobile

12/13/2018 8:31:33 PM(UTC-8)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x508583 (Table: ZWAMESSAGE, ZWAGROUPMEMBER, Size: 13406208 bytes)

Personal Number@s.whatsapp.net Officer Joshua Satterfield

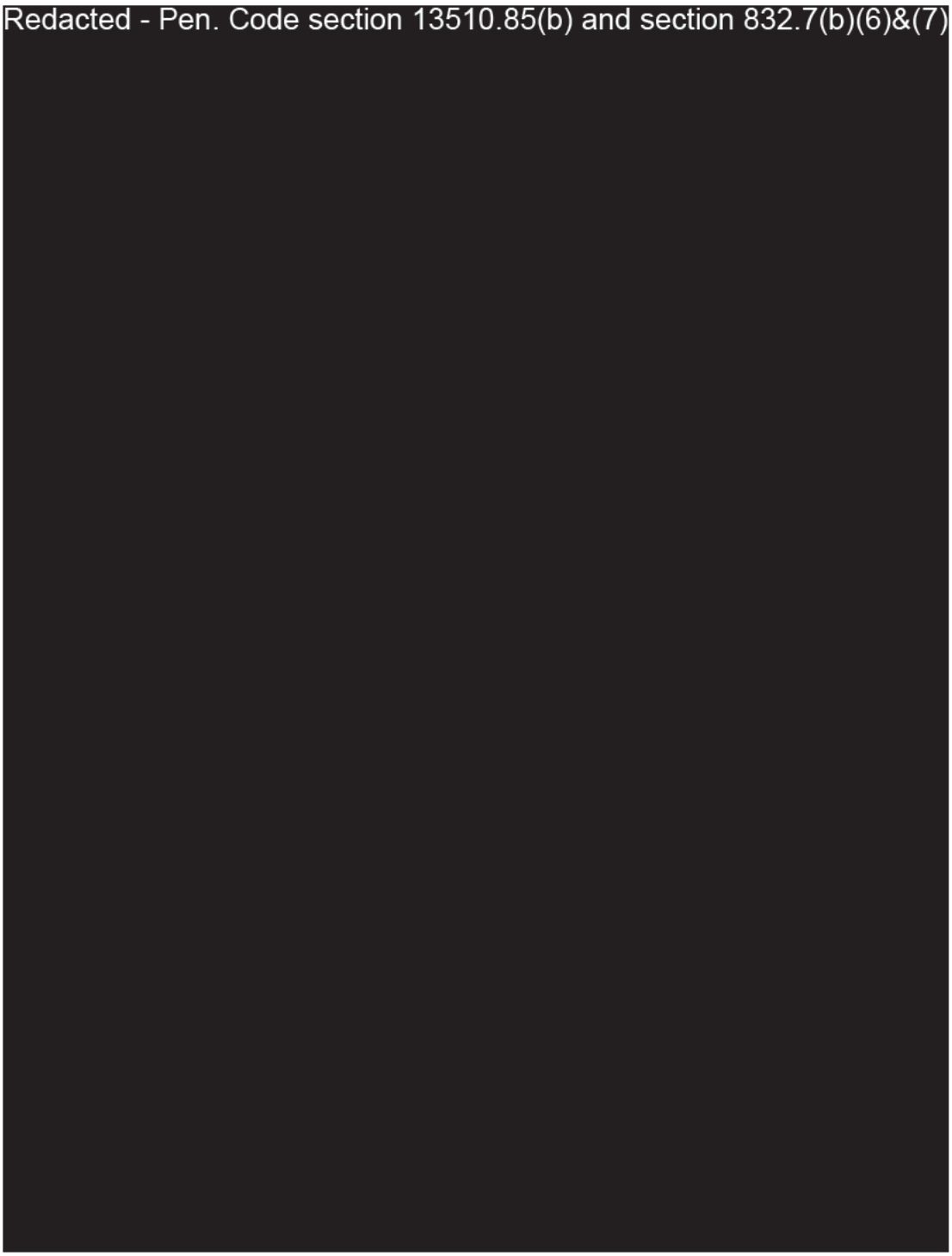
It's weird that Alhambra dude said he taught you everything he knew about shooting

Status: Read

Platform: Mobile

12/13/2018 8:39:30 PM(UTC-8)

Source Info:
1fb7ce37154796cfb9b92688c8507046faf81d20_files_full.zip/private/var/mobile/Containers/Shared/AppGroup/9B1062E8-D1BB-4679-ACDE-F5D9CAF205EA/ChatStorage.sqlite : 0x50880A (Table: ZWAMESSAGE, ZWAGROUPMEMBER, Size: 13406208 bytes)



[redacted]@s.whatsapp.net Officer Lance Nelson

https://www.instagram.com/p/Bw4ep4dgFa-/?utm_source=ig_share_sheet&igshid=17f3cvph781l8

Attachments:



Title: Black Lives Matter Los Angeles on Instagram: "TORRANCE, CA POLICE SHOT AND KILLED [redacted] IP2 WITHIN 15 SECONDS. Just released bodycam footage shows police murder [redacted] IP2 ..."
Size: 1821
File name: 55e9d811-7759-4854-b050-9eff0332573d.thumb
55e9d811-7759-4854-b050-9eff0332573d.thumb

Status: Read
Platform: Mobile

4/30/2019 10:05:28 PM(UTC-7)

Source Info:
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[redacted]@s.whatsapp.net Officer Lance Nelson

The comments are pretty entertaining

Status: Read
Platform: Mobile

4/30/2019 10:05:44 PM(UTC-7)

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[redacted]@s.whatsapp.net Officer Joshua Satterfield

Aww

Status: Read
Platform: Mobile

4/30/2019 10:07:06 PM(UTC-7)

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[redacted]@s.whatsapp.net Officer Joshua Satterfield

His little son will grow up without a father now. Oh way that's standard for any African American family to be absent a father. He'll be fine

Status: Read
Platform: Mobile

4/30/2019 10:08:17 PM(UTC-7)

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[redacted]@s.whatsapp.net Officer Blake Williams

Job security

Status: Read
Platform: Mobile

4/30/2019 10:08:54 PM(UTC-7)

Source Info:
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ATTACHMENT “G”

Relevant Torrance Policies

18 pages

Law Enforcement Code of Ethics

104.1 PURPOSE AND SCOPE

The purpose of this policy is to ensure that all peace officers are aware of their individual responsibilities to maintain their integrity and that of their department at all times.

104.2 POLICY

The Law Enforcement Code of Ethics shall be administered to all peace officer trainees during the Basic Academy course and to all other persons at the time of appointment (11 CCR 1013).

104.3 LAW ENFORCEMENT CODE OF ETHICS

AS A LAW ENFORCEMENT OFFICER, my fundamental duty is to serve; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against abuse or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I WILL keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I WILL never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

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. I will constantly strive to achieve these objectives and ideals, dedicating myself before god to my chosen profession... law enforcement.

104.3.1 OBJECTION TO RELIGIOUS AFFIRMATION

Reference to religious affirmation in the Law Enforcement Code of Ethics may be omitted where objected to by the officer.

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34.05 **ANTI-HARASSMENT POLICY**

The City is committed to providing a workplace free of discriminatory harassment. This Policy defines discriminatory harassment and sets forth a companion procedure for the investigation and resolution of such complaints by or against any City employee, applicant or contractor. This Policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, training opportunity and compensation.

Discriminatory harassment will not be tolerated and employees who violate this Policy may be subject to appropriate disciplinary action. Retaliation against any individual for making a complaint of such harassment or for participating in a harassment investigation constitutes a violation of this Policy. However, knowingly false accusations of retaliation or harassment similarly will not be tolerated.

34.10 **Definitions**

34.10a Protected Classifications: This Policy prohibits harassment or discrimination because of an individual's protected classification. "Protected Classification" includes 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.

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. Sexually harassing conduct can occur between people of the same or different genders.

Harassment includes, but is not limited to the following misconduct:

34.10b Verbal Harassment

Inappropriate or offensive remarks, slurs, jokes or innuendoes based on 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, inappropriate comments regarding an individual's body, physical appearance, attire, sexual prowess, marital status, pregnancy or sexual orientation; unwelcome flirting or propositions; demands for sexual favors; verbal abuse, threats or intimidation of a sexual nature; or sexist,

patronizing or ridiculing statements that convey derogatory attitudes about a particular gender.

34.10c Physical Harassment

Inappropriate or offensive touching, assault, or physical interference with free movement when directed at an individual on the basis of 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, kissing, patting, lingering or intimate touches, grabbing, massaging, pinching, leering, staring, unnecessarily brushing against or blocking another person, whistling or sexual gestures.

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.

34.10e Work Environment

A work environment that is permeated with sexually oriented talk, innuendo, insults or abuse not relevant to the subject matter of the job. A hostile work environment can arise from the following circumstances:

A. An unwarranted focus on sexual topics or sexually suggestive statements.
B. An unwelcome sexual behavior directed specifically at an individual.
C. The individual merely witnesses unlawful harassment in his or her immediate surroundings.

The determination of whether an environment is hostile is based on the totality of the circumstances, including such factors as:

A. The frequency of the conduct.
B. The severity of the conduct.
C. Whether the conduct is humiliating or physically threatening.
D. Whether the conduct unreasonably interferes with an individual's work.

By definition, sexual harassment is not within the course and scope of an individual's employment with the City of Torrance.

34.15 **Relationships between Supervisors and Subordinate Employees**

Romantic or sexual relationships between supervisors and employees are discouraged. There is an inherent imbalance of power and potential for exploitation in such relationships which may create an appearance of impropriety and lead to charges of favoritism by other employees. A welcome sexual relationship may change, with the result that sexual conduct that was once welcome becomes unwelcome and harassing.

34.20 **Prohibited Supervisory or Managerial Behavior**

No supervisor, manager or other authority figure shall:

A. Condition any employment, employee benefit or continued employment in the City of Torrance on an applicant's or employee's acquiescence to any of the behavior defined above.

B. Retaliate against any applicant, or employee, because that person has opposed a practice prohibited by this policy or has filed a complaint, testified, assisted or participated in any manner in an investigation, proceeding or hearing conducted by an authorized investigator.

C. Destroy evidence relevant to an investigation of harassment.

34.25 **Behavior Prohibited by All Persons**

No employee in the City of Torrance shall:

A. Create a hostile or offensive work environment for any other person by engaging in any discriminatory harassment or by tolerating it on the part of another employee.

B. Assist any individual in doing any act which constitutes discriminatory harassment against any other employee of the City of Torrance.

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. Any supervisor or manager who receives a complaint regarding discriminatory harassment shall immediately report it to the Human Resources Division, followed by written documentation of the complaint.

134.10

Supervisors/Managers Responsibilities for Preventive Action

A. A copy of the Anti-Harassment Policy shall be provided to all employees in the City of Torrance, as well as displayed in prominent locations throughout the City.

B. A copy of the information sheet on sexual harassment prepared by the Department of Fair Employment and Housing is available to all City of Torrance employees upon request.

C. New employees shall be provided a copy of the Anti-Harassment Policy during New Employee Orientation.

D. The Human Resources Division shall make available information from the Department of Fair Employment and Housing and the Equal Employment Opportunity Commission about filing claims of sexual harassment with these entities.

E. A copy of the Anti-Harassment Policy and Procedure is in the City of Torrance Policy, Procedure and Protocol Manual posted on the Policies and Procedures web page on the Torrance Employee Network (TEN).

F. Employees of the City of Torrance shall receive periodic training on the policy.

134.15

Employees' Responsibilities

A. Report any conduct which fits the definition of discriminatory harassment to their immediate supervisor or appropriate authority figure. This includes conduct of non-employees, such as sales representatives or service vendors or harassing conduct toward such contractors. Under no circumstances shall an employee of the City of Torrance who believes that he or she has been the victim of discriminatory harassment be required to first report that harassment to a supervisor or other authority figure who has done the harassing.

B. Cooperate with any investigation of any alleged act of harassment conducted by the City of Torrance.

C. Maintain confidentiality to the extent possible in investigating any claims of alleged harassment.

134.20

Human Resources Reporting Procedures for Investigative/Corrective Action

A. Human Resources shall conduct a fair, timely and thorough investigation of any incident of alleged discriminatory harassment reported to them. The investigation shall be conducted in a way to maintain confidentiality, to the extent possible.

B. The person designated to investigate shall report in writing the findings of any investigation to the Human Resources Division. The Human Resources Administrator shall determine whether there is a violation of Policy and communicate the conclusion to the complainant.

C. Remedial action including discipline taken by any supervisor or manager shall be decided in accordance with Policy and after consultation with the Human Resources Administrator.

Employees who have questions about their rights and obligations described within this policy should contact the Human Resources Division.

Historical Record

Original Publication

04/2001

Revisions

07/2001 Reformat

06/2002

05/2009 Reformat

11/2012

12/2017

03/2018 Updated

04/2018 Updated

TORRANCE POLICE DEPARTMENT

GENERAL ORDER 1.10 POLICING PHILOSOPHY

DATE ISSUED: January 14, 2010

JOHN J. NEU
CHIEF OF POLICE

PURPOSE

This General Order establishes the Department's policing philosophy and the expectations of personnel in their service to the community.

1.10.1 FOCUS BASED POLICING

A. Philosophy: Focus Based Policing is a distinct management philosophy based upon the need for continuous improvement through employee growth and development, as well as a general dissatisfaction with the status quo. Focus Based Policing empowers Area Commanders and Division Commanders to look for opportunities to address crime problems, quality of life issues and unexpected challenges in conjunction with their everyday responsibilities. We promote fresh thinking and creativity by pushing down the organization chart and distributing power to the line level officers. This philosophy enables our managers to formulate and assess new methods and approaches to not only how we police, but also how we handle routine tasks, with the goal of truly expanding the future of policing in the City of Torrance. In short, our belief and approach is simply "things can always be done better throughout the entire organization."

Our Focus Based Policing philosophy provides the following fundamental benefits:

1. Mission and vision clarification
2. Enhanced service to the community
3. Results orientation with a focus on outcomes rather than outputs
4. Resource flexibility
5. Focus on problem solving and relentless follow-up
6. Information exchange driven decision making
7. Employee growth and development

1.10.2 TEAM POLICING

A. GENERAL: In support of our Focus Based Policing management philosophy, the Patrol Division is deployed on a Team Policing model. The four basic components of Team Policing are:

1. A deployment model that meets organizational needs for accountability and consistency.
2. A beat system that creates consistent and equitable areas for patrol officers to work.
3. A scheduling system that balances the needs of the employees and workload demands.
4. An effective patrol structure to meet increased demands and expectations while supporting our historical patrol practices.

The Department structures its Patrol operations around fixed Police Teams assigned to a specific region of the City during a team-specific day and hourly schedule. Patrol personnel are committed to their team, area and schedule for an entire deployment cycle. Police Teams report to an Area Commander who is responsible for monitoring all activities occurring within the area of the City that Team patrols. Area Commanders act as Patrol's central liaison to the community, actively participating in or organizing community meetings and events within the Area Commander's designated area of the City.

Our Team Policing model allows us to deploy officers in a more efficient and effective manner while addressing the ongoing need to respond to calls for service, creating additional opportunities for proactive work where and when it is needed, and providing sufficient time and support for officers to complete and implement operation plans; all of which enhances our Focus Based Policing efforts.

1.10.3 SERVICE TO THE COMMUNITY

A. GENERAL: The most important factor in gaining the goodwill and confidence of the people is an attitude of courtesy and objectivity toward them. It is important that the Department, through its personnel, demonstrate the ability and capacity to provide the type of police service that the people have a right to expect.

Each member of the Department should be prepared to meet the responsibility of police service through continuous education and training. Self-confidence comes from experience gained through the diligent performance of duty. Courtesy, patience and tact are characteristics expected of each employee.

To most people, the individual employee is representative of the entire Department, and to residents and visitors, is the public representative of the City. Demeanor in dealing with the public creates favorable or unfavorable impressions of the employee, the Department, and the City.

Employees must realize that their activities are matters of particular interest, not only to those with whom there are direct dealings, but also the general public, because official duties are closely related to every phase of community life. Employees must maintain habits of acceptable conduct that will merit public approval.

The use of offensive language by department employees is objectionable and as demoralizing to human dignity as physical abuse. Everyone is entitled to respect and dignity in the treatment they receive.

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

1. Tact, patience, and courtesy shall be strictly observed in all cases of public contact.
2. A police department employee shall maintain a professional attitude and demeanor that will not in any manner communicate any personal prejudices.
3. Managers and supervisors shall, by example, demonstrate, and instruct subordinates in proper demeanor and desirable attitudes in dealing with the public.
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.
5. Officers shall diligently perform their duties with impartiality, uphold the constitution, and be mindful that they are the protectors of the people's lives and property.
6. Officers shall be aware of the problems that exist in various areas and take appropriate, affirmative action to correct them without indifference or neglect.

JOHN J. NEU
CHIEF OF POLICE

TORRANCE POLICE DEPARTMENT

GENERAL ORDER 2.01 EMPLOYEE RULES AND REGULATIONS

JOHN J. NEU
CHIEF OF POLICE

DATE ISSUED: April 6, 2009

PURPOSE

Department personnel are expected to conduct themselves in a manner that reflects the Mission, Vision, and Core Values of our Department. This General Order establishes rules and regulations governing employee conduct.

2.01.1 EMPLOYEE RULES AND REGULATIONS

A. EMPLOYEE RESPONSIBILITY. 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:

1. Obey all local, state, and federal laws.
2. Render service to the community with pride, integrity, compassion, and excellence.
3. Enforce the law equitably and without regard to race, color, religion, sex, marital status, sexual orientation, national origin, age, disability, or veteran status. Laws and regulations issued by the United States and the State of California require equal treatment of all persons.
4. Conduct themselves in a manner that does not create a conflict of interest with or is detrimental to the Department.
5. Perform their duties in a manner that will not reasonably result in the impairment or disruption of public service or Department business. This includes the knowing and willful failure to perform a required duty or task.
6. Maintain in good working order the equipment and supplies issued to them, taking all reasonable care to prevent loss or damage.

B. FALSE REPORT PROHIBITED. No employee shall make false official reports, or knowingly enter, or cause to be entered, in any Department book, record, report, or log, any inaccurate, false, or improper information, evidence or material.

2.01.2 WORKPLACE CONDUCT

A. DEPARTMENT IDENTIFICATION CARD. The primary, official means of identifying Department members is the Torrance Police Department identification card. The issuance of an identification card is only authorized by the Chief of Police, or a designee, and is intended to be used only for official authorized purposes. Department members shall relinquish their identification card upon the direction of the Chief of Police or designee.

1. WEARING IDENTIFICATION. All personnel not in uniform are required to wear identification while inside the Police facility. Police Officers and Services Officers shall wear badges or Department identification cards. All other employees and volunteers shall wear Department identification cards. Identification shall be conspicuously worn on the employee's person, using a clip or lanyard.
2. POSSESSION OR USE. All personnel are required to have their identification card in their possession when they are on duty and displayed when there is a need to identify themselves as a Department member. The Identification Card is to be worn, displayed and/or offered only for Department business.

B. EFFICIENCY. Employees shall direct and coordinate their efforts in such a manner as will tend to establish and maintain the highest standard of efficiency.

C. PUNCTUALITY. Employees shall be punctual in reporting for duty, and shall work their complete tour of duty, unless relieved by a supervisor.

D. SMOKE-FREE ENVIRONMENT. Smoking is prohibited in the Police station. Outside the Police station, smoking is prohibited within 25 feet of the building. Smoking in City Vehicles is prohibited. Any disputes or grievances on the no-smoking policy shall go first to the Administrative Bureau Commander for resolution. In any dispute arising under this no-smoking policy, the rights of the non-smoker shall be given precedence.

E. ALCOHOL CONSUMPTION. Alcoholic beverages shall not be consumed by on-duty personnel. Exceptions can be authorized only by the Chief of Police or his designee.

F. EMPLOYEE PARKING. Employees shall park their personal vehicles only in designated spaces. Personal vehicles shall not be parked in spaces reserved for City vehicles. Long-term storage of personal vehicles on City property is prohibited.

G. KEYS. Upon transfer or reassignment, employees shall submit their programmable keys to the Services Division for reprogramming. All regular keys for offices or work areas shall be relinquished to the Commander of the concerned Division upon reassignment. Missing or damaged keys shall be reported to the Services Division on a TPD 41. Upon separation of employment, employees shall return all keys to the Personnel Division.

2.01.3 RESPECT FOR COMMAND

A. ADDRESSING RANKING OFFICER. When in the presence of the public, employees of the Department shall address supervisors by their proper titles.

B. OBEDIENCE TO ORDERS. Employees shall obey the lawful orders of any Department supervisor.

C. INSUBORDINATION. Insubordination is the refusal to follow a lawful work order, or a challenge to authority. Additionally, insubordination includes the use by any employee of coarse, profane, or insolent language or behavior toward any supervisor, or willfully lying to any supervisor in any matter having to do with the course and scope of employment.

2.01.4 DEPARTMENT SENIORITY

A. SWORN. Seniority of officers is determined by Classified Service rating and further by the length of continuous service in the Classified Service Rate, according to Departmental service. If date of appointment is the same for two or more officers, the one occupying the higher position on the Classified Service eligible list is considered the senior officer.

B. CIVILIAN. Seniority of civilian employees is according to the Classified Service rating whereby one position is classified as being higher in grade than another, and the length of continuous service in that class.

2.01.5 TAKING CHARGE OF A SCENE

A. OFFICER IN CHARGE. The officer assigned to an incident shall take charge. In routine performance of duties, or at the scene of a police incident, officers shall recognize and respect the position of the officer-in-charge by effectively and efficiently carrying out lawful orders issued by that authority.

B. SENIOR OFFICER ASSUMING COMMAND. A senior officer may take command of a situation by informing the officer in charge and others involved in the incident of his intent. Such assumption of command shall be undertaken whenever the situation appears to the senior officer to be beyond the control of the officer in charge, or when both officers are involved in the same duty.

C. JUNIOR OFFICER ASSUMING COMMAND. An officer of equal or junior rank may take command by informing the officer then in charge of his intent. Such assumption of command shall be undertaken only when the officer in command is unable to perform his duties because of physical or mental inability. An officer, regardless of rank, shall assume command of a situation when so instructed by an officer of superior rank. An officer in command of an operation shall maintain that responsibility until relieved by competent authority.

2.01.6 CIVILIAN PERSONNEL

A. PERFORMING POLICE DUTIES. A civilian employee shall not be assigned to duties of police nature, except for Services Officers assigned to specific duties. This section does not restrict any employee from assisting, defending, or protecting other employees who are in need of emergency assistance in the performance of their duties. If an emergency exists and a female officer is not immediately available, a female civilian employee may:

1. Temporarily act as an observer during the care or detention of a female.
2. Act as a witness during the photographing of a female crime victim.

2.01.7 EMPLOYEE ORGANIZATION

A. EMPLOYER-EMPLOYEE RELATIONS. Employees have the right to form, join, and participate in activities of employee organizations for the purpose of representation on all matters of employer-employee relations. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against because of his exercise of these rights.

B. MOU PROVISIONS. Wages, hours, and working conditions are governed by the existing Memorandum of Understanding provisions for each of the various employee organizations.

2.01.8 SWORN MEAL AND BREAK PERIODS

A. Uniformed officers may take a thirty-minute meal, exclusive of transportation, during the course of the employee's normal working hours.

1. Meals shall be taken only after receiving clearance to do so from Communications.
2. Meals and breaks shall be taken in such a manner that the officer can respond in a timely manner.
3. Meals and breaks shall be taken within their assigned beat. Any exceptions will be with the express approval of a field supervisor, on a day-to-day basis.
4. No more than two marked units or four uniformed officers, excluding supervisors, may be out at any one location. Motors paired after dark will be considered to be one unit.

2.01.9 WEIGHT ROOM

A. EMPLOYEES ONLY. The physical training room is for the use of current Department employees only.

B. USE AT OWN RISK. Employees using the physical training room do so at their own risk. Personnel using these facilities must recognize that an injury incurred on- or off-duty is not automatically considered a work-related injury.

C. RULES FOR USE. Unsafe conditions or acts that may cause damage or injury will not be tolerated. Employees shall use the physical training room in a safe manner.

2.01.10 PROPERTY DAMAGE

A. DEPARTMENT PROPERTY. An employee shall report promptly, through channels, to his Division Commander or other responsible person, the loss or unserviceable condition of, or damage to, any Department property issued or assigned to him.

B. OTHER PROPERTY. Whenever possible, employees should request supervisory approval prior to taking actions that may result in property damage. If there is an incident where property damage occurs, the employee shall notify a supervisor of the incident and any actions taken, and write a TPD 41 documenting how the property was damaged, the extent of the damage, any notifications made, and efforts to secure the property.

C. SUPERVISORY RESPONSIBILITY. When notified of property damage, supervisors shall make a notation in their log of the damage, any approvals given, and any action taken, including completion of the Notification Card. The Supervisor shall make note of the employee's TPD 41 and forward it to the Personnel Division Commander. Photographs should be taken whenever practical.

2.01.11 MISUSE OF PUBLIC RESOURCES

A. Department employees may not use or permit others to use public resources for personal purposes or campaign activity. "Public resources" means any property or asset owned by the City of Torrance, including, but not limited to, land, buildings, facilities, funds, equipment, supplies, telephones, computers, vehicles, travel, and on-duty time.

2.01.12 MEMBERSHIPS AND SUBSCRIPTIONS

A. The Department will fund memberships and subscriptions in those professional organizations that contribute to the exchange of related information in the furtherance of the mission and goals of the Department. Involvement in organizations such as L.A. County Peace Officers Association, California Peace Officers Association, International Association of Chiefs of Police, California Narcotics Officers Association, California Juvenile Officers Association, California State Division of International Association for Identification, Fraternal Order of Police, and California Sexual Assault Investigators Association, are strongly supported and encouraged, regardless of whether their cost is covered by the Department.

B. Whenever possible, subscriptions should be listed by rank/position rather than by named individuals. Memberships in professional associations shall be limited to necessary personnel actually assigned to related specialized duties.

C. Memberships in and attendance at annual training conferences of International Association of Chiefs of Police are limited to captains and above; and Federal Bureau of Investigation National Academy Associates is limited to those who have completed the FBI National Academy program.

JOHN J. NEU
CHIEF OF POLICE

ATTACHMENT "H"

Executive Review and
Peace Officer Standards Accountability
Division Recommendation

2 pages

Commission on Peace Officer Standards and Training
860 Stillwater Road, Suite 100, West Sacramento, CA 95605-1603
(916) 227-3909 • www.post.ca.gov

EXECUTIVE REVIEW & PEACE OFFICER STANDARDS ACCOUNTABILITY DIVISION RECOMMENDATION

DATE: September 6, 2024

CASE #: POST2305109

PEACE OFFICER: Joshua Satterfield

POST ID#: C46-V20

AGENCY: Torrance Police Department

POST CONSULTANT / BC: Robert Bringolf/Mike Radford

ALLEGATION(S):

California Regulation 1205(a)(5) – Demonstrating Bias.

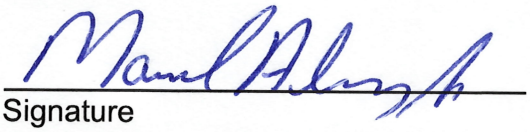
In the course of a criminal investigation, Torrance Police Department (TPD) uncovered the existence of a WhatsApp group among members of the TPD, which included Respondent. This group chat contained approximately 390 electronic messages that contain or reference antisemitic, homophobic, racist, or transphobic remarks. Respondent received, sent, or responded to several of these electronic messages, while both on and off duty.

The Peace Officer Standards Accountability Division, Certification Executive Review Panel has reviewed the above referenced case involving alleged serious misconduct and has determined the following:

☒ There are reasonable grounds for suspension or revocation of a peace officer's certification.

POST determined clear and convincing evidence exists to show that by participating in receiving, sending, and responding to several of the electronic messages, Respondent demonstrated bias pursuant to penal code section 13510.8(b)(5)

☐ There is insufficient evidence to support a recommendation of revocation or suspension of certification.

William Darden Chief Legal Counsel	 Signature	9/10/24 Date
Annemarie Del Mugnaio Assistant Executive Director	Annemarie Del Mugnaio Signature	09/06/2024 Date
Manny Alvarez Executive Director	 Signature	09/17/2024 Date

cc: Bureau Chief Mike Radford

cc: Jason Morlock

cc: Chandler Knapp

cc:

STATE OF CALIFORNIA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

In Re: CERTIFICATION OF Joshua Satterfield, **Respondent.**	**BOARD RECOMMENDATION RE: PEACE OFFICER CERTIFICATION** Penal Code section 13510.85(a)(4)

Penal Code section 13510.85 provides that when, upon the completion of an investigation conducted pursuant to subdivision (a) of section 13510.85, the Peace Officer Standards Accountability Division (the Division) finds reasonable grounds for revocation or suspension of a peace officer's certification, it shall notify the peace officer of the Division's determination and reasons for that determination. If the peace officer files a timely review, the Peace Officer Standards Accountability Advisory Board (Board) shall schedule the case for hearing.

Respondent was served with the Division's Investigative Summary and Findings and accompanying Notice of Intent to Revoke, notifying Respondent that the Division had found reasonable grounds for revocation of Respondent's POST certification, on September 26, 2024. Respondent requested a review of the Division's determination and reasons for revocation of Respondent's POST certification on October 8, 2024, and the Board scheduled the case for a hearing which was held on January 16, 2025. At the time of Respondent's request for review of the Division's determination, Respondent had been issued the following POST certification(s):

- ☒ Basic
- ☐ Intermediate
- ☐ Advanced
- ☐ Supervisory
- ☐ Management
- ☐ Executive

FACTUAL BASIS

Having considered the Division's presentation at the hearing, the Division's Investigative Summary and Findings and the public comments, the Board concludes that:

X A factual basis for revocation has been established by clear and convincing evidence.

__ A factual basis for suspension has been established by clear and convincing evidence.

__ A factual basis for suspension or revocation has not been established by clear and convincing evidence.

RECOMMENDATION

In light of the facts and circumstances revealed by the Division's investigation in this case, the Board hereby recommends that the following action(s) be taken against Respondent's certification:

X Revocation of Certification.

__ Suspension of Certification for the following period of time, not to exceed 3 years, per 11 CCR section 1213(b): _____.

__ No further action.

REASONS FOR DECISION

X In accordance with Penal Code section 13510.85(a)(4) and title 11, California Code of Regulations section 1213, the Board hereby incorporates by reference the Division's Investigative Summary and Findings and hereby adopts the Division's Summary and Findings as the Board's stated reasons for its recommendation in the above captioned matter.

___ (Where applicable) In accordance with Penal Code section 13510.85(a)(4), the Board's reasons for its recommendation are as follows:

_____

_____

_____

_____

_____

_____

_____

Dated: 1/16/25

Chairperson or Designee
Peace Officer Standards Accountability
Advisory Board

PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD MEETING

January 16, 2025
AGENDA
9:00 AM

Meeting Location: 860 Stillwater Road, West Sacramento, CA 95605

The Peace Officer Standards Accountability Advisory Board (Board) operates under the requirements set forth by the Bagley-Keene Open Meeting Act (Bagley-Keene) under Government Code sections 11120 through 11132. Bagley-Keene generally requires that the Board publicly notice meetings, prepare agendas, allow public participation, and conduct meetings in a location accessible to public members unless specifically authorized by Bagley-Keene to meet in closed session.

Public comment will be limited in time at the discretion of the Board Chair. The public comment period preceding items on the agenda will allow members of the public to comment on items not on the agenda but that are within the Board's jurisdiction. The Board cannot act on or deliberate on items not on the agenda and can discuss the matter only to the extent necessary to determine whether it should be made an agenda item at a future meeting, to respond briefly to statements or questions posed during public comment or to request clarification, or to refer the item to staff. Agenda items may be taken out of order and action (e.g., voting) may be taken on any agenda item. Public comment relating to each item on the agenda will be allowed at the time each matter is heard. Members of the public who wish to participate during public comment may do so in person by attending the meeting, or, as stated hereafter, by telephonic means or by submitting written public comment.

Written public comment is intended to allow members of the public, if unable to attend in person, an opportunity to participate to the same degree as if they attended in person; as such, written comments should be limited to no more than three pages in length and longer written comment will not be accepted or distributed to Board members. To be considered for inclusion in the meeting record, written comments by no later than 10 a.m. on the fourth business day before the scheduled meeting. Accepted written public comments will be published on POST's website under the Public Comment section under the corresponding meeting date. Written public comments can be submitted via email to posadpc@post.ca.gov. Telephonic public comment can be made by dialing +1 669 444 9171 US or +1 669 900 6833 US and entering the Webinar ID: 817 3463 0494 and Passcode: 749503

Persons requesting disability-related accommodations or modifications may do so by contacting the Board assistant at (916) 227-3909 (voice), posadpc@post.ca.gov (email), or Speech-to-Speech users may dial 7-1-1 for the California Relay Service to request special accommodations. Please note: This meeting and all public meetings will be recorded.

No weapons are allowed on the premises during public meetings. Upon entering POST's facility, you are subject to a weapons screening and will be denied entry if you possess any

weapon. POST's Executive Director retains the discretion to grant exceptions for duly-authorized individuals, such as on or off-duty law enforcement officers who are not the subject of a POST administrative investigation, suspension, or decertification action.

I. CALL TO ORDER

II. ROLL CALL OF POSAAB MEMBERS

Elizabeth T. Buchen - Senate Rules Appointee - Public Member
Dr. Nicole Clavo Psy.D - Governor Appointee - Public Member
Regina Hatcher-Crawford - Governor Appointee - Public Member
Robert Doyle - Governor Appointee - Former Command Rank Peace Officer
Joyce E. Dudley - Chair - Governor Appointee - Attorney
Professor Jack Glaser - Governor Appointee - Public Member
Cephus Johnson - Governor Appointee - Public Member
Captain Charles Lara - Governor Appointee - Management Rank Peace Officer
Margaret Pena - Speaker of Assembly Appointee - Public Member

III. PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA

The Board Chair will advise the audience of the following:

This time is set aside for members of the public who wish to comment on items not on the agenda but within the board's jurisdiction. Public comment on matters on the agenda will be heard at the time each item is called. Public comment on specific peace officer revocation cases to be heard today will be heard at the time of the hearing of each such matter. Members of the public who wish to speak during the public comment period may be asked to limit their remarks in time at the discretion of the Board Chair.

IV. APPROVAL OF MEETING TRANSCRIPTS

Approval of meeting transcripts from the previous Peace Officer Standards Accountability Advisory Board Meeting held on October 17, 2024.

a. Approval of Meeting Transcript from the October 17, 2024 Meeting

If the Board concurs, the appropriate action would be a **MOTION** to approve the meeting transcripts from the last Board meeting.

V. ASSISTANT EXECUTIVE DIRECTOR COMMENTS

a. Report on Case Status Update from the November 21, 2024 Commission Meeting

This report is presented for information only. No action is required.

VI. NEW BUSINESS

a. Report on Data for Serious Misconduct Reporting, Investigations, and Disciplinary Action Outcomes

This item is presented for informational purposes only. No action is required.

VII. NEW CASES - REVIEW, DISCUSSION AND RECOMMENDATIONS TO COMMISSION

a. POST2400920 - Tommy Thompson (POST ID: B81-T83) Last employing agency: Los Angeles Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

b. POST2302971 - Gabriel Gaxiola (POST ID: B49-S96) Last employing Agency: Los Angeles Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

c. POST2305109 - Joshua Satterfield (POST ID: C46-V20) Last employing agency: Torrance Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and shall make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

d. POST2305781 - Blake Williams (POST ID: C57-X01) Last employing agency: Torrance Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and shall make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

e. POST2309558 - Braulio Robledo (POST ID: A83-R39) Last employing Agency: Los Angeles County Sheriff's Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

VIII. CLOSED SESSION

At this time the meeting will adjourn into closed session for for deliberations on the cases presented today.

IX. FUTURE BOARD MEETING DATES

Upcoming Board meetings will be held:

- April 16-17, 2025 - POST, West Sacramento
- July 16-17, 2025 - POST, West Sacramento
- October 8-9, 2025 - POST, West Sacramento

X. ADJOURNMENT

AGENDA ITEM REPORT

Title: POST2305109 - JOSHUA SATTERFIELD (POST ID: C46-V20)
LAST EMPLOYING AGENCY: TORRANCE POLICE DEPARTMENT

REPORT PROFILE

MEETING DATE 01/16/2025	**BUREAU SUBMITTING THE REPORT** Professional Conduct Los Angeles Bureau	
RESEARCHED BY Robert Bringolf		**REVIEWED BY** Mike Radford
REPORT DATE	**APPROVED BY**	**DATE APPROVED**
PURPOSE		**FINANCIAL IMPACT** No

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

The matter is before the Peace Officer Standards Accountability Advisory Board (POSAAB) for review and recommendation regarding the subject peace officer's certification status.

BACKGROUND:

Respondent Joshua Satterfield began his employment with the Los Angeles Sheriff Department (LASD) on June 1, 2014, as a full-time Police Officer. Respondent resigned from LASD on February 12, 2016, and began employment with Torrance Police Department (TPD) on February 22, 2016. At the time of the events at issue, Respondent was employed as a Police Officer with the TPD. Respondent was discharged from his position with TPD on September 22, 2022. The Respondent is not currently employed as a peace officer in the State of California.

This position is a peace officer position defined under California Penal Code §830.1(a) and is required to be certified pursuant to California Penal Code §13510.1(a).

The case before the Board alleges the Respondent, on three separate occasions, sent group messages which constituted demonstrating bias as defined in Commission Regulation 1205(a)(5).

ANALYSIS:

The Division found that the clear and convincing evidence substantiated that Respondent’s conduct amounted to demonstrating bias as described in Commission Regulation 1205(a) (5), in that on three separate occasions, Respondent

either sent or replied to text messages, which are inconsistent with Respondent's obligation to carry out his duties in a fair and unbiased manner. The Division finds all of the messages were examples of the Respondent's repetitive misconduct which confirms the Respondent violated TPD's policies on several occasions relating to inappropriate speech and unprofessional conduct. In addition to violating the Department's policies with regard to prohibited speech, expression, and conduct, clear and convincing evidence exists that Respondent violated California Penal Code section 13510.8(b)(5) and Commission Regulation 1205(a)(5) - Demonstration of Bias.

RECOMMENDATION: The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and shall make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

ATTACHMENT(S):

BR01_POST2305109_Satterfield, Joshua_ISF_Redacted.pdf
BR03_POST2305109_Satterfield,_Joshua_Attachment_A_Redacted_Termination_Letter.pdf
BR04_POST2305109_Satterfield,_Joshua_Attachment_B_Redacted_POST_Report_Summary
BR05_POST2305109_Satterfield,_Joshua_Attachment_C_Redacted_EDI_Report.pdf
BR06_POST2305109_Satterfield__Joshua_Attachment_D_Redacted_Transcripts_Page_5_Re
BR07_POST2305109_Satterfield,_Joshua_Attachment_E_Transcripts_Page_6.pdf
BR08_POST2305109_Satterfield,_Joshua_Attachment_F_Redacted_TextsByDate.pdf
BR09_POST2305109_Satterfield,_Joshua_Attachment_G_Policies.pdf
BR10_POST2305109_Satterfiled,_Joshua_Attachment_H_DivisionRecommendation.pdf

STATE OF CALIFORNIA

COMMISSION ON

PEACE OFFICER STANDARDS AND TRAINING

PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

(POSAAB) MEETING

THURSDAY, JANUARY 16, 2025

9:01 A.M.

MEETING HELD

AT THE OFFICES OF

COMMISSION ON POST

860 STILLWATER ROAD, SUITE 100

WEST SACRAMENTO, CALIFORNIA

REPORTER'S TRANSCRIPT OF PROCEEDINGS

Stenographically Reported By:
Kathryn S. Swank
California Certified Shorthand Reporter #13061
Registered Professional Reporter

A P P E A R A N C E S

POSAAB MEMBERS PRESENT

JOYCE E. DUDLEY
(Board Chairperson)
Governor Appointee
Attorney

NICOLE CLAVO, Psy.D.
Governor Appointee
Public Member

REGINA HATCHER-CRAWFORD
Governor Appointee
Public Member

ROBERT DOYLE
Governor Appointee
Former Command Rank Peace Officer

JACK GLASER
Governor Appointee
Public Member

CEPHUS JOHNSON
Governor Appointee
Public Member

CHARLES LARA
Governor Appointee
Management Rank Peace Officer

MARGARET PENA
Speaker of Assembly Appointee
Public Member

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A P P E A R A N C E S C O N T I N U E D

POST COMMISSION STAFF

ROBERT BRINGOLF
Law Enforcement Consultant
Professional Conduct Los Angeles County Bureau

ANNEMARIE DEL MUGNAIO
Assistant Executive Director
Peace Officer Standards
Accountability Division
Executive Office

BRAD EHRMAN
Law Enforcement Consultant
Professional Conduct Los Angeles County Bureau

CHRISTINE FORD
Bureau Chief
Professional Conduct Southern Bureau

BRYANT HENLEY
Attorney IV
Legal Affairs Bureau

CHANDLER KNAPP
Staff Services Manager
Executive Office

LORALYNNE KONG
Law Enforcement Consultant
Professional Conduct Los Angeles County Bureau

SARAH WALLACE
Bureau Chief
Intake & Disposition Bureau

CARRIE WOOLLEY
Attorney IV
Legal Affairs Bureau

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A P P E A R A N C E S C O N T I N U E D

PEACE OFFICER STANDARDS ACCOUNTABILITY
ADVISORY BOARD LEGAL COUNSEL

CHRISTOPHER BEATTY
Deputy Attorney General
Department of Justice
Office of the Attorney General

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ALSO PRESENT

ELIZABETH GIBBONS
Counsel for
Braulio Robledo
POST ID A83-R39
(Via videoconference)

COREY GLAVE
Counsel for
Blake Williams
POST ID C57-X01
(Via videoconference)

BEATRICE JOHNSON
Public Comment

BRAULIO ROBLEDO
POST ID A83-R39
(Via videoconference)

DANNY SANCHEZ
Public Comment
(Via videoconference)

TOMMY THOMPSON
POST ID B81-T83
(Via videoconference)

LESLIE WILCOX
Counsel for
Gabriel Gaxiola
POST ID B9-S96

A P P E A R A N C E S C O N T I N U E D

TOM YU
Counsel for
Joshua Satterfield
POST ID C46-V20
(Via videoconference)

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Thursday, January 16, 2025, 9:01 a.m.

West Sacramento, California

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CHAIRPERSON DUDLEY: Thank you all for being on time.

Good morning, everyone. Today is Thursday, January 16th. And the time is 9:00 a.m. Thank you all for attending the Peace Officer Standards Accountability Advisory Board hearing.

Please note that this hearing is being live-streamed, recorded, and transcribed. Further, please note that the microphones are auto on/off. When you begin speaking, they will go live. With this in mind, you will need to watch your cross-talk.

We will now start with our roll call for our board meetings.

Mr. Knapp, please take roll call.

MR. KNAPP: Good morning, Members of the Board. Welcome. Good to see you today.

Board Member Buchen.

(No response.)

MR. KNAPP: Board Member Clavo.

MEMBER CLAVO: Present.

MR. KNAPP: Board Member Crawford.

MEMBER HATCHER-CRAWFORD: Present.

MR. KNAPP: Board Member Doyle.
MEMBER DOYLE: Here.
MR. KNAPP: Chair Dudley.
CHAIRPERSON DUDLEY: Here.
MR. KNAPP: Board Member Glaser.
MEMBER GLASER: Present.
MR. KNAPP: Board Member Johnson.
MEMBER JOHNSON: Present.
MR. KNAPP: Board Member Lara.
MEMBER LARA: Present.
MR. KNAPP: And Board Member Pena.
MEMBER PENA: Present.
MR. KNAPP: Thank you.
CHAIRPERSON DUDLEY: It looks like we are just missing one person, and a quorum has been established.
I would now like to introduce Board Counsel Christopher Beatty and Board Assistant Executive Director Annemarie Del Mugnaio. Right?
This time is set aside for members of the public who wish to comment on items not on the agenda but with -- excuse me -- but those within the Board's jurisdiction.
Public comment on matters on the agenda will be heard after each item is presented.
Public comment on specific peace officer revocation

Glaser.

MEMBER GLASER: Aye.

MR. KNAPP: Glaser, aye.

Johnson.

MEMBER JOHNSON: Aye.

MR. KNAPP: Johnson, aye.

Lara.

MEMBER LARA: Aye.

MR. KNAPP: Lara, aye.

Pena.

MEMBER PENA: Aye.

MR. KNAPP: Pena, aye.

CHAIRPERSON DUDLEY: 6-1.

So there were no abstentions this time.

Okay. That motion passes six to one.

Did I get that right?

MS. DEL MUGNAIO: 7-1.

CHAIRPERSON DUDLEY: 7-1, and that motion passes. No abstentions. One no.

Okay. Thank you, everyone.

Okay. Moving on to case 3.

At this time, I will call upon Law Enforcement Consultant Robert Bringolf, Professional Conduct Los Angeles County Bureau; and Bryant Henley, Attorney IV, Legal Affairs Bureau, to provide a report on case

POST2305109, Joshua Satterfield, who, at the time of the events at issue in this case, was employed with the Torrance Police Department.

Please begin.

MR. BRINGOLF: Thanks. Good afternoon, everybody. I am still Robert Bringolf, and next to me is Bryant Henley.

I just want to put a little disclaimer out in front of this case. There's going to be some offensive language. So allegedly racist terms, some racist terms. So I want to put that out there and just kind of forewarn everybody.

As I said, I'm still Robert Bringolf. This is Bryant Henley. I'm assigned to PCLA.

I'm here today to present Case 235109 [sic] involving Joshua Satterfield.

It is the Division's determination that clear and convincing evidence exists to demonstrate that Joshua Satterfield committed an act of serious misconduct, as set forth in Penal Code section 13510.8, while sending text messages to coworkers between August 2018 and April 2019.

Specifically, the Division has determined that Joshua Satterfield committed the following acts of serious misconduct:

Demonstrating bias as defined in section 13510.8(b)(5) of the Penal Code.

This afternoon I'm going to present a brief outline of our findings. And I will begin doing that now.

So Mr. Satterfield began his law enforcement career with the Los Angeles County Sheriff's Office as a deputy trainee on January 9th of 2014.

After that, he was promoted to deputy sheriff on June 1st of 2014.

He had ten days off between working as a deputy sheriff and starting as a police officer at the Torrance Police Department.

And he holds a POST basic certificate, which was issued July 14th, 2015.

On March 26, 2023, Torrance Police Department -- or TPD as I may refer to them -- reported allegations of serious misconduct against Mr. Satterfield to POST, pursuant to California Penal Code section 13510.9(a)(3).

The allegations stem from the discovery of homophobic, transphobic, and racist texts sent between members of the TPD between May 2018 and February 2022.

When analyzing the serious misconduct allegation of Penal Code section 13510.8(b)(5), and Regulation 1205(a)(5), demonstrating bias, the Division evaluates whether the subject officer through words, action, or

other conduct, showed prejudice, intolerance, contempt, or hatred towards a protected class of persons.

If the subject officer did show prejudice, intolerance, contempt, or hatred towards a protected class of persons, the Division then considers whether the words, action, or conduct would lead a reasonable person to conclude that the officer has not or will not fairly and impartially perform the officer's law enforcement duties.

If so, serious misconduct is shown if the officer's words, action, or conduct either: One, violate applicable law; two, violate department policy; or, three, are inconsistent with the officer's obligation to carry out the officer's duties in a fair and unbiased manner.

During the analysis of each instance of potentially biased behavior, the conduct was analyzed based on the guidelines I just mentioned to determine whether the allegation of bias was true to a clear and convincing standard.

Regarding a message sent an August 23rd, 2018, Torrance Police Officer Chavez sent a text to Officer Satterfield that was a link to an article titled, quote, "Grand Rapids Man Accused of Urinating on Black Child, Calling her N-word," end quote.

Chavez wrote: "Josh when he's older."

Satterfield wrote: "What's the crime," end quote.

The exchange between Officer Chavez and Officer Satterfield is inherently offensive and racist. Satterfield's conduct in sending the message "what's the crime" in response to an article describing allegations of an adult male urinating on a female child and calling her the N-word clearly shows prejudice.

Even when viewed in the light most favorable to Officer Satterfield, the "what's the crime" response shows his indifference towards a specific protected class. This necessarily erodes the public's confidence in his ability to fairly perform his law enforcement duties. This message constitutes a demonstration of bias.

It is also highly probable that a reasonable person would conclude that Mr. Satterfield's August 23rd message -- in which he asked "What's the crime" in response to an article entitled "Grand Rapids Man Accused of Urinating on a Black Child, Calling Her the N-word" -- demonstrates that Mr. Satterfield has not or will not fairly and impartially perform his law enforcement duties when interacting with a protected class of persons.

The message exchange in respondent's -- sorry about

that.

I just lost my spot here. My computer was helping me in going back to the top of the page. So give me a second.

Okay. The message exchanged in Respondent's "what's the crime" response violated several of the Torrance Police Department's policies, including but not limited to, TPD's Anti-Harassment Policy, which is 34.05, et seq., and General Orders 1.10, 1.10.3(B), and 2.33.1(D).

Accordingly, the Division finds that Satterfield demonstrated bias with the meaning of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5), when he responded "what's the crime" to Chavez's message.

On December 13th, 2018, Officer Chavez sent a group text thread a photo from the social media account of a T Flats rapper that contained an image of an assault rifle sitting upright on a table with a target underneath.

Under some discussion, Satterfield messaged the group: "You happen to notice the rounds put through that target on the table? I'm confident he won't be hitting any of us with that unzeroed Eotech." E-O-T-E-C-H. "Kinda reminds me of Chandler's targets by evidence of" --

And then he named a member of the Torrance

community that I refer to as IP1 in the Division's Investigative Summary and Findings.

Officer Chandler responded, "I'm a deadeye shot, biotch. Who is IP1?"

Officer Satterfield replied: "That nigglet you failed to kill. Grandma said you need to be a better shot," end quote.

Mr. Satterfield's message clearly shows prejudice and intolerance. Satterfield refers to a member of the Torrance community as "that nigglet" and goes on to criticize Officer Chandler because he, quote, "failed to kill" the individual during a previous police encounter.

Even when viewed in the light most favorable to Mr. Satterfield, his racist epithet used to describe a member of the Torrance community, and statement that Officer Chandler failed to kill the Torrance community member shows his indifference toward a specific protected class.

Again, this necessarily erodes the public's confidence in his ability to fairly perform his law enforcement duties. And a reasonable person would conclude that Mr. Satterfield's message shows he has not or will not fairly and impartially perform his law enforcement duties when interacting with certain protected classes of the persons -- sorry, protected

classes of persons in the Torrance community.

Further, the specificity of the language in this exchange is severe. And Satterfield asserts that Officer Chavez failed to kill a member of the Torrance community, an individual Satterfield identified using an offensive term associated with that community member's apparent race.

Coupling the racist epithets with the implication that the appropriate outcome through a use of lethal force is the death of the suspect, rather than stopping the threat, also suggests a reasonable person could conclude Satterfield's statement reveals Satterfield's predisposition to use force in an unfair or unbiased manner. I'm sorry. Unfair or biased manner.

Stated another way, a reasonable person would also conclude that Satterfield believes the appropriate use of force will depend on the suspect's race.

This type of statement violates several department policies and discredits the Torrance Police Department in potentially irreparable ways.

His remarks violated several of the TPD policies, including but not limited to TPD's Anti-Harassment Policy in General Orders. Accordingly, the Division finds that Mr. Satterfield demonstrated bias with the meaning of Penal Code section 13510.8(b)(5) and

Regulation 1205(a)(5) when he wrote "That nigglet you failed to kill. Grandma said you needed to be a better shot."

On April 30th, 2019, Torrance Police Officer Nelson shared a Black Lives Matter Instagram post to, quote, "The Boys" group chat.

The post read, quote, "Torrance, California, police shot and killed" -- and then we have omitted the decedent's name -- "within 15 seconds."

"Just released bodycam footage shows police murder" -- decedent's name is omitted -- and then there's ellipses, end quote.

Mr. Satterfield replied, "Aww" and "His little son will grow up without a father now. Oh wait, that's standard for any African American family to be absent a father. He'll be fine," end quote.

Mr. Satterfield's April 30th message shows prejudice, intolerance, contempt, and hatred toward a protected class of persons.

Mr. Satterfield facetiously laments the death of a member of the Torrance community by messaging "Aww." He then goes on to reinforce racist stereotypes and expresses a callous indifference concerning the future of the decedent's child, when he states, quote, the decedent's "little son will grow up without a father

now. Oh way [sic] that's standard for any African American family to be absent a father. He'll be fine." End quote.

Satterfield reacted to the death of a member of the Torrance community by using racist stereotypes while, at the same time, displaying no empathy for the decedent's young son.

A reasonable person would conclude that Satterfield's message demonstrates he has not or will not fairly and impartially perform his law enforcement duties when interacting with certain protected classes of persons in the Torrance community.

Further, the April 30th message is another message that discredits the Torrance Police Department in potentially irreparable ways.

His remarks violated a number of their policies, to include but not limited to, TPD's Anti-Harassment Policy, as I have mentioned before; the General Orders 1.10, 1.10.3(B) and 2.33.1(D).

And accordingly, the Division finds that Mr. Satterfield demonstrated bias within the meaning of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5) when he wrote, "Aww" and when he wrote, quote, "His little son will grow up without a father now."

The facts I have just recited support the Division's finding that Joshua Satterfield was involved in serious misconduct, specifically demonstrating bias.

For purposes of the Division's analysis, clear and convincing evidence means evidence of a charge is clear and convincing so long as there is a high probability that the charge is true. The evidence need not establish a fact beyond a reasonable doubt.

The Division recommends that Joshua Satterfield POST's certification be revoked.

With that, I'm happy to answer any questions that the Board may have.

CHAIRPERSON DUDLEY: Okay. Does anybody have any questions?

(No response.)

CHAIRPERSON DUDLEY: Is there anyone in the public that would like to address the Board at this time?

Yes.

And let me just say that -- pardon me?

MS. DEL MUGNAIO: We have the officer's attorney on the line.

CHAIRPERSON DUDLEY: Okay. We haven't gotten to that.

You may state your name and organization if you wish. You will be given three minutes to speak, and the

time limits will be strictly enforced, so please ensure that you complete your comments within that allotted time.

MS. JOHNSON: My name is Beatrice Johnson. And I'm here with Families United for Justice, which is a network of families who have lost loved ones to police killing. And some have actually had racial epithets before they were killed, including Oscar Grant.

I want to talk about the mindset. It's devastating that in 2025, 2024, this kind of mindset still exists, and it still exists in the police department.

As you know, for the community like mine, we understand that policing started with slavery. Catching slaves. That mentality that still exists today is very heartbreaking. It is painful. It was very painful to hear this case in reading this case. I really wasn't prepared for it today.

Because we do have a network of over 1500 families who have lost loved ones to police, and a lot have experienced these racial epithets before their loved ones was killed.

So I feel like if we're going to change the culture of policing, that mindsets like this should not be tolerated in any way. In any way.

That's all I want to say.

CHAIRPERSON DUDLEY: Thank you, Mrs. Johnson.

At this time, does the subject officer and/or their counsel wish to make a public statement?

If so, you will each be given four minutes to speak, and the time limit will be strictly enforced. So please ensure that you complete your comments within the allotted time.

While commenting, keep in mind that the Board will only consider the facts presented from the Division today, and will not consider any additional facts or defenses at this time.

The sole question before the Board today is the following: If the facts offered by the Division today are, in fact, proven at later hearing, do these facts demonstrate a high probability that serious misconduct, as defined in Penal Code section 13501.8 [sic] and Commission Regulation 1205 occurred?

So do we have the attorney or the respondent?

MR. YU: Yes. Can you hear me?

CHAIRPERSON DUDLEY: Yes, we can. Thank you.

MR. YU: Yes. Hi. Good afternoon.

My name is Tom Yu. I am Officer Satterfield's legal counsel.

I just want to make sure my sound bite is coming in because it's not -- it's not -- I don't see myself on

the Zoom meeting.

CHAIRPERSON DUDLEY: I'm hearing you --

MR. YU: Okay.

CHAIRPERSON DUDLEY: -- and the Board is hearing you perfectly well. Thank you for checking.

MR. YU: Okay. Very well.

I wanted to comment on three things, and I will go in turn. If the facts proven in this allegation is true, there is not a amount of evidence that would tend to prove that any of these text messages, number one, was sent by my client, Officer Satterfield. Nothing in the record would show that Officer Satterfield, himself, sent this message.

The standard is: Words of tolerance or contempt for hatred of a protected class and whether or not that -- those action would implicate any type of effect that my client cannot perform his official duties in a manner consistent with department policy.

There has been zero evidence of all the investigations that Officer Satterfield had any racial bias towards any minority groups.

The T Flats case that the law enforcement consultant was talking about was a Hispanic gang member that was killed after the confrontation with Officer Chavez and Concannon.

That was the separate incident that my client was not involved in. The facts in this case tends to conflate that Officer Satterfield had some involvement in that shooting. In fact, my client had zero involvement in that shooting. And nothing here demonstrated or would tend to prove that Officer Satterfield took any enforcement actions that were biased or had any kind of ill will towards any race -- of any minority races.

The Anti-Harassment Policy that the Commission has referred to does not apply here. If proven at a hearing, the Anti-Harassment Policy for the Torrance Police Department is not to use any race, gender, or otherwise protected class to engage in inappropriate behavior of city employees.

So when the consultant is talking about this Anti-Harassment Policy, that is very misleading. The Anti-Harassment Policy is not to prevent off- -- I'm not saying the officer should harass the citizens. But the policy that he cited does not apply to this case. Nor is there any kind of evidence that tends to point out the disposition that my client has any kind of ill will towards minority groups.

That type of reasonable person predisposition is founded on nothing but speculation. It is speculation

that my client did something to a citizen of the Torrance community because of their race.

In fact, if you look at Officer Satterfield's arrest, most of the people he arrested were Caucasian. They are not Blacks or Hispanics.

I think to end the public comment, what is shameful for the Torrance Police Department is how they got these messages. They illegally searched another officer's phone and extracted private text messages that they would not otherwise be in possession of.

I think it should not be lost on this Commission that law enforcement officers in all fronts should uphold the law, and they cannot break a law to enforce a law.

Thank you for your time.

CHAIRPERSON DUDLEY: Thank you.

And just a comment back. There has been no designation -- no lawful designation that the taking of those -- that messages was illegal.

Okay. Any other questions or comments from the Board for Mr. Yu?

MEMBER DOYLE: Yes. So Mr. Yu, so it is your position that there's no proof that your client sent those text messages?

MR. YU: Correct.

MEMBER DOYLE: Thank you.

CHAIRPERSON DUDLEY: Anything else?

MR. YU: It is my position for the purpose of public comment with the evidence presented.

Yes, Mr. Doyle.

MEMBER DOYLE: Thank you.

CHAIRPERSON DUDLEY: Okay. Ms. Pena.

MEMBER PENA: So just to follow up on that, because I'm a little bit confused.

So your first argument is Satterfield didn't send these messages, and there's no evidence to prove that. But your second argument is even if he did, it doesn't show he doesn't have racial bias?

MR. YU: No. The second argument I have is from the messages presented by the consultant to -- in this hearing. Those messages, themselves, do not demonstrate the second prong of whether these words or actions or conduct have an impact of my client's official performance of his duties as a law enforcement officer.

His comment and plain jokes of African Americans or Hispanics, whatever race, there's no evidence that is linked to any of his performance as a law enforcement officer or whether or not those text messages were or statements purportedly made by him had any impact on him performing his duties as a police officer.

CHAIRPERSON DUDLEY: I'm not sure that Ms. Pena is done. Hang on.

Ms. Pena, did you have anything else?

MEMBER PENA: That's fine. I'm fine.

CHAIRPERSON DUDLEY: Thank you.

Board Member Clavo.

MEMBER CLAVO: As a Black female, as a Black woman, as the mother of a Black child, I'm having difficulty understanding or hearing that you think or you believe that racial epithets in a text message has no weight or bearing on how a person goes about their daily responsibilities in completing their job.

I, as a citizen, tax-paying citizen, could not put my trust in any organization, be it police, fire, any type of public service, medical, into a person who thinks it's okay to have those type of conversations.

CHAIRPERSON DUDLEY: I don't think that was a question for you, Mr. Yu. I think that was a statement as to her feelings.

MEMBER CLAVO: Yes.

CHAIRPERSON DUDLEY: Thank you.

So moving on to Ms. Crawford.

MEMBER HATCHER-CRAWFORD: Thank you.

She pretty much said the same thing I'm thinking, as a mother, as a community leader, as a community

citizen.

One of the things that I find insulting is that he hisself did not appear before this Board. What you -- what we read and what we seen in evidence is serious.

I am a mother of two sons and a daughter, and I have a grandson now. And I pray every day that my children do not come before an officer with that type of mindset or spirit or in their heart.

It would have been better for him to come before this Board. Because as we know, you are a paid attorney. And the best attorneys who tell -- who may project a story is not always evidence to truly how he felt. He did himself a disservice because if he truly believed this, or it wasn't him, he should have been before this Board, and that was my comment.

CHAIRPERSON DUDLEY: Let me just make sure everybody understands.

He had no duty to appear before this Board. We don't know why he's not appearing before this Board. It just is that he's not appearing before this Board.

Any other questions or comments?

Dr. Glaser.

Then Mr. Lara.

MEMBER GLASER: Just for clarification, given that Mr. Yu implied or insinuated that there would need to be

evidence linking the expression of these racial -- of racial bias with actual performance, or actual behavior, the Penal Code -- the relevant Penal Code language says:

"An officer is demonstrating bias for purposes of this Regulation when the officer either shows or displays, by words, actions or other conduct prejudice, intolerance, contempt, or hatred towards one or more persons due to that person's membership within a class of persons identified in Penal Code section 13510.8(b)(5), when such words, actions, or other conduct would lead a reasonable person to conclude that the officer has not fairly and impartially performed, or will not fairly and impartially perform" their law enforcement duties.

And that is our guiding language.

And then I would like to say, as researcher of prejudice and discrimination who has been studying that for over 30 years, that attitudes do affect behavior, and it is a reasonable inference that if somebody expresses these kinds of hateful, racist attitudes in one context, it could very well influence their behavior in another.

CHAIRPERSON DUDLEY: Thank you, Dr. Glaser.

Yes. Mr. Lara.

MEMBER LARA: Just a question, again, for the

investigator.

Robert, the -- the -- it is being said by the attorney that the -- it was not established that Mr. Satterfield sent these messages.

Could you just lay out to us how you established that he sent these messages.

MR. BRINGOLF: I would direct your attention to Attachment E, which are transcripts from his interview with Internal Affairs.

We were able to correlate the phone number that was on the WhatsApp messages to his personal cell phone number.

And then in his interview -- I could read it to you, or you could just take a look at Attachment E. But essentially they ask him about, "Have you had this cell phone? How long have you had this cell phone prior to working at Torrance? Did anybody else use your cell phone?"

So his attorney, Mr. Yu, I believe, at the time, said, "Well, that assumes that person told him that they used his cell phone."

But then it was clear -- cleared up so that no one has told you or that no -- he hadn't discovered that anybody else used his cell phone to send these messages.

There's no indication to believe that somebody else

sent those messages.

So I believe the clear and convincing evidence standard has been met. So, yeah, I would bring your attention to Attachment E. There's not a doubt from this investigator's standpoint that those messages were sent by his phone and likely sent by him.

MEMBER LARA: I asked the question. I saw the attachment. I asked the question in the vein of just making it clear for the listeners who may not be privy to that material.

MR. BRINGOLF: Yeah. Thank you.

CHAIRPERSON SALAZAR: Thank you, Mr. Lara.

MR. YU: Madam Chair, may I respond to the comments that were made?

CHAIRPERSON DUDLEY: Not yet.

Let me make sure there aren't any more comments.

Looks like Mr. Johnson has a comment.

MEMBER JOHNSON: I do. And I believe this is also for the Division.

The particular group that his number and his association with, what -- do we know what this particular group was formed for, and were there other racial epithets used in this same group?

MR. BRINGOLF: Yeah, there were.

I don't know why it was formed, necessarily. I

think it was just a communication platform. So it was like a group of people from an agency that would all text and communicate on the same platform. I think they used WhatsApp in one of these instances. Other instances where they are just texts, like iChat texts.

Yes. There were other racial epithets used.

You will hear another case today. A case following mine is another case that the case came -- was borne out of the same incident. Right? So same agency, and a different officer and different text messages that are all related to one another. That's the next case that you will be hearing.

So, yes, there are others.

Does that answer your question, Mr. Johnson?

MEMBER JOHNSON: It does to a degree.

What about the size of the group? How big was the group?

MR. BRINGOLF: Oh, gosh, I don't remember specifically. But so the one thing -- yeah, the one thing to remember is not all of these messages happened in the same group.

So some of these text messages were sent in smaller groups of texts sent between different people. They all have a common person, though, or common people. And those people were two officers who were subject to a

search warrant.

And so those people had to be involved in the text chains. We don't know what texts happened outside of those. And so these are different groups that all involved two specific officers.

MR. HENLEY: If I may.

MR. BRINGOLF: Please, yeah.

CHAIRPERSON DUDLEY: Please, go ahead.

MR. HENLEY: Madam Chair, if I may --

CHAIRPERSON DUDLEY: Sure.

MR. HENLEY: -- just to add to Mr. Bringolf's answer, Board Member Johnson.

This particular -- these threads of texts that you have heard today came from a group chat. There's -- so WhatsApp being one of the applications that you can communicate via text. These were handled on WhatsApp.

There was a group of 15 police officers, either former or current police officers, working for the Torrance Police Department that were part of this group. The group was labeled "The Boys," quote/unquote. And the messages were communicated to quote/unquote "The Boys." Respondent, Officer Satterfield, former Officer Satterfield, was among the 15 persons who were part of that messaging thread.

MEMBER JOHNSON: Right. Okay.

CHAIRPERSON DUDLEY: Any other comments before I turn it back over to Mr. Yu for a minute?

(No response.)

CHAIRPERSON DUDLEY: Okay. Seeing none.

Mr. Yu, I will give you one minute to respond.

MR. YU: Thank you very much, Madam Chair.

The standard of what would lead a reasonable person to conclude is purely speculative. The evidence before this Commission has zero evidence that would lead a reasonable person to believe that Officer Satterfield used some kind of racial bias when he was performing his job as a police officer.

You would think the Torrance Police Department would go back through years and years of arrests, citizens' complaint, nothing to that sort. You are looking forward where you should be looking backwards. Looking forward is speculation. When you are looking forward, you are saying what might happen. What could happen, as Dr. Glaser could say.

What could this officer have done? But what did happen was nothing happened. Nothing of racial discrimination. Nothing of racial harassment occurred.

Torrance Police Department did an in-depth investigation on the entirety of all of Officer Satterfield's arrests, and they came up with nothing.

Zero evidence to show that race was even a factor in his previous arrests.

CHAIRPERSON DUDLEY: Okay. Thank you, Mr. Yu. You did get your minute.

And everybody heard the piece that Dr. Glaser read, and you also heard from Mr. Yu.

Mr. Yu, thank you.

Are there -- would you like to deliberate or not?

MR. HENLEY: Madam Chair --

CHAIRPERSON DUDLEY: Yes.

MR. HENLEY: If appropriate, I would like to respond to Mr. Yu's comments.

CHAIRPERSON DUDLEY: Sure. Absolutely.

MR. HENLEY: I defer to you. Thank you.

There are really two points.

And Mr. Glaser of your Board has already addressed one, and I don't want to belabor it.

But I respectfully want to submit that Mr. Yu has mischaracterized what the statute and the regulations say.

And just to try to bring us back to what the regulation says, it is important to emphasize, it is not a question of whether Mr. Yu or his client believe that they are engaging in racial behavior -- racist behaviors. The question is whether through the words,

acts, or other conduct, would a reasonable person conclude that the officer has not fairly and impartially performed or will not fairly and impartially perform their law enforcement duties.

We would respectfully submit to you that the evidence is much higher than clear and convincing. There is a monument of evidence to demonstrate that a reasonable person reading these text messages among 15 officers would easily conclude this officer cannot fairly and impartially perform his duties.

The last point I would just like to make briefly is, Mr. Yu references that there is no evidence that these texts resulted in any racial or discriminatory behavior. And I think it is worth mentioning at this point -- it is in the Investigative Summary and Findings. The reason these text messages came to light started with two other peace officers: Officers Weldin and Tomsic, former officers. They are currently under a criminal prosecution for their conduct.

What led to these texts being found was that a swastika was spray-painted on a victim's car.

It turns out that, right now, those individuals, Officer Tomsic and Weldin, are being prosecuted for the spray painting and vandalism in a felony case; spray painting that swastika on a vehicle. Precise --

precisely the types of behaviors that are abhorrent and can be found within the text messages that were found following that investigation.

And so I respectfully, but strongly, disagree with Mr. Yu's characterization as to whether these messages have any importance or not.

CHAIRPERSON DUDLEY: Okay. So here's my question:

Would anybody like to go in the back room and deliberate on this case?

(Noes.)

CHAIRPERSON DUDLEY: There is a "no" response from everybody.

So now let me ask if there's a motion.

MEMBER LARA: I would like to make a motion to revoke.

CHAIRPERSON DUDLEY: Okay.

MEMBER HATCHER-CRAWFORD: I second it.

MEMBER JOHNSON: Second.

CHAIRPERSON DUDLEY: Okay. Discussion? Comments? Questions?

(No response.)

CHAIRPERSON DUDLEY: All right. Please take a roll call.

MR. KNAPP: Thank you, Madam Chair.

Clavo.

MEMBER CLAVO: Yes.
MR. KNAPP: Clavo, aye.
Crawford.
MEMBER HATCHER-CRAWFORD: Yes.
MR. KNAPP: Crawford, aye.
Doyle.
MEMBER DOYLE: Yes.
MR. KNAPP: Doyle, aye.
Dudley.
CHAIRPERSON DUDLEY: Yes.
MR. KNAPP: Dudley, aye.
Glaser.
MEMBER GLASER: Aye.
MR. KNAPP: Glaser, aye.
Johnson.
MEMBER JOHNSON: Aye.
MR. KNAPP: Johnson, aye.
Lara.
MEMBER LARA: Aye.
MR. KNAPP: Lara, aye.
Pena.
MEMBER PENA: Aye.
MR. KNAPP: Pena, aye.
Motion passes unanimously.
CHAIRPERSON DUDLEY: Thank you.

CERTIFICATE OF REPORTER

I, KATHRYN S. SWANK, a Certified Shorthand Reporter of the State of California, do hereby certify:

That I am a disinterested person herein; that the foregoing proceedings were reported, to the best of my ability, in shorthand by me, Kathryn S. Swank, a Certified Shorthand Reporter of the State of California, and thereafter transcribed into typewriting.

I further certify that I am not of counsel or attorney for any of the parties to said proceedings nor in any way interested in the outcome of said proceedings.

IN WITNESS WHEREOF, I have hereunto set my hand this 5th day of February 2025.

KATHRYN S. SWANK, CSR
Certified Shorthand Reporter
License No. 13061

AGENDA ITEM REPORT

Title: POST2305781 - BLAKE WILLIAMS (POST ID: C57-X01)
LAST EMPLOYING AGENCY: TORRANCE POLICE DEPARTMENT

REPORT PROFILE

MEETING DATE 03/06/2025	**BUREAU SUBMITTING THE REPORT** Professional Conduct Los Angeles Bureau	
RESEARCHED BY Loralynn Kong	**REVIEWED BY** Mike Radford	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/19/2025
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

The matter is before the Commission for review and action regarding the subject peace officer's certification status. The Commission shall return any determination requiring action to be taken against an individual's certification to the division, which shall initiate proceedings for a formal hearing before an administrative law judge in accordance with the Administrative Procedure Act (Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the Government Code), which shall be subject to judicial review as set forth in that Act.

BACKGROUND:

Respondent Blake Williams began his employment with Torrance Police Department (TPD) on November 9, 2015, as a full-time Police Officer. At the time of the events at issue, Respondent was employed as a Police Officer with the TPD. Respondent was discharged from his position with TPD on March 15, 2023. The Respondent is not currently employed as a peace officer in the State of California.

This position is a peace officer position defined under California Penal Code §830.1(a) and is required to be certified pursuant to California Penal Code §13510.1(a).

The case before POSAAB alleged the Respondent, on six separate occasions, either sent or replied, to text messages which were deemed as demonstrating bias as defined in Commission Regulation 1205(a)(5). At its January 16, 2025

meeting, POSAAB voted to recommend revocation of Respondent's POST certificate(s), with seven members voting for revocation and one board member recusing herself.

ANALYSIS:

The Division found that the clear and convincing evidence substantiated that Respondent's conduct amounted to demonstrating bias as described in Commission Regulation 1205(a)(5), in that on six separate occasions, Respondent either sent or replied to text messages, which are inconsistent with Respondent's obligation to carry out his duties in a fair and unbiased manner. The Division finds all of the messages were examples of the Respondent's repetitive misconduct which confirms the Respondent violated TPD's policies on several occasions relating to inappropriate speech and unprofessional conduct. In addition to violating the Department's policies with regard to prohibited speech, expression, and conduct, clear and convincing evidence exists that Respondent violated California Penal Code section 13510.8(b)(5) and Commission Regulation 1205(a)(5) - Demonstration of Bias.

RECOMMENDATION:

The Commission shall review recommendations made by the Peace Officer Standards Accountability Advisory Board (POSAAB) regarding, what action if any, should be taken, suspension or revocation, on the certification of the subject peace officer. The Commission's decision to adopt a recommendation by POSAAB to seek revocation shall require a two-thirds vote of Commissioners present and shall be based on whether the record, in its entirety, supports POSAAB's conclusion that serious misconduct has been established by clear and convincing evidence. In any case in which the Commission reaches a different determination than POSAAB's recommendation, it shall set forth its analysis and reasons for reaching a different determination in writing.

ATTACHMENT(S):

BR01_POST2305781_WILLIAMS_BLAKE_ISF.pdf
BR02_POST2305781_WILLIAMS_BLAKE_EXECUTIVE REVIEW RECCOMENDATION
BR03_POST2305781_WILLIAMS_BLAKE_ATTACHMENT_A_TEXT_MESSAGES_Redacted.
BR04_POST2305781_WILLIAMS_BLAKE_ATTACHMENT_B_LE_Code_TPD_Policies_TPD_
BR05_POST2305781_WILLIAMS_BLAKE_ATTACHMENT_C_TPD_Policy_319_401.pdf
BR06_POST2305781_WILLIAMS_BLAKE_ATTACHMENT_D_FINDINGS.pdf
POST2305781_Williams_Blake_January_2025_POSAAB_Agenda_Record.pdf
POST2305781_Williams_Blake_Board_Recommendation_Signed.pdf
POST2305781_Williams_Blake_01.17.2025_POSAAB_Transcript.pdf



INVESTIGATIVE SUMMARY AND FINDINGS

PEACE OFFICER NAME: Blake Williams

C57-X01

EMPLOYING AGENCY: Torrance Police Department

POST CASE NUMBER: 2305781

WRITTEN BY: LEC Loralynne Kong

DATE: 5/7/2024

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I. Executive Summary

This case was submitted by the Torrance Police Department (TPD) which alleged the subject officer, Officer Blake Williams, hereinafter, "Respondent," was involved in serious misconduct when he sent text messages that contained racist, homophobic and antisemitic sentiments which demonstrated his bias and inability to perform his duties fairly and impartially as a peace officer.

II. Background Information

a. Identity of Respondent

At the time of the events at issue, Respondent was employed as a Police Officer with the TPD. The Respondent was terminated from the TPD on March 15, 2023.

b. Respondent's Service Record, Relevant Training, and Prior Complaints and Discipline[1]

When evaluating whether suspension or revocation is appropriate, Penal Code section 13510.8(c)(5) and California Regulation section 1213(a)(5) authorize the Commission to consider Respondent's prior conduct, discipline and service record. The relevance and weight the Commission may choose to assign to a peace officer's prior conduct and service record will depend on the facts in each case.

Respondent's TPD disciplinary record shows a 1-day suspension issued in January 2019, and a written reprimand issued in May 2020, for policy violations associated with a vehicle pursuit and discourteous comments, each of which are summarized below.

[1] In addition to the serious misconduct allegation summarized here, Respondent is the subject officer in one other serious misconduct allegation, which the Torrance Police Department reported to POST. The other case concerns an incident that occurred in 2020, and is not the type of allegation that might be actionable under the retroactivity provisions of Penal Code section 13510.8(g). The Division stands ready to provide additional details about the other allegation; however, the allegation is unrelated to the facts in the present case, and was not relied upon in making the Division's recommendation here.

On January 17, 2019, Respondent was issued a 1-day suspension for an event that occurred on August 5, 2018, wherein Respondent committed policy violations associated with a vehicle pursuit. The policy violations indicated the Respondent drove with no regard or caution for the safety of all persons using the highway by driving at speeds that were unsafe and which exceeded the driving ability of the officer.

On May 20, 2020, Respondent was issued a Written Reprimand for an event that occurred on May 11, 2020, wherein Respondent committed policy violations associated with discourteous, disrespectful, or discriminatory treatment of any member of the public or any member of the TPD or the City of Torrance.

While employed as a peace officer, Respondent received the following training relevant to this allegation:

- Basic Police Academy
- Communication: Keeping your Edge
- Racial Profiling Update – 4 Hours – 03/12/2019

c. Prior Employment History

Respondent began his law enforcement career with the TPD as a police officer on November 9, 2015.

d. Peace Officer Certification

Respondent is assigned POST ID C57-X01. Respondent received the following peace officer certificates from the Peace Officer Standards and Training (POST):

- Basic #189476 (Issued: 06/12/2017)

e. The Present Allegations of Serious Misconduct

1. Penal Code Section 13510.8(b)(5) and Commission Regulation 1205(a)(5) – Demonstrating Bias:

Demonstrating bias on the basis of actual or perceived race, national origin, religion, gender identity or expression, housing status, sexual orientation, mental or physical disability, or other protected status in violation of law or department policy or inconsistent with a peace officer's obligation to carry out their duties in a fair and unbiased manner. This paragraph does not limit an employee's rights under the First Amendment to the United States Constitution.

(A) An officer is "demonstrating" bias for purposes of this regulation when the officer either shows or displays, by words, actions or other conduct, prejudice, intolerance, contempt, or hatred towards one or more persons due to that person's membership within a class of persons identified in Penal Code section 13510.8(b)(5), when such words, actions or other conduct would lead a reasonable person to conclude that the officer has not fairly and impartially performed, or will not fairly and impartially perform, their law enforcement duties.

(B) An officer engaging in racial profiling in violation of Penal Code section 13519.4 is demonstrating bias because profiling casts suspicion on a class of people without individualized suspicion as to the person being stopped.

III. Investigative Methodology

This report summarizes the findings related to allegations of serious misconduct. This investigation was conducted in accordance with the regulations and policies of POST. The investigation included the review of TPD's administrative investigation which contained interviews of witness officers. The TPD also provided the Peace Officer Standards Accountability Division (Division) with the Raw data seized from the cellular telephones of other TPD Officers during a criminal investigation.

Information obtained was analyzed by the clear and convincing evidence standard. For purposes of this report, clear and convincing evidence means "evidence of a charge is clear and convincing so long as there is a 'high probability' that the charge is true. The evidence need not establish a fact beyond a reasonable doubt."

This report is necessarily summary in nature and does not include every fact or issue that might be found in the underlying investigation and attachments. It does, however, contain reference to that evidence that the Division believes establishes the requisite facts, and proves the serious misconduct charged, by clear and convincing evidence.

IV. Factual Summary

On April 4, 2023, the TPD reported allegations of serious misconduct against Respondent to POST pursuant to California Penal Code Section 13510.9(a)(3). The allegations stemmed from the discovery of racist, homophobic, and antisemitic texts that had been sent between members of the TPD between July 2018 and September 2019.

On January 27, 2020, two other Torrance Police Officers, Christopher Tomsic and Cody Weldin, were the subject of a criminal investigation wherein it was alleged they had

vandalized an arrestee's vehicle by, among other means, spray painting a swastika and a smiley face on the interior of the arrestee's vehicle during an inventory/search.[2]

As a result of the criminal investigation, Torrance Police Detectives obtained a search warrant for Tomsic's and Weldin's DNA and their personally owned cellular telephones.

The data from the cellular telephones was provided to an analyst at the Los Angeles County District Attorney's Office for review and with the intent to determine whether the two suspect officers had any ties to white supremacy.

During the review of the data, the district attorney's analyst discovered approximately 390 messages that were believed to contain or reference antisemitic, homophobic, racist, or transphobic remarks. Those messages were sent between Tomsic, Weldin and several other officers, including Respondent.

The review of the messages revealed Respondent was part of a WhatsApp group text titled "The Boys", which included approximately 15 members of the TPD. The Division obtained the administrative investigation from TPD which was completed by Norman A. Traub & Associates (NATA), Investigator Craig Junginger. Due to the approximately 15 TPD officers involved, the TPD utilized NATA to conduct several other related administrative investigations. Of the approximately 390 electronic messages, the internal investigation focused on thirteen (13) messages that were received, sent, or responded to by Respondent, while on and off duty that were alleged to demonstrate bias. Six (6) of these messages are described in further detail below and are the subject of this Investigative Summary and Findings(Attachment A). [3]

[2] Tomsic and Weldin were charged with felony vandalism and felony conspiracy. As of the date of this Investigative Summary and Recommendation, those criminal charges are still pending in Los Angeles County Superior Court.

[3] As noted above, the Division received information concerning approximately 390 WhatsApp messages exchanged between several peace officers. Respondent both received and responded to a certain subset of these 390 messages. The Division also reviewed instances where Respondent's words, acts or other conduct did not demonstrate bias by clear and convincing evidence. The Division's Investigative Summary and Findings in this case does not attempt to summarize every single instance in which Respondent participated in a WhatsApp message,

1. **On July 4, 2018,** Officer David Chandler posted in a WhatsApp message to "The Boys" group, "I'll eat sweaty ass at this point with dingleberries." A few minutes later Respondent responded with an image of a male adult in Blackface. Respondent captioned his post, "I googled dingleberry and this popped up. Way funnier." TPD Lt. Kranke advised the Internal Affairs Investigator the Respondent was on duty when the messaging took place.

2. **On July 5, 2018,** Respondent sent a WhatsApp group message to "The Boys". The message contained an image of two muscular black males, fighting or wrestling. Respondent's captioned message was as follows: "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." TPD Lt. Kranke advised the Internal Affairs Investigator the Respondent was on duty when the messaging took place.

3. **On August 23, 2018,** one of the messages to "The Boys" mentioned "Omar" who is possibly TPD Officer Omar Alonso who was one of the members of the text group. The message string began with Officer Joshua Satterfield, "Omar was though." Respondent replied, "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." "Omar's people excel at fence hopping to (sic)." TPD Lt. Kranke advised the Internal Affairs Investigator the Respondent was off duty when the messaging took place.

4. **On November 4, 2018,** Respondent sent a SMS text message to "The Boys" WhatsApp group. The message contained the image of a scene of a lynching, including one or more black males who had been hung, and one apparently deceased black male down on the ground. There was a group of older white males looking on. Respondent commented, "They missed this on mine." Shortly after, that message, Respondent sent

however. Instead, the Division's Investigative Summary and Findings addresses specific instances within the group chat where Respondent's words, acts or other conduct demonstrated bias within the meaning of Penal Code section 13510.8(b)(5).

another message, “hanging with the homies.” TPD Lt. Kranke advised the Internal Affairs Investigator the Respondent was off duty when the messaging took place.

5. **On November 8, 2018,** Respondent engaged in messaging within a WhatsApp “The Boys” message string when the group had been discussing the department’s hiring of new officers. Respondent commented, “Did we hire a fhagget,” and “A Faggola?” when referring to the hiring of new officers. TPD Lt. Kranke advised the Internal Affairs Investigator the Respondent was off duty when the messaging took place.

6. **On March 27, 2019,** Respondent sent a WhatsApp message to the group containing a smiling animal with the caption, “When you fart next to a Jewish kid, and realize you just gassed the Jews.” TPD Lt. Kranke advised the Internal Affairs Investigator the Respondent was off duty when the messaging took place.

Investigator Junginger made several attempts to schedule an interview with Respondent regarding this matter; however, the Respondent was on military leave from TPD. Additionally, Respondent’s attorney Corey Glave wrote that Respondent, “on advice of counsel, and given his current military status (and the legal impact of that status/order), declines your invite to participate in an interrogation related to this matter.” [4]

Although Respondent refused to be interviewed regarding the WhatsApp messages posted, the criminal investigation determined Respondent sent, received or responded to these messages based on the data extracted from Mr. Tomsic’s and Mr. Weldin’s cellular telephones.

The administrative investigation was sustained based on the facts that Respondent sent, received, and responded to discriminatory messages with TPD employees. All messages analyzed above were determined to be violations of the TPD Policy. The department

[4] Depending upon the facts in a given case, an officer’s refusal to answer questions, even when based on the advice of counsel, could constitute a failure to cooperate with an investigation into potential police misconduct within the meaning of Penal Code section 13510.8(b)(9). The Division did not find clear and convincing evidence of a failure to cooperate in this case.

found Respondent violated the Law Enforcement Code of Ethics, Policy 104, City of Torrance Anti-Harassment Policy, General Orders 1.10.3(B), 2.01.1(A), 2.33.1(D)(Attachment B), and TPD Policies 319.4, 319.5.7(i), 319.5.8, 401.2, and 1021.4(Attachment C), TPD violations relating to inappropriate speech and unprofessional conduct. The Respondent also failed to report receiving discriminatory messages from fellow officers. Respondent was terminated on March 15, 2023 for the policy violations related to "Discriminatory Text Messaging" and for policy violations from a separate incident in which Respondent used a PIT maneuver outside of policy.

City of Torrance and TPD Policies

Penal Code Section 13510.8(b)(5) and Commission Regulation 1205(a)(5) both establish that the demonstration of bias in violation of department policy constitutes serious misconduct. The City of Torrance and the TPD enforce a number of policies relating to the conduct of its employees. What follows is a summary of some of the most relevant policies which relate directly to Respondent's conduct in this case:

- The Law Enforcement code of Ethics, Policy 104 states "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."

- The City's Anti-Harassment Policy 34.10a, Protected Classifications prohibits harassment or discrimination because of an individual's protected classification. This classification includes 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. 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.

- The City's Anti-Harassment Policy 34.10d, Visual or Written Harassment prohibits 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.

- The City's Anti-Harassment Policy 134.05 requires that all City employees 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.

- The City's Anti-Harassment Policy 134.15 states it is the employee's responsibility to report any conduct which fits the definition of discriminatory harassment to their immediate supervisor or appropriate authority figure.

- General Orders 1.10.3(B), 2.01.1(A), 2.33.1(D) explain the Department's philosophy and expectations of personnel in their service to the community. Section 1.10.3(B) Service to the Community, emphasizes the rules and regulations of the Department such as maintaining a professional attitude and demeanor that will not in any manner communicate any personal prejudices. In addition, 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. General Order 2.01.1(A) explains 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. General Order 2.33.1(D) defines prohibited speech, expression, and conduct which tends to compromise or damage the mission, function, reputation, or professionalism of the TPD or its employees, such as speech or expression that could reasonably be foreseen as having a negative impact on the credibility of the employee as a witness, and additionally speech or expression that is contrary to the Mission Statement or Core Values of the TPD.

- TPD policies 319.4, 319.5.7(i), 319.5.8, 319.5.9, 401.2, 401.3, 1021.4 - TPD Policy Manual 319.5.8(i) prohibits any act on or off duty that brings discredit to the department. TPD Policy 319.5.9(g) prohibits the use of obscene, indecent, profane or derogatory language while on duty or in uniform; and 319.5.9(m) prohibits any other on duty or off duty conduct which any member knows or reasonably should know is unbecoming a member of the department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members. Furthermore, TPD Policy Manual 401.2 states the TPD is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of the TPD to provide law enforcement services and to enforce the law equally, fairly, and objectively and without discrimination toward any individual group. TPD Policy Manual 401.3 prohibits bias based policing.

City of Torrance Letter of Findings

On March 15, 2023, the City of Torrance sent Respondent a Letter of Findings advising him of the City's intent to terminate his employment as a police officer with TPD.

In the letter, authored by then Assistant City Manager Danny E. Santana, the City of Torrance found Respondent violated the Law Enforcement code of Ethics (Policy 104),

the City's Anti-Harassment Policy, former General Orders 1.10.3(B), 2.01.1(A), 2.33.1(D), and TPD policies 319.4, 319.5.7(i), 319.5.8, and 1021.4, violations relating to inappropriate speech and unprofessional conduct.

Assistant City Manager Santana's letter went on to explain why he has no confidence in Respondent's ability to carry out peace officer duties fairly and without bias, which the Assistant City Manager explained as follows:

> Based on the record of text messages [Respondent] sent, received, and responded to, [Respondent's] 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 of [Respondent's] actions, which could open the Department to liability, and moreover, subject innocent members of the public to unfair treatment due to [Respondent's] own personal prejudices.

The City of Torrance's letter further explained that Respondent's "willingness to engage in racist, unprofessional, and offensive conduct … undercuts the mission of the Department". As noted above, the City of Torrance therefore terminated Respondent's employment, which became effective March 15, 2023(Attachment D).

On May 8, 2023, the Commission on POST's Executive Director, Manuel Alvarez, Jr. issued an immediate temporary suspension for Mr. Williams' POST Basic Certification.

V. Analysis and Findings

a. Establishing Jurisdiction

The Commission on POST may initiate proceedings to revoke or suspend a peace officer's certification for conduct which occurred before January 1, 2022, if the employing agency makes a final determination regarding its investigation of the misconduct after January 1, 2022.[5]

[5] California Penal Code section 13510.8(g)(1)(B).

The final determination in this allegation of serious misconduct was Respondent's termination, which occurred on March 15, 2023. The investigation was still ongoing after January 1, 2022, as evidenced by Investigator Junginger's interviews conducted with TPD Officer AJ Kissinger on April 27, 2022, and Junginger's July 20, 2022 signature on his investigation report.

b. Does the alleged conduct violate Penal Code 13510.8(b)(5) and California Regulation 1205(a)(5) – Demonstration of bias on the basis of race/religion/sexual orientation?

When analyzing the serious misconduct allegation of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5), "demonstrating bias," the Division evaluates whether the subject officer, through words, action or other conduct showed prejudice, intolerance, contempt or hatred towards a protected class of persons. If the subject officer did show prejudice, intolerance, contempt or hatred towards a protected class of persons, the Division then considers whether the words, action or conduct would lead a reasonable person to conclude that the officer has not or will not fairly and impartially perform the officer's law enforcement duties. If so, serious misconduct is shown if the officer's words, action or conduct either: 1) violates applicable law, 2) violates department policy, or 3) is inconsistent with the officer's obligation to carry out the officer's duties in a fair and unbiased manner.

During the analysis of each instance of potentially biased behavior, the conduct was analyzed based on the above guidelines to determine whether the allegation of bias was true to a clear and convincing standard.

1. Regarding the **July 4, 2018** message, Officer David Chandler shared a WhatsApp message to "The Boys" group, which stated "I'll eat sweaty ass at this point with dingleberries." A few minutes later, Respondent replied to "The Boys" WhatsApp group

with an image of a male adult in Blackface.[6] Respondent captioned his post, "I googled dingleberry and this popped up. Way funnier."[7]

Respondent's July 4, 2018 message shows prejudice, intolerance, contempt and hatred towards a protected class of persons. Respondent's decision to post a picture of an individual in Blackface is deeply offensive. Additionally, Respondent's statement that the Blackface photograph is "way funnier" than other Google search results he obtained for the term "dingleberry" serves to reinforce the stereotypes and racist underpinnings associated with the photograph. The photograph, and Respondent's written expression relating to that photograph, reflects Respondent's disregard for a specific protected class of persons and is inconsistent with Respondent's obligation to carry out his duties in a fair and unbiased manner.

Respondent's decision to post the image, and Respondent's characterization of the image as "way funnier" than other Google search results for "dingleberry" also violated several of the Torrance Police Department's policies, including but not limited to TPD Policies 319.58(i), 319.5.9(g), 319.5.9(m), 401.2 and 401.3**.** TPD Policy Manual 319.5.8(i) prohibits any act on or off duty that brings discredit to the department. TPD Policy 319.5.9(g) prohibits the use of obscene, indecent, profane or derogatory language while on duty or in uniform; and 319.5.9(m) prohibits any other on duty or off duty conduct which any member knows or reasonably should know is unbecoming a member of the department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably

[6] According to Merriam-Webster Dictionary online at https://www.merriam-webster.com/dictionary/blackface?utm_campaign=sd&utm_medium=serp&utm_source=jsonld, Blackface is "a dark makeup worn to mimic the appearance of a Black person and especially to mock or ridicule Black people. NOTE: The wearing of blackface by white performers was, from the early 19th through the mid-20th centuries, a prominent feature of minstrel shows … and similar forms of entertainment featuring exaggerated and inaccurate caricatures of Black people. The use of Blackface is considered deeply offensive."

[7] The image of the male adult in Blackface that Respondent sent to "the Boys" group was of Al Jolson, a singer and musical stage performer who gained popularity in the 1920s and was known to perpetuate black stereotypes. Notably, a recent Google search for the term "dingleberry" did not pull up an image of Mr. Jolson in blackface. Additionally, a reverse search of the blackface image of Mr. Jolson that Respondent texted to "the Boys" did not return results that included the term "dingleberry."

upon this department or its members. Furthermore, TPD Policy Manual 401.2 states the TPD is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of the TPD to provide law enforcement services and to enforce the law equally, fairly, and objectively and without discrimination toward any individual group. TPD Policy Manual 401.3 prohibits bias based policing.

It is highly probable that a reasonable person would conclude that Respondent has not or will not fairly and impartially perform his law enforcement duties when interacting with this protected class of persons. Accordingly, the Division finds that Respondent demonstrated bias within the meaning of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5) when he posted a photograph of a person in Blackface, and again when he described the photograph as "way funnier" than other Google search results for the term "dingleberry."

2. Regarding the **July 5, 2018** text, Respondent sent a WhatsApp group photograph to "The Boys" along with a descriptive message. The message contained an image of two muscular black males, fighting or wrestling, along with Respondent's captioned message, "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."

Respondent's use of an image of two black males as a visual aid to convey Respondent's written message that "some gorilla looking fuck is getting it in over in the shadow lands" is a patently racist, offensive characterization of the individuals in the photograph. The image, coupled with Respondent's written message, is inconsistent with an officer's obligation to carry out his duties in a fair and unbiased manner. Respondent's message violated several of the TPD's policies, including but not limited to TPD Policies 319.58(i), 319.5.9(g), 319.5.9(m), 401.2 and 401.3**.** TPD Policy Manual 319.5.8(i) prohibits any act on or off duty that brings discredit to the department. TPD Policy 319.5.9(g) prohibits the

use of obscene, indecent, profane or derogatory language while on duty or in uniform; and 319.5.9(m) prohibits any other on duty or off duty conduct which any member knows or reasonably should know is unbecoming a member of the department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members. Furthermore, TPD Policy Manual 401.2 states the TPD is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of the TPD to provide law enforcement services and to enforce the law equally, fairly, and objectively and without discrimination toward any individual group. TPD Policy Manual 401.3 prohibits bias based policing. Respondent's violations of these policies through his messaging discredits the Torrance Police Department in potentially irreparable ways.

It is highly probable a reasonable person would conclude that Respondent, who proactively sent the July 5, 2018, message in addition to other bigoted messages to "The Boys" chat group has not or will not fairly and impartially perform his law enforcement duties when interacting with certain protected classes of persons. Accordingly, the Division finds that Respondent demonstrated bias within the meaning of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5) when he posted his July 5, 2018, photograph and message.

3. Regarding **August 23, 2018,** Respondent responded to a message which mentioned "Omar." TPD Officer Omar Alonso is one of the members of "The Boys" group. The message string began with Officer Joshua Satterfield stating: "Omar was though." Respondent replied, "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." "Omar's people excel at fence hopping to (sic)."

Respondent's characterization of "Omar's people" as a class of persons who "excel at fence hopping" is inherently offensive and racist. Additionally, Respondent's suggestion

that Officer Alonso's knees are "numb and calloused" due to "[g]enerations of field work" in Officer Alonso's lineage is a stereotypical and derogatory reference to Latin Americans. Even when viewed in the light most favorable to Respondent, this use of stereotypical and demeaning descriptions of Latin American persons as a means of amusement reinforces biased and discriminatory sentiments. These stereotypes are inconsistent with an officer's obligation to carry out his duties in a fair and unbiased manner. Respondent's characterization of Latin Americans in his message about Officer Omar Alonso also violated a number of the Torrance Police Department's policies, including but not limited to TPD Policy 319.5.8(i), 319.5.9(m), 401.2 and 401.3. The TPD Policy Manual 319.5.8(i) prohibits any act on or off duty that brings discredit to the department. TPD Policy 319.5.9(m) prohibits any other on duty or off duty conduct which any member knows or reasonably should know is unbecoming a member of the department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members. Furthermore, TPD Policy Manual 401.2 states the TPD is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of the TPD to provide law enforcement services and to enforce the law equally, fairly, and objectively and without discrimination toward any individual group. TPD Policy Manual 401.3 prohibits bias based policing.

Respondent's statements, particularly when considered along with Respondent's many other derogatory messages, would lead a reasonable person to conclude that Respondent has not or will not fairly and impartially perform his law enforcement duties when interacting with this protected class of persons in the Torrance community. Accordingly, the Division finds that Respondent demonstrated bias within the meaning of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5) when he messaged "The Boys" WhatsApp group: "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." "Omar's people excel at fence hopping to (sic)."

4. Regarding **November 4, 2018,** Respondent sent a text message to the members of "The Boys" WhatsApp group. The message contained what appears to be an actual photograph of a scene of a lynching, in which multiple deceased black males were hung, including one deceased black male lying on the ground. Beyond the center of the photograph is a large group of older white males, some of whom are smiling for the photograph.

The members of "The Boys" WhatsApp group were discussing the types of inappropriate content that might be found on other TPD officers' social media accounts. Respondent attached the photograph of the lynching and wrote: "They missed this on mine." Shortly after, that message, Respondent sent another message, which read: "hanging with the homies."

A photograph of a lynching in which multiple black males were murdered is an image depicting some of the most depraved and disturbing acts of racism fathomable. Respondent's decision to post the photograph in support of Respondent's "joke" about content on Respondent's own social media account displays hatred and contempt for a protected class of persons. Respondent's contempt and hatred for this protected class of persons was further exemplified by Respondent's additional decision to also add to the photograph the note which read: "hanging with the homies."

Respondent's use of the photograph along with Respondent's writings relating to the photograph discredit not only himself, but also threaten to discredit the Torrance Police Department in potentially irreparable ways. A reasonable person who views this photograph of a lynching along with Respondent's posted written remarks would conclude that Respondent has not and will not fairly and impartially perform his law enforcement duties. Respondent's conduct violated a number of TPD policies, including but not limited to, TPD Policies 319.5.8(i), 319.5.9(m), 401.2 and 401.3. The TPD Policy Manual

319.5.8(i) prohibits any act on or off duty that brings discredit to the department. TPD Policy 319.5.9(m) prohibits any other on duty or off duty conduct which any member knows or reasonably should know is unbecoming a member of the department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon the TPD or its members. Furthermore, TPD Policy Manual 401.2 states the TPD is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of the TPD to provide law enforcement services and to enforce the law equally, fairly, and objectively and without discrimination toward any individual group. TPD Policy Manual 401.3 prohibits bias based policing.

Not only are Respondent's actions in violation of TPD policies, but they are also entirely inconsistent with Respondent's obligation to carry out his duties in a fair and unbiased manner. Accordingly, the Division finds that Respondent demonstrated bias within the meaning of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5) when he posted a photograph of a lynching as a source for amusement and again when he commented: "they missed this on mine," and once again when he wrote: "hanging with the homies."

5. Regarding **November 8, 2018,** Respondent replied within a WhatsApp "The Boys" message string when the group had been discussing the department's hiring of new officers. Respondent commented, "Did we hire a fhagget," and "A Faggola?" when referring to hiring the new officers.

Respondent's message was derogatory and homophobic. Respondent's conduct, in sending the messages: "Did we hire a fhagget," and "A Faggola?" in response to "The Boys" group discussion about hiring new officers shows prejudice, intolerance and contempt towards a protected class of persons. This message, particularly when viewed along with the other bigoted remarks described within this Investigative Summary and Findings, constitutes the demonstration of bias.

It is highly probable a reasonable person would conclude that Respondent, who proactively sent multiple bigoted messages to "the Boys" chat group, including the November 8 message, which contained derogatory references about a person's sexual orientation, has not or will not fairly and impartially perform his law enforcement duties when interacting with this protected class of persons. Respondent's messages violated several of the Torrance Police Department's policies, including but not limited to TPD TPD Policy 319.5.8(i), 319.5.9(m), 401.2 and 401.3 (Attachment D). The TPD Policy Manual 319.5.8(i) prohibits performance that is any act on or off duty that brings discredit to the department. TPD Policy 319.5.9(m) prohibits any other on duty or off duty conduct which any member knows or reasonably should know is unbecoming a member of the department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members. Furthermore, TPD Policy Manual 401.2 states the TPD is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of the TPD to provide law enforcement services and to enforce the law equally, fairly, and objectively and without discrimination toward any individual group. TPD Policy Manual 401.3 prohibits bias based policing.

Accordingly, the Division finds that Respondent demonstrated bias within the meaning of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5) when he wrote "Did we hire a fhagget," and "A Faggola?" as part of "The Boys" group discussion about recent hiring at TPD.

6. Regarding **March 27, 2019,** Respondent sent a WhatsApp message to the group containing a drawn image of a smiling animal with the caption, "When you fart next to a Jewish kid, and realize you just gassed the Jews."

Respondent's comment appears to have been intended as a joke about the Holocaust, an event in history in which the Nazis slaughtered millions of Jewish civilians, along with

Roma and other people derogatorily labeled as “Gypsies”, gay men, people with dark skin, Jehova’s Witnesses and other Nazi-targeted groups or persons by killing them in gas chambers using poisonous gas. Respondent’s message, however, appears directed towards ‘the Jews’ and is a display of antisemitism. Such a message shows prejudice towards a protected class of persons. This message, particularly when considered along with Respondent’s other bigoted messages, would lead a reasonable person to conclude that Respondent has not or will not fairly and impartially perform his law enforcement duties. Additionally, Respondent’s antisemitic message violated several of the Torrance Police Department’s policies, including but not limited to TPD Policy 319.5.8(i), 319.5.9(m), 401.2 and 401.3. The TPD Policy Manual 319.5.8(i) prohibits any act on or off duty that brings discredit to the department. TPD Policy 319.5.9(m) prohibits any other on duty or off duty conduct which any member knows or reasonably should know is unbecoming a member of the department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members. Furthermore, TPD Policy Manual 401.2 states the TPD is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of the TPD to provide law enforcement services and to enforce the law equally, fairly, and objectively and without discrimination toward any individual group. TPD Policy Manual 401.3 prohibits bias based policing.

The message is inconsistent with Respondent’s obligation to carry out his duties in a fair and unbiased manner. Accordingly, the Division finds that Respondent demonstrated bias within the meaning of Penal Code section 13510.8(b)(5) and Regulation 1205(a)(5) when Respondent posted a drawing of a smiling animal with the caption, “When you fart next to a Jewish kid, and realize you just gassed the Jews.”

VI. Supporting Evidence and Documentation

Attachment "A" – Text messages

Attachment "B" – Law Enforcement Code of Ethics/City of Torrance Anti-Harassment Policy

Attachment "C" – Torrance Police Department General Orders and Policies

Attachment "D" – City of Torrance Letter of Findings

Attachment "E" – Executive Review and Peace Officer Standards Accountability Division Recommendation

VII. Findings

After thorough analysis, the Division has concluded Respondent's messages itemized as 1 through 6 in this Investigative Summary and Findings constitute a demonstration of bias. As a law enforcement officer, one is held to a higher standard of conduct which is consistent with a peace officer's obligation to carry out their duties in a fair and unbiased manner. Use of racist, homophobic, and antisemitic language by a police officer also leads to an erosion of trust between that officer's agency and the community the agency serves. All of the messages were examples of the Respondent's repetitive misconduct which confirms the Respondent violated the TPD's policies on several occasions relating to inappropriate speech and unprofessional conduct including the City's Anti-Harassment Policy. In addition to violating the Department's policies with regard to prohibited speech, expression, and conduct, clear and convincing evidence exists that Respondent violated California Penal Code section 13510.8(b)(5) and Commission Regulation 1205(a)(5) - Demonstration of Bias. Therefore, reasonable grounds exist to submit this case to the Peace Officer Standards Accountability Advisory Board and the POST Commission for revocation of Respondent's POST certification, in accordance with the Executive Review and Peace Officer Standards Accountability Division Recommendation.[8]

[8] See Attachment "E" – Executive Review and Peace Officer Standards Accountability Division Recommendation

Commission on Peace Officer Standards and Training
860 Stillwater Road, Suite 100, West Sacramento, CA 95605-1603
(916) 227-3909 • www.post.ca.gov

EXECUTIVE REVIEW & PEACE OFFICER STANDARDS ACCOUNTABILITY DIVISION RECOMMENDATION

DATE: September 6, 2024

CASE #: POST2305781

PEACE OFFICER: Blake Williams

POST ID#: C57-X01

AGENCY: Torrance Police Department

POST CONSULTANT / BC: Loralynne Kong/Mike Radford

ALLEGATION(S):

California Regulation 1205(a)(5) – Demonstrating Bias.

In the course of a criminal investigation, Torrance Police Department (TPD) uncovered the existence of a WhatsApp group among members of the TPD, which included Respondent. This group chat contained approximately 390 electronic messages that contain or reference antisemitic, homophobic, racist, or transphobic remarks. Respondent received, sent, or responded to several of these electronic messages, while both on and off duty.

The Peace Officer Standards Accountability Division, Certification Executive Review Panel has reviewed the above referenced case involving alleged serious misconduct and has determined the following:

☒ There are reasonable grounds for suspension or revocation of a peace officer's certification.

POST determined clear and convincing evidence exists to show that by participating in receiving, sending, and responding to several of the electronic messages, Respondent demonstrated bias pursuant to penal code section 13510.8(b)(5)

☐ There is insufficient evidence to support a recommendation of revocation or suspension of certification.

William Darden Chief Legal Counsel	 Signature	9/16/24 Date
Annemarie Del Mugnaio Assistant Executive Director	Annemarie Del Mugnaio Signature	09/06/2024 Date
Manny Alvarez Executive Director	 Signature	09/17/2024 Date

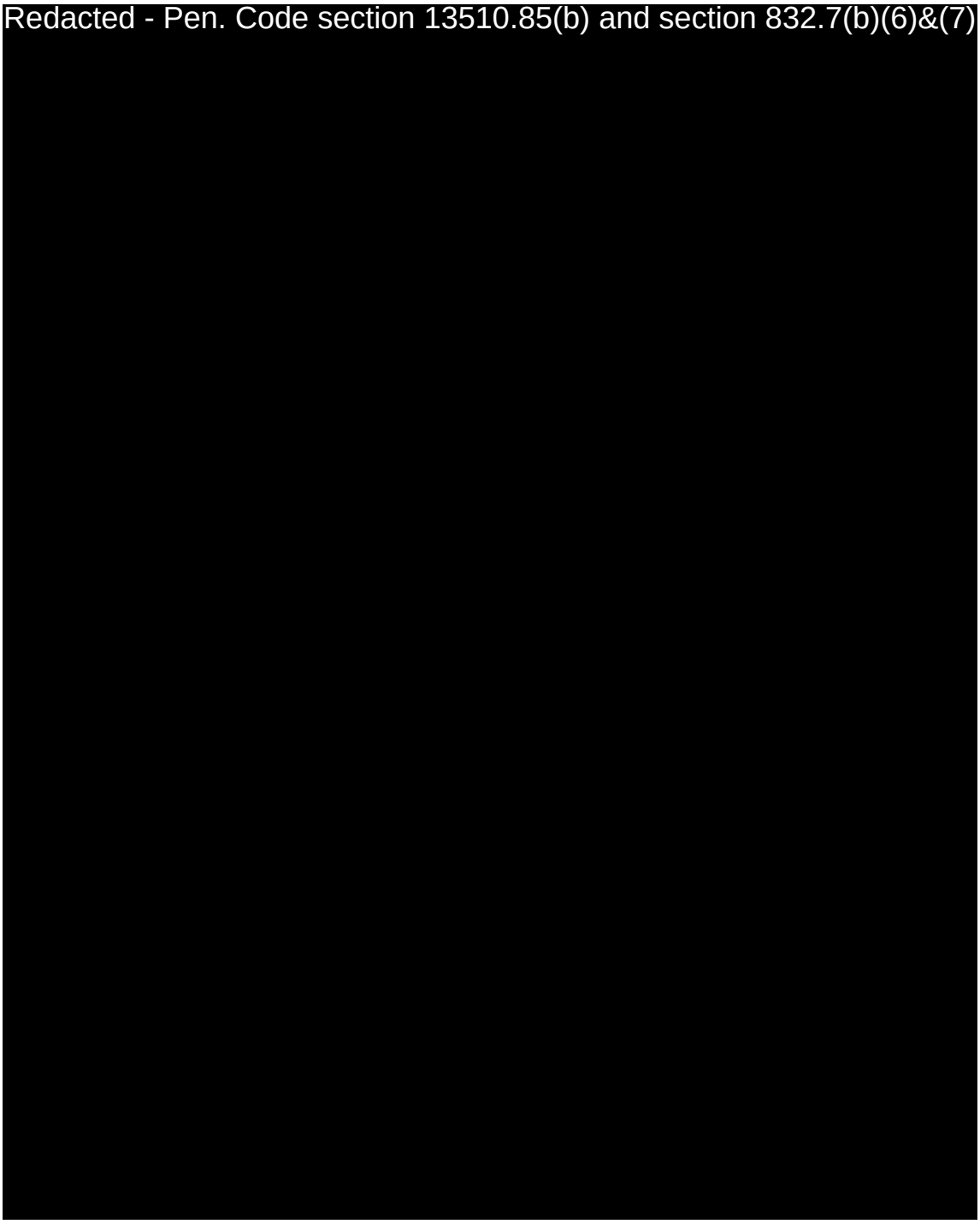
cc: Bureau Chief Mike Radford

cc: Jason Morlock

cc: Chandler Knapp

cc:

Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)



Phone Number@s.whatsapp.net Officer David Chandler

I'll eat sweaty ass at this point with dingleberries

Status: Read

Platform: Mobile

7/4/2018 8:37:48 PM(UTC-7)

Source Info:
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[redacted]@s.whatsapp.net Officer Blake Williams

Attachments:



Title: I googled dingle berry and this popped up. Way funnier
Size: 7090
File name: 3e27d3ec-7691-43da-987d-2222a5a16cd5.jpg
Path: https://mmg-fna.whatsapp.net/d/f/AsddUvJQL1xDjl1dUR7yThdhXUlmMeOGDxTKxAxgqXWT.enc
3e27d3ec-7691-43da-987d-2222a5a16cd5.jpg

Status: Read

Platform: Mobile

7/4/2018 8:39:23 PM(UTC-7)

Source Info:
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[redacted]@s.whatsapp.net Officer Matthew Dempsey

Attachments:



Size: 11660
File name: a6eb3e51-98e6-49a8-ab17-067cdfa8deac.jpg
Path: https://mmg-fna.whatsapp.net/d/f/AqdDUb6T1H3TKgj1Z-GgXy3-FN9ecZQWe4N2Iv8tTxLF.enc
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Status: Read

Platform: Mobile

7/4/2018 8:40:13 PM(UTC-7)

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Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

[redacted]@s.whatsapp.net Officer Blake Williams

https://youtu.be/7JVCNmCJzjs

Hey young, everyday you don't work out, just know some gorilla looking fuck is getting it in over in the shadow lands

Attachments:



Title: The AFRICAN national STRUGGLE! They would be in the UFC
Size: 6081
File name: dfee85c9-632e-4fcd-b66d-ac0917bfb3b4.thumb
Path: https://youtu.be/7JVCNmCJzjs
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Status: Read

Platform: Mobile

7/5/2018 9:45:23 AM(UTC-7)

Source Info:
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Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

Phone Number@s.whatsapp.net Officer Blake Williams

No

Status: Read

Platform: Mobile

8/23/2018 9:12:14 PM(UTC-7)

Source Info:
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Phone Number@s.whatsapp.net Officer Joshua Satterfield

Ah fuck I was in the area gonna come spring through and throw a wrench in the scenario

Status: Read

Platform: Mobile

8/23/2018 9:12:34 PM(UTC-7)

Source Info:
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Phone Number@s.whatsapp.net Officer Blake Williams

Omar was though.

Status: Read

Platform: Mobile

8/23/2018 9:12:47 PM(UTC-7)

Source Info:
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Phone Number@s.whatsapp.net Officer Blake Williams

Jam him up

Status: Read

Platform: Mobile

8/23/2018 9:12:53 PM(UTC-7)

Source Info:
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Phone Number@s.whatsapp.net Officer Joshua Satterfield

I'll Superman punch Omar on the run and then just keep going and see if they chase me

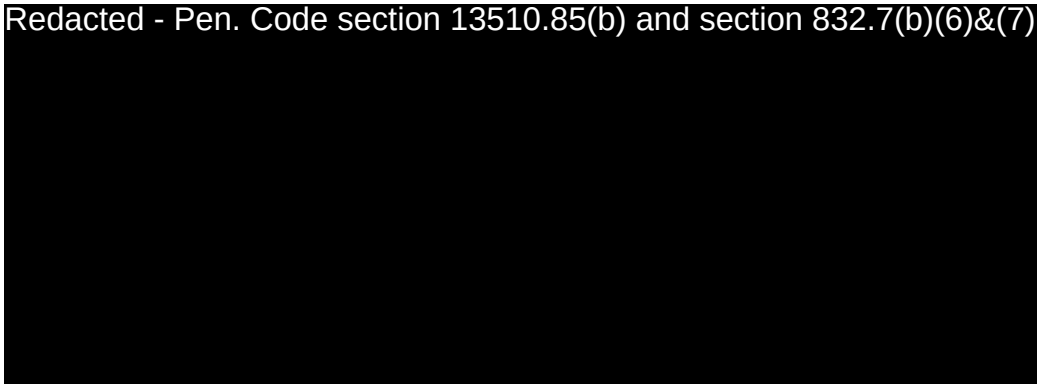
Status: Read

Platform: Mobile

8/23/2018 9:13:17 PM(UTC-7)

Source Info:
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Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)



Phone Number@s.whatsapp.net Officer Blake Williams

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

Status: Read

Platform: Mobile

8/23/2018 9:14:24 PM(UTC-7)

Source Info:
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Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

Phone Number@s.whatsapp.net Officer Joshua Satterfield

I can out run Omar

Status: Read

Platform: Mobile

8/23/2018 9:14:39 PM(UTC-7)

Source Info:
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Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

Phone Number@s.whatsapp.net Officer Joshua Satterfield

I'd have to be careful hopping fences tho that's where he'd gain his ground

Status: Read

Platform: Mobile

8/23/2018 9:15:10 PM(UTC-7)

Source Info:
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Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

[redacted]@s.whatsapp.net Officer Blake Williams

Omar's people excel at fence hopping to.

Status: Read

Platform: Mobile

8/23/2018 9:17:19 PM(UTC-7)

Source Info:
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Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

[redacted]@s.whatsapp.net Officer Joshua Satterfield

Oh shit lol sick burn

Status: Read

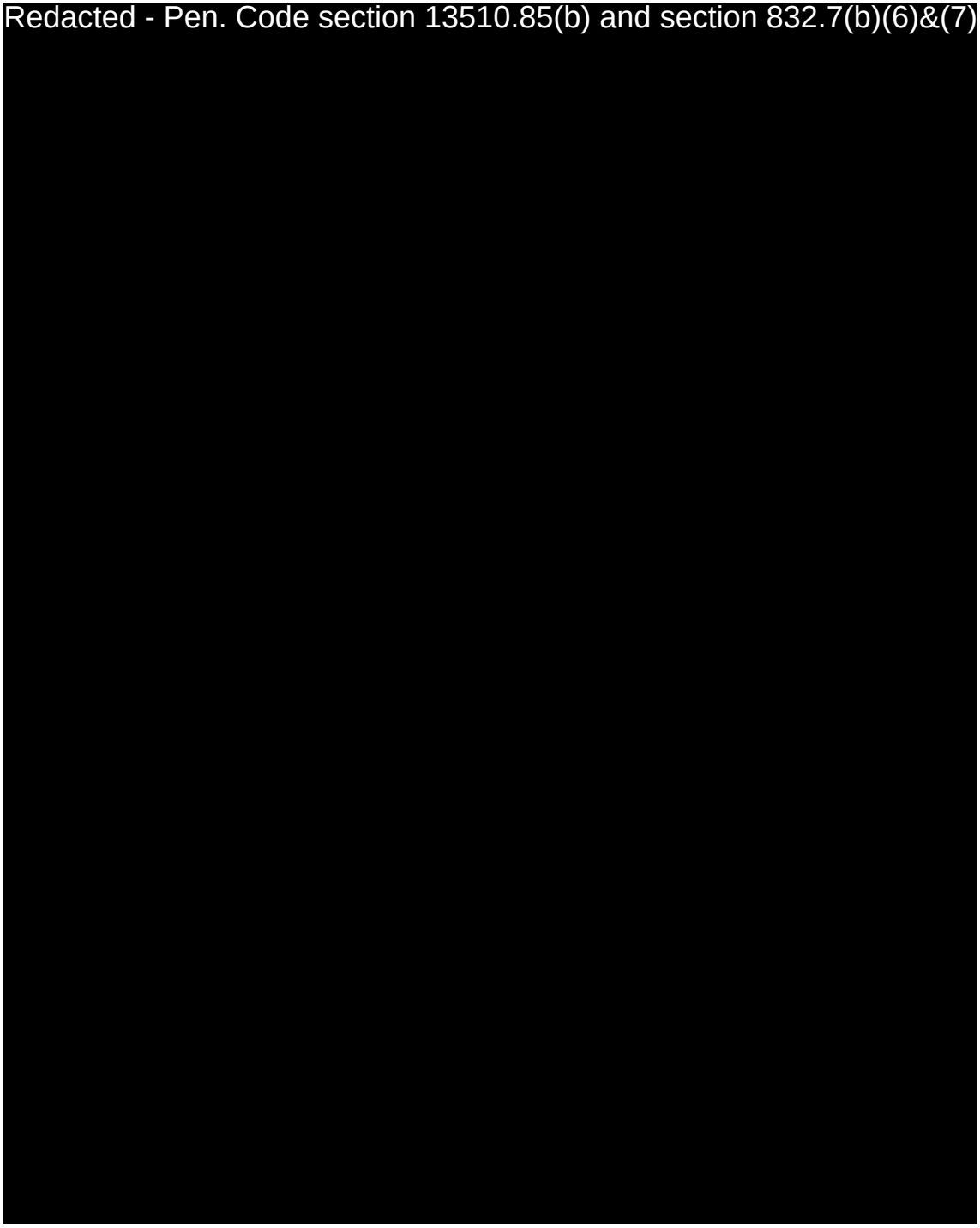
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8/23/2018 9:18:07 PM(UTC-7)

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Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)



Phone Number@s.whatsapp.net Officer David Chandler

Dude you have no idea. I'm literally on fire right now. I can't believe we hired a racist cock like this. Don't we check facebooks and shit. Wtf is this

Status: Read

Platform: Mobile

11/4/2018 6:18:00 PM(UTC-8)

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[redacted]@s.whatsapp.net Officer Blake Williams

Attachments:



Title: They missed this on mine
Size: 11628
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Status: Read

Platform: Mobile

11/4/2018 6:19:04 PM(UTC-8)

Source Info:
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[redacted]@s.whatsapp.net Officer David Chandler

Geezus Blake haha

Status: Read

Platform: Mobile

11/4/2018 6:19:26 PM(UTC-8)

Source Info:
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[redacted]@s.whatsapp.net Officer David Chandler

That's history though

Status: Read

Platform: Mobile

11/4/2018 6:19:52 PM(UTC-8)

Source Info:
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[redacted]@s.whatsapp.net Officer David Chandler

There's knowledge in that

Status: Read

Platform: Mobile

11/4/2018 6:19:59 PM(UTC-8)

Source Info:
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[redacted]@s.whatsapp.net Officer Blake Williams

"hanging with the homies"

Status: Read

Platform: Mobile

11/4/2018 6:21:18 PM(UTC-8)

Source Info:
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Phone Number@s.whatsapp.net Officer Matthew Dempsey

Hiring staff is picking some real winners

Status: Read

Platform: Mobile

11/8/2018 12:49:37 PM(UTC-8)

Source Info:
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Phone Number@s.whatsapp.net Officer Joshua Satterfield

It's ok once Rea gets up there he's about to hire some pipe hitters

Status: Read

Platform: Mobile

11/8/2018 12:50:29 PM(UTC-8)

Source Info:
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Phone Number@s.whatsapp.net Officer Blake Williams

Wait

Status: Read

Platform: Mobile

11/8/2018 12:51:03 PM(UTC-8)

Source Info:
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Phone Number@s.whatsapp.net Officer Blake Williams

Did we hire a fhagget

Status: Read

Platform: Mobile

11/8/2018 12:51:20 PM(UTC-8)

Source Info:
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Phone Number@s.whatsapp.net Officer Blake Williams

A faggola?

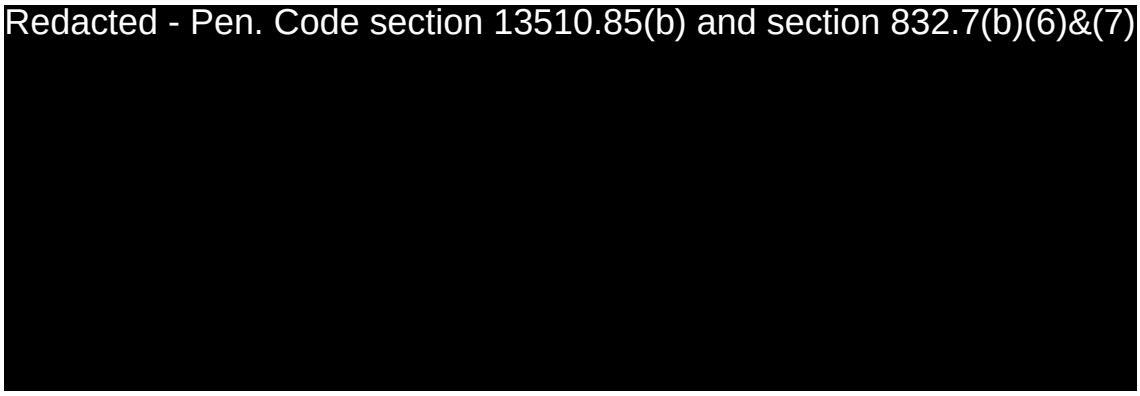
Status: Read

Platform: Mobile

11/8/2018 12:51:41 PM(UTC-8)

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Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)



Redacted - Pen. Code section 13510.85(b) and section 832.7(b)(6)&(7)

[redacted]

Phone number @s.whatsapp.net Officer Blake Williams

Attachments:



Size: 45571
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Status: Read

Platform: Mobile

3/27/2019 12:16:15 PM(UTC-7)

Source Info:
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Law Enforcement Code of Ethics

104.1 PURPOSE AND SCOPE

The purpose of this policy is to ensure that all peace officers are aware of their individual responsibilities to maintain their integrity and that of their department at all times.

104.2 POLICY

The Law Enforcement Code of Ethics shall be administered to all peace officer trainees during the Basic Academy course and to all other persons at the time of appointment (11 CCR 1013).

104.3 LAW ENFORCEMENT CODE OF ETHICS

AS A LAW ENFORCEMENT OFFICER, my fundamental duty is to serve; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against abuse or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I WILL keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I WILL never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

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. I will constantly strive to achieve these objectives and ideals, dedicating myself before god to my chosen profession... law enforcement.

104.3.1 OBJECTION TO RELIGIOUS AFFIRMATION

Reference to religious affirmation in the Law Enforcement Code of Ethics may be omitted where objected to by the officer.

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34.05 **ANTI-HARASSMENT POLICY**

The City is committed to providing a workplace free of discriminatory harassment. This Policy defines discriminatory harassment and sets forth a companion procedure for the investigation and resolution of such complaints by or against any City employee, applicant or contractor. This Policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, training opportunity and compensation.

Discriminatory harassment will not be tolerated and employees who violate this Policy may be subject to appropriate disciplinary action. Retaliation against any individual for making a complaint of such harassment or for participating in a harassment investigation constitutes a violation of this Policy. However, knowingly false accusations of retaliation or harassment similarly will not be tolerated.

34.10 **Definitions**

34.10a Protected Classifications: This Policy prohibits harassment or discrimination because of an individual's protected classification. "Protected Classification" includes 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.

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. Sexually harassing conduct can occur between people of the same or different genders.

Harassment includes, but is not limited to the following misconduct:

34.10b Verbal Harassment

Inappropriate or offensive remarks, slurs, jokes or innuendoes based on 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, inappropriate comments regarding an individual's body, physical appearance, attire, sexual prowess, marital status, pregnancy or sexual orientation; unwelcome flirting or propositions; demands for sexual favors; verbal abuse, threats or intimidation of a sexual nature; or sexist,

patronizing or ridiculing statements that convey derogatory attitudes about a particular gender.

34.10c Physical Harassment

Inappropriate or offensive touching, assault, or physical interference with free movement when directed at an individual on the basis of 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, kissing, patting, lingering or intimate touches, grabbing, massaging, pinching, leering, staring, unnecessarily brushing against or blocking another person, whistling or sexual gestures.

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.

34.10e Work Environment

A work environment that is permeated with sexually oriented talk, innuendo, insults or abuse not relevant to the subject matter of the job. A hostile work environment can arise from the following circumstances:

A. An unwarranted focus on sexual topics or sexually suggestive statements.
B. An unwelcome sexual behavior directed specifically at an individual.
C. The individual merely witnesses unlawful harassment in his or her immediate surroundings.

The determination of whether an environment is hostile is based on the totality of the circumstances, including such factors as:

A. The frequency of the conduct.
B. The severity of the conduct.
C. Whether the conduct is humiliating or physically threatening.
D. Whether the conduct unreasonably interferes with an individual's work.

By definition, sexual harassment is not within the course and scope of an individual's employment with the City of Torrance.

34.15 **Relationships between Supervisors and Subordinate Employees**

Romantic or sexual relationships between supervisors and employees are discouraged. There is an inherent imbalance of power and potential for exploitation in such relationships which may create an appearance of impropriety and lead to charges of favoritism by other employees. A welcome sexual relationship may change, with the result that sexual conduct that was once welcome becomes unwelcome and harassing.

34.20 **Prohibited Supervisory or Managerial Behavior**

No supervisor, manager or other authority figure shall:

A. Condition any employment, employee benefit or continued employment in the City of Torrance on an applicant's or employee's acquiescence to any of the behavior defined above.

B. Retaliate against any applicant, or employee, because that person has opposed a practice prohibited by this policy or has filed a complaint, testified, assisted or participated in any manner in an investigation, proceeding or hearing conducted by an authorized investigator.

C. Destroy evidence relevant to an investigation of harassment.

34.25 **Behavior Prohibited by All Persons**

No employee in the City of Torrance shall:

A. Create a hostile or offensive work environment for any other person by engaging in any discriminatory harassment or by tolerating it on the part of another employee.

B. Assist any individual in doing any act which constitutes discriminatory harassment against any other employee of the City of Torrance.

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. Any supervisor or manager who receives a complaint regarding discriminatory harassment shall immediately report it to the Human Resources Division, followed by written documentation of the complaint.

134.10

Supervisors/Managers Responsibilities for Preventive Action

A. A copy of the Anti-Harassment Policy shall be provided to all employees in the City of Torrance, as well as displayed in prominent locations throughout the City.

B. A copy of the information sheet on sexual harassment prepared by the Department of Fair Employment and Housing is available to all City of Torrance employees upon request.

C. New employees shall be provided a copy of the Anti-Harassment Policy during New Employee Orientation.

D. The Human Resources Division shall make available information from the Department of Fair Employment and Housing and the Equal Employment Opportunity Commission about filing claims of sexual harassment with these entities.

E. A copy of the Anti-Harassment Policy and Procedure is in the City of Torrance Policy, Procedure and Protocol Manual posted on the Policies and Procedures web page on the Torrance Employee Network (TEN).

F. Employees of the City of Torrance shall receive periodic training on the policy.

134.15

Employees' Responsibilities

A. Report any conduct which fits the definition of discriminatory harassment to their immediate supervisor or appropriate authority figure. This includes conduct of non-employees, such as sales representatives or service vendors or harassing conduct toward such contractors. Under no circumstances shall an employee of the City of Torrance who believes that he or she has been the victim of discriminatory harassment be required to first report that harassment to a supervisor or other authority figure who has done the harassing.

B. Cooperate with any investigation of any alleged act of harassment conducted by the City of Torrance.

C. Maintain confidentiality to the extent possible in investigating any claims of alleged harassment.

134.20

Human Resources Reporting Procedures for Investigative/Corrective Action

A. Human Resources shall conduct a fair, timely and thorough investigation of any incident of alleged discriminatory harassment reported to them. The investigation shall be conducted in a way to maintain confidentiality, to the extent possible.

B. The person designated to investigate shall report in writing the findings of any investigation to the Human Resources Division. The Human Resources Administrator shall determine whether there is a violation of Policy and communicate the conclusion to the complainant.

C. Remedial action including discipline taken by any supervisor or manager shall be decided in accordance with Policy and after consultation with the Human Resources Administrator.

Employees who have questions about their rights and obligations described within this policy should contact the Human Resources Division.

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TORRANCE POLICE DEPARTMENT

GENERAL ORDER 1.10 POLICING PHILOSOPHY

DATE ISSUED: January 14, 2010

JOHN J. NEU
CHIEF OF POLICE

PURPOSE

This General Order establishes the Department's policing philosophy and the expectations of personnel in their service to the community.

1.10.1 FOCUS BASED POLICING

A. Philosophy: Focus Based Policing is a distinct management philosophy based upon the need for continuous improvement through employee growth and development, as well as a general dissatisfaction with the status quo. Focus Based Policing empowers Area Commanders and Division Commanders to look for opportunities to address crime problems, quality of life issues and unexpected challenges in conjunction with their everyday responsibilities. We promote fresh thinking and creativity by pushing down the organization chart and distributing power to the line level officers. This philosophy enables our managers to formulate and assess new methods and approaches to not only how we police, but also how we handle routine tasks, with the goal of truly expanding the future of policing in the City of Torrance. In short, our belief and approach is simply "things can always be done better throughout the entire organization."

Our Focus Based Policing philosophy provides the following fundamental benefits:

1. Mission and vision clarification
2. Enhanced service to the community
3. Results orientation with a focus on outcomes rather than outputs
4. Resource flexibility
5. Focus on problem solving and relentless follow-up
6. Information exchange driven decision making
7. Employee growth and development

1.10.2 TEAM POLICING

A. GENERAL: In support of our Focus Based Policing management philosophy, the Patrol Division is deployed on a Team Policing model. The four basic components of Team Policing are:

1. A deployment model that meets organizational needs for accountability and consistency.
2. A beat system that creates consistent and equitable areas for patrol officers to work.
3. A scheduling system that balances the needs of the employees and workload demands.
4. An effective patrol structure to meet increased demands and expectations while supporting our historical patrol practices.

The Department structures its Patrol operations around fixed Police Teams assigned to a specific region of the City during a team-specific day and hourly schedule. Patrol personnel are committed to their team, area and schedule for an entire deployment cycle. Police Teams report to an Area Commander who is responsible for monitoring all activities occurring within the area of the City that Team patrols. Area Commanders act as Patrol's central liaison to the community, actively participating in or organizing community meetings and events within the Area Commander's designated area of the City.

Our Team Policing model allows us to deploy officers in a more efficient and effective manner while addressing the ongoing need to respond to calls for service, creating additional opportunities for proactive work where and when it is needed, and providing sufficient time and support for officers to complete and implement operation plans; all of which enhances our Focus Based Policing efforts.

1.10.3 SERVICE TO THE COMMUNITY

A. GENERAL: The most important factor in gaining the goodwill and confidence of the people is an attitude of courtesy and objectivity toward them. It is important that the Department, through its personnel, demonstrate the ability and capacity to provide the type of police service that the people have a right to expect.

Each member of the Department should be prepared to meet the responsibility of police service through continuous education and training. Self-confidence comes from experience gained through the diligent performance of duty. Courtesy, patience and tact are characteristics expected of each employee.

To most people, the individual employee is representative of the entire Department, and to residents and visitors, is the public representative of the City. Demeanor in dealing with the public creates favorable or unfavorable impressions of the employee, the Department, and the City.

Employees must realize that their activities are matters of particular interest, not only to those with whom there are direct dealings, but also the general public, because official duties are closely related to every phase of community life. Employees must maintain habits of acceptable conduct that will merit public approval.

The use of offensive language by department employees is objectionable and as demoralizing to human dignity as physical abuse. Everyone is entitled to respect and dignity in the treatment they receive.

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

1. Tact, patience, and courtesy shall be strictly observed in all cases of public contact.
2. A police department employee shall maintain a professional attitude and demeanor that will not in any manner communicate any personal prejudices.
3. Managers and supervisors shall, by example, demonstrate, and instruct subordinates in proper demeanor and desirable attitudes in dealing with the public.
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.
5. Officers shall diligently perform their duties with impartiality, uphold the constitution, and be mindful that they are the protectors of the people's lives and property.
6. Officers shall be aware of the problems that exist in various areas and take appropriate, affirmative action to correct them without indifference or neglect.

JOHN J. NEU
CHIEF OF POLICE

TORRANCE POLICE DEPARTMENT

GENERAL ORDER 2.01 EMPLOYEE RULES AND REGULATIONS

JOHN J. NEU
CHIEF OF POLICE

DATE ISSUED: April 6, 2009

PURPOSE

Department personnel are expected to conduct themselves in a manner that reflects the Mission, Vision, and Core Values of our Department. This General Order establishes rules and regulations governing employee conduct.

2.01.1 EMPLOYEE RULES AND REGULATIONS

A. EMPLOYEE RESPONSIBILITY. 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:

1. Obey all local, state, and federal laws.
2. Render service to the community with pride, integrity, compassion, and excellence.
3. Enforce the law equitably and without regard to race, color, religion, sex, marital status, sexual orientation, national origin, age, disability, or veteran status. Laws and regulations issued by the United States and the State of California require equal treatment of all persons.
4. Conduct themselves in a manner that does not create a conflict of interest with or is detrimental to the Department.
5. Perform their duties in a manner that will not reasonably result in the impairment or disruption of public service or Department business. This includes the knowing and willful failure to perform a required duty or task.
6. Maintain in good working order the equipment and supplies issued to them, taking all reasonable care to prevent loss or damage.

B. FALSE REPORT PROHIBITED. No employee shall make false official reports, or knowingly enter, or cause to be entered, in any Department book, record, report, or log, any inaccurate, false, or improper information, evidence or material.

2.01.2 WORKPLACE CONDUCT

A. DEPARTMENT IDENTIFICATION CARD. The primary, official means of identifying Department members is the Torrance Police Department identification card. The issuance of an identification card is only authorized by the Chief of Police, or a designee, and is intended to be used only for official authorized purposes. Department members shall relinquish their identification card upon the direction of the Chief of Police or designee.

1. WEARING IDENTIFICATION. All personnel not in uniform are required to wear identification while inside the Police facility. Police Officers and Services Officers shall wear badges or Department identification cards. All other employees and volunteers shall wear Department identification cards. Identification shall be conspicuously worn on the employee's person, using a clip or lanyard.
2. POSSESSION OR USE. All personnel are required to have their identification card in their possession when they are on duty and displayed when there is a need to identify themselves as a Department member. The Identification Card is to be worn, displayed and/or offered only for Department business.

B. EFFICIENCY. Employees shall direct and coordinate their efforts in such a manner as will tend to establish and maintain the highest standard of efficiency.

C. PUNCTUALITY. Employees shall be punctual in reporting for duty, and shall work their complete tour of duty, unless relieved by a supervisor.

D. SMOKE-FREE ENVIRONMENT. Smoking is prohibited in the Police station. Outside the Police station, smoking is prohibited within 25 feet of the building. Smoking in City Vehicles is prohibited. Any disputes or grievances on the no-smoking policy shall go first to the Administrative Bureau Commander for resolution. In any dispute arising under this no-smoking policy, the rights of the non-smoker shall be given precedence.

E. ALCOHOL CONSUMPTION. Alcoholic beverages shall not be consumed by on-duty personnel. Exceptions can be authorized only by the Chief of Police or his designee.

F. EMPLOYEE PARKING. Employees shall park their personal vehicles only in designated spaces. Personal vehicles shall not be parked in spaces reserved for City vehicles. Long-term storage of personal vehicles on City property is prohibited.

G. KEYS. Upon transfer or reassignment, employees shall submit their programmable keys to the Services Division for reprogramming. All regular keys for offices or work areas shall be relinquished to the Commander of the concerned Division upon reassignment. Missing or damaged keys shall be reported to the Services Division on a TPD 41. Upon separation of employment, employees shall return all keys to the Personnel Division.

2.01.3 RESPECT FOR COMMAND

A. ADDRESSING RANKING OFFICER. When in the presence of the public, employees of the Department shall address supervisors by their proper titles.

B. OBEDIENCE TO ORDERS. Employees shall obey the lawful orders of any Department supervisor.

C. INSUBORDINATION. Insubordination is the refusal to follow a lawful work order, or a challenge to authority. Additionally, insubordination includes the use by any employee of coarse, profane, or insolent language or behavior toward any supervisor, or willfully lying to any supervisor in any matter having to do with the course and scope of employment.

2.01.4 DEPARTMENT SENIORITY

A. SWORN. Seniority of officers is determined by Classified Service rating and further by the length of continuous service in the Classified Service Rate, according to Departmental service. If date of appointment is the same for two or more officers, the one occupying the higher position on the Classified Service eligible list is considered the senior officer.

B. CIVILIAN. Seniority of civilian employees is according to the Classified Service rating whereby one position is classified as being higher in grade than another, and the length of continuous service in that class.

2.01.5 TAKING CHARGE OF A SCENE

A. OFFICER IN CHARGE. The officer assigned to an incident shall take charge. In routine performance of duties, or at the scene of a police incident, officers shall recognize and respect the position of the officer-in-charge by effectively and efficiently carrying out lawful orders issued by that authority.

B. SENIOR OFFICER ASSUMING COMMAND. A senior officer may take command of a situation by informing the officer in charge and others involved in the incident of his intent. Such assumption of command shall be undertaken whenever the situation appears to the senior officer to be beyond the control of the officer in charge, or when both officers are involved in the same duty.

C. JUNIOR OFFICER ASSUMING COMMAND. An officer of equal or junior rank may take command by informing the officer then in charge of his intent. Such assumption of command shall be undertaken only when the officer in command is unable to perform his duties because of physical or mental inability. An officer, regardless of rank, shall assume command of a situation when so instructed by an officer of superior rank. An officer in command of an operation shall maintain that responsibility until relieved by competent authority.

2.01.6 CIVILIAN PERSONNEL

A. PERFORMING POLICE DUTIES. A civilian employee shall not be assigned to duties of police nature, except for Services Officers assigned to specific duties. This section does not restrict any employee from assisting, defending, or protecting other employees who are in need of emergency assistance in the performance of their duties. If an emergency exists and a female officer is not immediately available, a female civilian employee may:

1. Temporarily act as an observer during the care or detention of a female.
2. Act as a witness during the photographing of a female crime victim.

2.01.7 EMPLOYEE ORGANIZATION

A. EMPLOYER-EMPLOYEE RELATIONS. Employees have the right to form, join, and participate in activities of employee organizations for the purpose of representation on all matters of employer-employee relations. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against because of his exercise of these rights.

B. MOU PROVISIONS. Wages, hours, and working conditions are governed by the existing Memorandum of Understanding provisions for each of the various employee organizations.

2.01.8 SWORN MEAL AND BREAK PERIODS

A. Uniformed officers may take a thirty-minute meal, exclusive of transportation, during the course of the employee's normal working hours.

1. Meals shall be taken only after receiving clearance to do so from Communications.
2. Meals and breaks shall be taken in such a manner that the officer can respond in a timely manner.
3. Meals and breaks shall be taken within their assigned beat. Any exceptions will be with the express approval of a field supervisor, on a day-to-day basis.
4. No more than two marked units or four uniformed officers, excluding supervisors, may be out at any one location. Motors paired after dark will be considered to be one unit.

2.01.9 WEIGHT ROOM

A. EMPLOYEES ONLY. The physical training room is for the use of current Department employees only.

B. USE AT OWN RISK. Employees using the physical training room do so at their own risk. Personnel using these facilities must recognize that an injury incurred on- or off-duty is not automatically considered a work-related injury.

C. RULES FOR USE. Unsafe conditions or acts that may cause damage or injury will not be tolerated. Employees shall use the physical training room in a safe manner.

2.01.10 PROPERTY DAMAGE

A. DEPARTMENT PROPERTY. An employee shall report promptly, through channels, to his Division Commander or other responsible person, the loss or unserviceable condition of, or damage to, any Department property issued or assigned to him.

B. OTHER PROPERTY. Whenever possible, employees should request supervisory approval prior to taking actions that may result in property damage. If there is an incident where property damage occurs, the employee shall notify a supervisor of the incident and any actions taken, and write a TPD 41 documenting how the property was damaged, the extent of the damage, any notifications made, and efforts to secure the property.

C. SUPERVISORY RESPONSIBILITY. When notified of property damage, supervisors shall make a notation in their log of the damage, any approvals given, and any action taken, including completion of the Notification Card. The Supervisor shall make note of the employee's TPD 41 and forward it to the Personnel Division Commander. Photographs should be taken whenever practical.

2.01.11 MISUSE OF PUBLIC RESOURCES

A. Department employees may not use or permit others to use public resources for personal purposes or campaign activity. "Public resources" means any property or asset owned by the City of Torrance, including, but not limited to, land, buildings, facilities, funds, equipment, supplies, telephones, computers, vehicles, travel, and on-duty time.

2.01.12 MEMBERSHIPS AND SUBSCRIPTIONS

A. The Department will fund memberships and subscriptions in those professional organizations that contribute to the exchange of related information in the furtherance of the mission and goals of the Department. Involvement in organizations such as L.A. County Peace Officers Association, California Peace Officers Association, International Association of Chiefs of Police, California Narcotics Officers Association, California Juvenile Officers Association, California State Division of International Association for Identification, Fraternal Order of Police, and California Sexual Assault Investigators Association, are strongly supported and encouraged, regardless of whether their cost is covered by the Department.

B. Whenever possible, subscriptions should be listed by rank/position rather than by named individuals. Memberships in professional associations shall be limited to necessary personnel actually assigned to related specialized duties.

C. Memberships in and attendance at annual training conferences of International Association of Chiefs of Police are limited to captains and above; and Federal Bureau of Investigation National Academy Associates is limited to those who have completed the FBI National Academy program.

JOHN J. NEU
CHIEF OF POLICE

Standards of Conduct

319.1 PURPOSE AND SCOPE

This policy establishes standards of conduct that are consistent with the values and mission of the Torrance Police Department and are expected of all department members. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions but they do identify many of the important matters concerning conduct. In addition to the provisions of this policy, members are subject to all other provisions contained in this manual, as well as any additional guidance on conduct that may be disseminated by this department or a member's supervisors. This policy is not intended to cover every possible type of misconduct.

319.2 POLICY

The continued employment or appointment of every member of the Torrance Police Department shall be based on conduct that reasonably conforms to the guidelines set forth herein. Failure to meet the guidelines set forth in this policy, whether on- or off-duty, may be cause for disciplinary action.

319.3 DIRECTIVES AND ORDERS

Members shall comply with lawful directives and orders from any department supervisor or person in a position of authority, absent a reasonable and bona fide justification.

319.3.1 UNLAWFUL OR CONFLICTING ORDERS

Supervisors shall not knowingly issue orders or directives that, if carried out, would result in a violation of any law or department policy. Supervisors should not issue orders that conflict with any previous order without making reasonable clarification that the new order is intended to countermand the earlier order.

No member is required to obey any order that appears to be in direct conflict with any federal law, state law or local ordinance. Following a known unlawful order is not a defense and does not relieve the member from criminal or civil prosecution or administrative discipline. If the legality of an order is in doubt, the affected member shall ask the issuing supervisor to clarify the order or shall confer with a higher authority. The responsibility for refusal to obey rests with the member, who shall subsequently be required to justify the refusal.

Unless it would jeopardize the safety of any individual, members who are presented with a lawful order that is in conflict with a previous lawful order, department policy or other directive shall respectfully inform the issuing supervisor of the conflict. The issuing supervisor is responsible for either resolving the conflict or clarifying that the lawful order is intended to countermand the previous lawful order or directive, in which case the member is obliged to comply. Members who are compelled to follow a conflicting lawful order after having given the issuing supervisor the opportunity to correct the conflict, will not be held accountable for disobedience of the lawful order or directive that was initially issued.

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The person countermanding the original order shall notify, in writing, the person issuing the original order, indicating the action taken and the reason.

319.3.2 SUPERVISOR RESPONSIBILITIES

Supervisors and managers are required to follow all policies and procedures and may be subject to discipline for:

(a) Failure to be reasonably aware of the performance of their subordinates or to provide appropriate guidance and control.

(b) Failure to promptly and fully report any known misconduct of a member to his/her immediate supervisor or to document such misconduct appropriately or as required by policy.

(c) Directing a subordinate to violate a policy or directive, acquiesce to such a violation, or are indifferent to any such violation by a subordinate.

(d) The unequal or disparate exercise of authority on the part of a supervisor toward any member for malicious or other improper purpose.

319.4 GENERAL STANDARDS

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.

319.5 CAUSES FOR DISCIPLINE

The following are illustrative of causes for disciplinary action. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for violation of other rules, standards, ethics and specific action or inaction that is detrimental to efficient department service:

319.5.1 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.

(b) Disobedience of any legal directive or order issued by any department member of a higher rank.

(c) Violation of federal, state, local or administrative laws, rules or regulations.

319.5.2 ETHICS

(a) Using or disclosing one's status as a member of the Torrance Police Department in any way that could reasonably be perceived as an attempt to gain influence or authority for nondepartment business or activity.

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(b) The wrongful or unlawful exercise of authority on the part of any member for malicious purpose, personal gain, willful deceit or any other improper purpose.

(c) The receipt or acceptance of a reward, fee or gift from any person for service incident to the performance of the member's duties (lawful subpoena fees and authorized work permits excepted).

(d) Acceptance of fees, gifts or money contrary to the rules of this department and/or laws of the state. Refer to the City of Torrance Gift and Gratuity Policy. See attachment: Gift_and_Gratuity-30_2018.pdf

(e) Misappropriation or misuse of public funds, property, personnel or services.

(f) Any other failure to abide by the standards of ethical conduct.

319.5.3 DISCRIMINATION, OPPRESSION, OR FAVORITISM

Unless required by law or policy, discriminating against, oppressing, or providing favoritism to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

319.5.4 RELATIONSHIPS

(a) Unwelcome solicitation of a personal or sexual relationship while onduty or through the use of one's official capacity.

(b) Engaging in on-duty sexual activity, including but not limited to sexual intercourse, excessive displays of public affection, or other sexual contact.

(c) Establishing or maintaining an inappropriate personal or financial relationship, as a result of an investigation, with a known victim, witness, suspect, or defendant while a case is being investigated or prosecuted, or as a direct result of any official contact.

(d) Associating with or joining a criminal gang, organized crime, and/or criminal syndicate when the member knows or reasonably should know of the criminal nature of the organization. This includes any organization involved in a definable criminal activity or enterprise, except as specifically directed and authorized by this department.

(e) Associating on a personal, rather than official basis with persons who demonstrate recurring involvement in serious violations of state or federal laws after the member knows, or reasonably should know of such criminal activities, except as specifically directed and authorized by this department.

(f) Participation in a law enforcement gang as defined by Penal Code § 13670. Participation is grounds for termination (Penal Code § 13670).

319.5.5 ATTENDANCE

(a) Leaving the job to which the member is assigned during duty hours without reasonable excuse and proper permission and approval.

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(b) Unexcused or unauthorized absence or tardiness.

(c) Excessive absenteeism or abuse of leave privileges.

(d) Failure to report to work or to the place of assignment at the time specified and fully prepared to perform duties without reasonable excuse.

319.5.6 UNAUTHORIZED ACCESS, DISCLOSURE OR USE

(a) Unauthorized and inappropriate intentional release of confidential or protected information, materials, data, forms or reports obtained as a result of the member's position with this department.

1. Members of this department shall not disclose the name, address or image of any victim of human trafficking except as authorized by law (Penal Code § 293).

(b) Disclosing to any unauthorized person any active investigation information.

(c) The use of any information, photograph, video or other recording obtained or accessed as a result of employment or appointment to this department for personal or financial gain or without the express authorization of the Chief of Police or the authorized designee.

(d) Loaning, selling, allowing unauthorized use, giving away or appropriating any Torrance Police Department badge, uniform, identification card or department property for personal use, personal gain or any other improper or unauthorized use or purpose.

(e) Using department resources in association with any portion of an independent civil action. These resources include, but are not limited to, personnel, vehicles, equipment and nonsubpoenaed records.

(f) All requests for records shall be directed to the Records Division by using the Application for Release of Information, (TPD 263). The form may be filled out by the person requesting the report or by the Department employee accepting the request, and forwarded to Records Division for fulfillment.

319.5.7 EFFICIENCY

(a) Neglect of duty.

(b) Unsatisfactory work performance including, but not limited to, failure, incompetence, inefficiency or delay in performing and/or carrying out proper orders, work assignments or the instructions of supervisors without a reasonable and bona fide excuse.

(c) Concealing, attempting to conceal, removing or destroying defective or incompetent work.

(d) Unauthorized sleeping during on-duty time or assignments.

(e) Failure to notify the Department of any change in residence address and contact telephone numbers,within 7 days or as soon as practicable.

(f) In order for the Department to contact employees when needed, and due to the designation of all City employees as emergency workers, employees are required to maintain personal telephone service and to provide current telephone numbers to the Department.

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Standards of Conduct

319.5.8 PERFORMANCE

(a) Failure to disclose or misrepresenting material facts, or making any false or misleading statement on any application, examination form, or other official document, report or form, or during the course of any workrelated investigation.

(b) The falsification of any work-related records, making misleading entries or statements with the intent to deceive or the willful and unauthorized removal, alteration, destruction and/or mutilation of any department record, public record, book, paper or document.

(c) Failure to participate in, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a position of authority, in connection with any investigation or in the reporting of any department related business.

(d) Being untruthful or knowingly making false, misleading or malicious statements that are reasonably calculated to harm the reputation, authority or official standing of this department or its members.

(e) Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this department or subverts the good order, efficiency and discipline of this department or that would tend to discredit any of its members.

(f) Unlawful gambling or unlawful betting at any time or any place and legal gambling or betting under any of the following conditions:

1. While on department premises.
2. At any work site, while onduty or while in uniform, or while using any department equipment or system.
3. Gambling activity undertaken as part of an officers official duties and with the express knowledge and permission of a direct supervisor is exempt from this prohibition.

(g) Inappropriate improper political activity including:

1. Unauthorized attendance while onduty at official legislative or political sessions.
2. Solicitations, speeches or distribution of campaign literature for or against any political candidate or position while onduty or, on department property except as expressly authorized by City policy, the memorandum of understanding, or the Chief of Police.

(h) Engaging in political activities during assigned working hours except as expressly authorized by City policy, the memorandum of understanding, or the Chief of Police.

(i) Any act on or offduty that brings discredit to this department.

319.5.9 CONDUCT

(a) Failure of any member to promptly and fully report activities on his/her part or the part of any other member where such activities resulted in contact with any other law

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enforcement agency or that may result in criminal prosecution or discipline under this policy.

(b) Unreasonable and unwarranted force to a person encountered or a person under arrest.

(c) Exceeding lawful peace officer powers by unreasonable, unlawful or excessive conduct.

(d) Unauthorized or unlawful fighting, threatening or attempting to inflict unlawful bodily harm on another.

(e) Engaging in horseplay that reasonably could result in injury or property damage.

(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 onduty or in uniform.

(h) Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.

(i) Unauthorized possession of, loss of, or damage to department property or the property of others, or endangering it through carelessness or maliciousness.

(j) Attempted or actual theft of department property; misappropriation or misuse of public funds, property, personnel or the services or property of others; unauthorized removal or possession of department property or the property of another person.

(k) Activity that is incompatible with a member's conditions of employment or appointment as established by law or that violates a provision of any memorandum of understanding or contract to include fraud in securing the appointment or hire.

(l) Initiating any civil action for recovery of any damages or injuries incurred in the course and scope of employment or appointment without first notifying the Chief of Police of such action, unless the Chief of Police is the subject.

(m) Any other on or offduty 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.

(n) Employees shall park their personal vehicles only in designated spaces. Personal vehicles shall not be parked in spaces reserved for City vehicles. Long-term storage of personal vehicles on City property is prohibited.

(o) Any employee contacted by an outside investigating agency on matters concerning arrests, incidents, or allegations against the Department or its personnel shall report this contact immediately to the Personnel Division Commander. Nothing in this section prevents any employee from retaining legal counsel.

319.5.10 SAFETY

(a) Failure to observe or violating department safety standards or safe working practices.

(b) Failure to maintain current licenses or certifications required for the assignment or position (e.g., driver license, first aid).

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(c) Unsafe or improper driving habits or actions in the course of employment or appointment.

(d) Any personal action contributing to a preventable traffic collision.

(e) Concealing or knowingly failing to report any on-the-job or work-related accident or injury as soon as practicable but within 24 hours.

319.5.11 INTOXICANTS

(a) Reporting for work or being at work while intoxicated or when the member's ability to perform assigned duties is impaired due to the use of alcohol, medication or drugs, whether legal, prescribed or illegal.

(b) Possession or use of alcohol at any work site or while on-duty, except as authorized in the performance of an official assignment. A member who is authorized to consume alcohol is not permitted to do so to such a degree that it may impair on-duty performance.

(c) Unauthorized possession, use of, or attempting to bring a controlled substance, illegal drug or non-prescribed medication to any work site.

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Information Technology Use

320.1 PURPOSE AND SCOPE

The purpose of this policy is to provide guidelines for the proper use of department information technology resources, including computers, electronic devices, hardware, software and systems.

320.1.1 DEFINITIONS

Definitions related to this policy include:

Computer system - All computers (on-site and portable), electronic devices, hardware, software, and resources owned, leased, rented or licensed by the Torrance Police Department that are provided for official use by its members. This includes all access to, and use of, Internet Service Providers (ISP) or other service providers provided by or through the Department or department funding.

Hardware - Includes, but is not limited to, computers, computer terminals, network equipment, electronic devices, telephones, including cellular and satellite, pagers, modems or any other tangible computer device generally understood to comprise hardware.

Software - Includes, but is not limited to, all computer programs, systems and applications, including shareware. This does not include files created by the individual user.

Temporary file, permanent file or file - Any electronic document, information or data residing or located, in whole or in part, on the system including, but not limited to, spreadsheets, calendar entries, appointments, tasks, notes, letters, reports, messages, photographs or videos.

320.2 POLICY

It is the policy of the Torrance Police Department that members shall use information technology resources, including computers, software and systems, that are issued or maintained by the Department in a professional manner and in accordance with this policy.

320.3 PRIVACY EXPECTATION

Members forfeit any expectation of privacy with regard to emails, texts, or anything published, shared, transmitted, or maintained through file-sharing software or any internet site that is accessed, transmitted, received, or reviewed on any department computer system.

The Department reserves the right to access, audit, and disclose, for whatever reason, any message, including attachments, and any information accessed, transmitted, received, or reviewed over any technology that is issued or maintained by the Department, including the department email system, computer network, and/or any information placed into storage on any department system or device. This includes records of all keystrokes or Web-browsing history made at any department computer or over any department network. The fact that access to a database, service, or website requires a username or password will not create an expectation of privacy if it is accessed through department computers, electronic devices, or networks.

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Bias-Based Policing

401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Torrance Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

401.1.1 DEFINITIONS

Definitions related to this policy include:

Bias-based policing - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

401.2 POLICY

The Torrance Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

401.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

(a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.

(b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

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401.4 MEMBER RESPONSIBILITIES

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

401.4.1 REASON FOR CONTACT

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

401.4.2 REPORTING OF STOPS

Commencing April 1, 2023, unless an exception applies under 11 CCR 999.227, an officer conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report. When multiple officers conduct a stop, the officer with the highest level of engagement with the person shall collect the data elements and prepare the report (11 CCR 999.227).

If multiple agencies are involved in a stop and the Torrance Police Department is the primary agency, the Torrance Police Department officer shall collect the data elements and prepare the stop data report (11 CCR 999.227).

The stop data report should be completed by the end of the officer's shift or as soon as practicable (11 CCR 999.227).

401.5 SUPERVISOR RESPONSIBILITIES

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

(a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.

(b) Supervisors shall initiate investigations of any actual or alleged violations of this policy.

(c) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

401.6 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE

The Personnel Division Commander shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and

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provided to the Records Administrator for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Division Policy.

Supervisors should ensure that data stop reports are provided to the Records Administrator for required annual reporting to the DOJ (Government Code § 12525.5) (See Records Bureau Policy).

Government Code 12525.5 requires this collection of data for agencies with sworn officers between 1-333 beginning in January of 2022. The first report shall be issued by April 1, 2023.

401.7 TRAINING

Training on fair and objective policing and review of this policy should be conducted as directed by the Professional Standards Division.

(a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST) approved training on the subject of racial profiling.

(b) Pending participation in such POST approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.

(c) Each sworn member of this department who received initial racial profiling training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

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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.

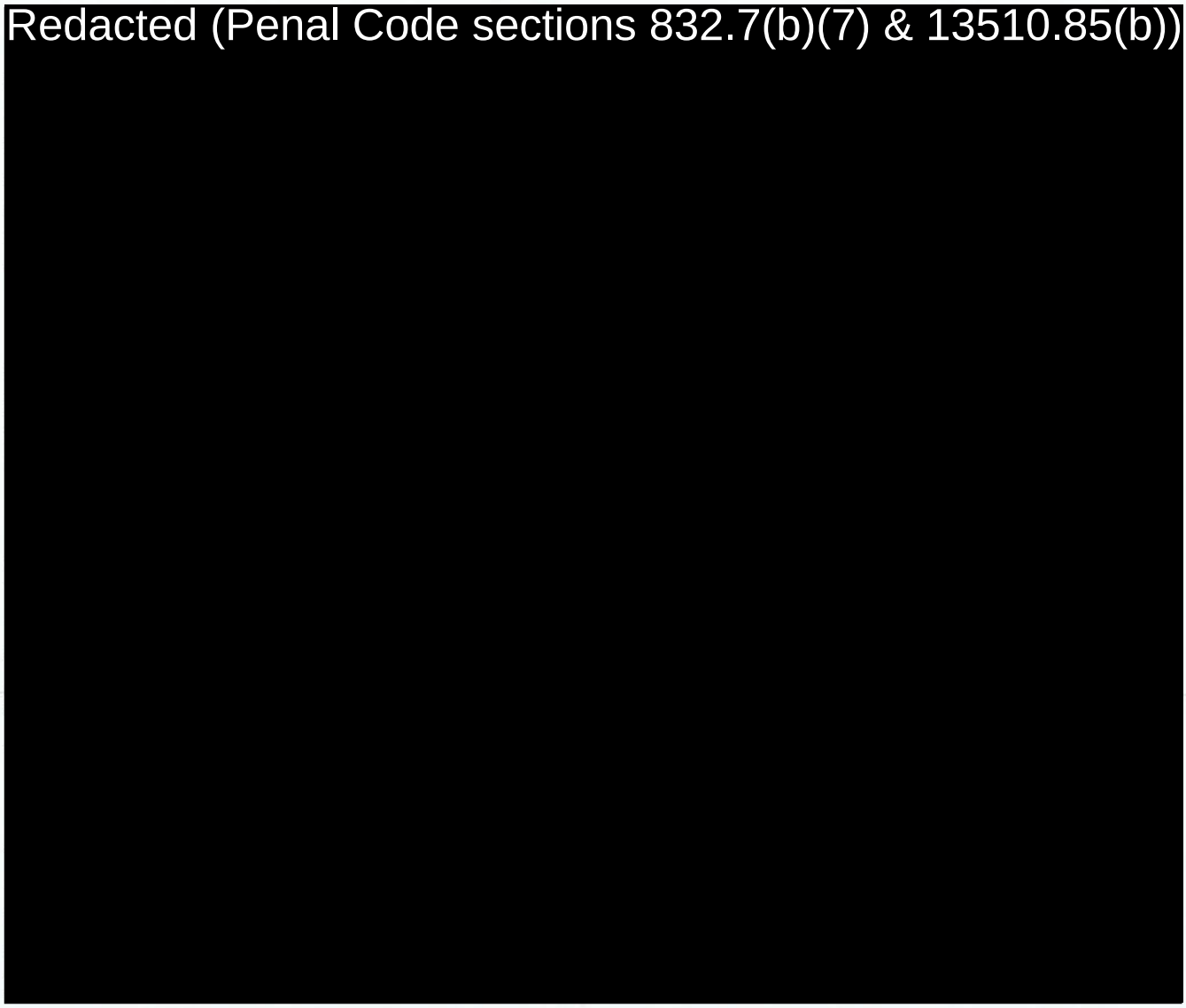
   (e) Speech or expression that is contrary to the canons of the Law Enforcement Code of Ethics as adopted by the Torrance Police Department.

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:

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



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".

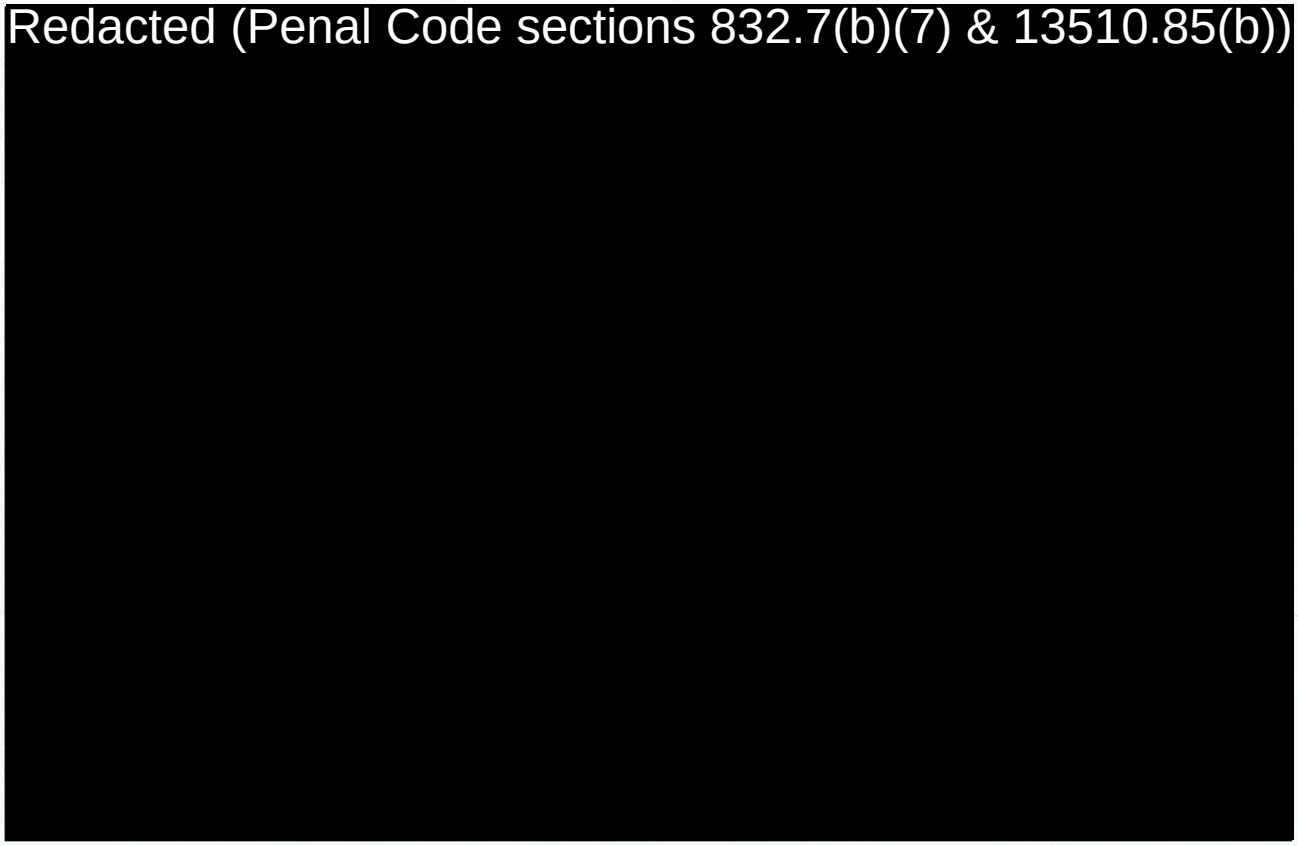
To obtain your responses to the allegations, interviewers attempted several times to schedule an interview with you. Your attorney, Mr. Corey Glave, wrote on your behalf that, "on advice of counsel, and given his current military status (and the legal impact of that status/order), [you declined investigators'] 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 (Penal Code sections 832.7(b)(7) & 13510.85(b)) nor engage in professional conduct or to act in an unbiased-manner when carrying out your duties. Redacted (Penal Code sections 832.7(b)(7) & 13510.85(b))

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

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

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

PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD MEETING

January 16, 2025
AGENDA
9:00 AM

Meeting Location: 860 Stillwater Road, West Sacramento, CA 95605

The Peace Officer Standards Accountability Advisory Board (Board) operates under the requirements set forth by the Bagley-Keene Open Meeting Act (Bagley-Keene) under Government Code sections 11120 through 11132. Bagley-Keene generally requires that the Board publicly notice meetings, prepare agendas, allow public participation, and conduct meetings in a location accessible to public members unless specifically authorized by Bagley-Keene to meet in closed session.

Public comment will be limited in time at the discretion of the Board Chair. The public comment period preceding items on the agenda will allow members of the public to comment on items not on the agenda but that are within the Board's jurisdiction. The Board cannot act on or deliberate on items not on the agenda and can discuss the matter only to the extent necessary to determine whether it should be made an agenda item at a future meeting, to respond briefly to statements or questions posed during public comment or to request clarification, or to refer the item to staff. Agenda items may be taken out of order and action (e.g., voting) may be taken on any agenda item. Public comment relating to each item on the agenda will be allowed at the time each matter is heard. Members of the public who wish to participate during public comment may do so in person by attending the meeting, or, as stated hereafter, by telephonic means or by submitting written public comment.

Written public comment is intended to allow members of the public, if unable to attend in person, an opportunity to participate to the same degree as if they attended in person; as such, written comments should be limited to no more than three pages in length and longer written comment will not be accepted or distributed to Board members. To be considered for inclusion in the meeting record, written comments by no later than 10 a.m. on the fourth business day before the scheduled meeting. Accepted written public comments will be published on POST's website under the Public Comment section under the corresponding meeting date. Written public comments can be submitted via email to posadpc@post.ca.gov. Telephonic public comment can be made by dialing +1 669 444 9171 US or +1 669 900 6833 US and entering the Webinar ID: 817 3463 0494 and Passcode: 749503

Persons requesting disability-related accommodations or modifications may do so by contacting the Board assistant at (916) 227-3909 (voice), posadpc@post.ca.gov (email), or Speech-to-Speech users may dial 7-1-1 for the California Relay Service to request special accommodations. Please note: This meeting and all public meetings will be recorded.

No weapons are allowed on the premises during public meetings. Upon entering POST's facility, you are subject to a weapons screening and will be denied entry if you possess any

weapon. POST's Executive Director retains the discretion to grant exceptions for duly-authorized individuals, such as on or off-duty law enforcement officers who are not the subject of a POST administrative investigation, suspension, or decertification action.

I. CALL TO ORDER

II. ROLL CALL OF POSAAB MEMBERS

Elizabeth T. Buchen - Senate Rules Appointee - Public Member
Dr. Nicole Clavo Psy.D - Governor Appointee - Public Member
Regina Hatcher-Crawford - Governor Appointee - Public Member
Robert Doyle - Governor Appointee - Former Command Rank Peace Officer
Joyce E. Dudley - Chair - Governor Appointee - Attorney
Professor Jack Glaser - Governor Appointee - Public Member
Cephus Johnson - Governor Appointee - Public Member
Captain Charles Lara - Governor Appointee - Management Rank Peace Officer
Margaret Pena - Speaker of Assembly Appointee - Public Member

III. PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA

The Board Chair will advise the audience of the following:

This time is set aside for members of the public who wish to comment on items not on the agenda but within the board's jurisdiction. Public comment on matters on the agenda will be heard at the time each item is called. Public comment on specific peace officer revocation cases to be heard today will be heard at the time of the hearing of each such matter. Members of the public who wish to speak during the public comment period may be asked to limit their remarks in time at the discretion of the Board Chair.

IV. APPROVAL OF MEETING TRANSCRIPTS

Approval of meeting transcripts from the previous Peace Officer Standards Accountability Advisory Board Meeting held on October 17, 2024.

a. Approval of Meeting Transcript from the October 17, 2024 Meeting

If the Board concurs, the appropriate action would be a **MOTION** to approve the meeting transcripts from the last Board meeting.

V. ASSISTANT EXECUTIVE DIRECTOR COMMENTS

a. Report on Case Status Update from the November 21, 2024 Commission Meeting

This report is presented for information only. No action is required.

VI. NEW BUSINESS

a. Report on Data for Serious Misconduct Reporting, Investigations, and Disciplinary Action Outcomes

This item is presented for informational purposes only. No action is required.

VII. NEW CASES - REVIEW, DISCUSSION AND RECOMMENDATIONS TO COMMISSION

a. POST2400920 - Tommy Thompson (POST ID: B81-T83) Last employing agency: Los Angeles Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

b. POST2302971 - Gabriel Gaxiola (POST ID: B49-S96) Last employing Agency: Los Angeles Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

c. POST2305109 - Joshua Satterfield (POST ID: C46-V20) Last employing agency: Torrance Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and shall make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

d. POST2305781 - Blake Williams (POST ID: C57-X01) Last employing agency: Torrance Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and shall make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

e. POST2309558 - Braulio Robledo (POST ID: A83-R39) Last employing Agency: Los Angeles County Sheriff's Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

VIII. CLOSED SESSION

At this time the meeting will adjourn into closed session for for deliberations on the cases presented today.

IX. FUTURE BOARD MEETING DATES

Upcoming Board meetings will be held:

- April 16-17, 2025 - POST, West Sacramento
- July 16-17, 2025 - POST, West Sacramento
- October 8-9, 2025 - POST, West Sacramento

X. ADJOURNMENT

AGENDA ITEM REPORT

Title: POST2305781 - BLAKE WILLIAMS (POST ID: C57-X01)
LAST EMPLOYING AGENCY: TORRANCE POLICE DEPARTMENT

REPORT PROFILE

MEETING DATE	**BUREAU SUBMITTING THE REPORT**
01/16/2025	Professional Conduct Los Angeles Bureau

RESEARCHED BY	**REVIEWED BY**
Loralynn Kong	Mike Radford

REPORT DATE	**APPROVED BY**	**DATE APPROVED**

PURPOSE	**FINANCIAL IMPACT**
	No

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

The matter is before the Peace Officer Standards Accountability Advisory Board (POSAAB) for review and recommendation regarding the subject peace officer's certification status.

BACKGROUND:

Respondent Blake Williams began his employment with Torrance Police Department (TPD) on November 9, 2015, as a full-time Police Officer. At the time of the events at issue, Respondent was employed as a Police Officer with the TPD. Respondent was discharged from his position with TPD on March 15, 2023. The Respondent is not currently employed as a peace officer in the State of California.

This position is a peace officer position defined under California Penal Code §830.1(a) and is required to be certified pursuant to California Penal Code §13510.1(a).

The case before the Board alleges the Respondent, on six separate occasions, either sent or replied, text messages which were deemed as demonstrating bias as defined in Commission Regulation 1205(a)(5).

ANALYSIS:

The Division found that the clear and convincing evidence substantiated that Respondent’s conduct amounted to demonstrating bias as described in Commission Regulation 1205(a) (5), in that on six separate occasions, Respondent either sent or replied to text messages, which are inconsistent with Respondent's obligation to carry out his duties in a fair and unbiased manner. The Division finds all of the messages were

examples of the Respondent's repetitive misconduct which confirms the Respondent violated TPD's policies on several occasions relating to inappropriate speech and unprofessional conduct. In addition to violating the Department's policies with regard to prohibited speech, expression, and conduct, clear and convincing evidence exists that Respondent violated California Penal Code section 13510.8(b)(5) and Commission Regulation 1205(a)(5) - Demonstration of Bias.

RECOMMENDATION: The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and shall make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

ATTACHMENT(S):

BR01_POST2305781_WILLIAMS_BLAKE_ISF.pdf
BR02_POST2305781_WILLIAMS_BLAKE_EXECUTIVE REVIEW RECCOMENDATION
BR03_POST2305781_WILLIAMS_BLAKE_ATTACHMENT_A_TEXT_MESSAGES_Redacted.
BR04_POST2305781_WILLIAMS_BLAKE_ATTACHMENT_B_LE_Code_TPD_Policies_TPD_
BR05_POST2305781_WILLIAMS_BLAKE_ATTACHMENT_C_TPD_Policy_319_401.pdf
BR06_POST2305781_WILLIAMS_BLAKE_ATTACHMENT_D_FINDINGS.pdf

STATE OF CALIFORNIA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

In Re: CERTIFICATION OF Blake Williams, **Respondent.**	**BOARD RECOMMENDATION RE: PEACE OFFICER CERTIFICATION** Penal Code section 13510.85(a)(4)

Penal Code section 13510.85 provides that when, upon the completion of an investigation conducted pursuant to subdivision (a) of section 13510.85, the Peace Officer Standards Accountability Division (the Division) finds reasonable grounds for revocation or suspension of a peace officer's certification, it shall notify the peace officer of the Division's determination and reasons for that determination. If the peace officer files a timely review, the Peace Officer Standards Accountability Advisory Board (Board) shall schedule the case for hearing.

Respondent was served with the Division's Investigative Summary and Findings and accompanying Notice of Intent to Revoke, notifying Respondent that the Division had found reasonable grounds for revocation of Respondent's POST certification, on October 23, 2024. Respondent requested a review of the Division's determination and reasons for revocation of Respondent's POST certification on November 8, 2024, and the Board scheduled the case for a hearing which was held on January 16, 2025. At the time of Respondent's request for review of the Division's determination, Respondent had been issued the following POST certification(s):

- ☒ Basic
- ☐ Intermediate
- ☐ Advanced
- ☐ Supervisory
- ☐ Management
- ☐ Executive

FACTUAL BASIS

Having considered the Division's presentation at the hearing, the Division's Investigative Summary and Findings and the public comments, the Board concludes that:

X A factual basis for revocation has been established by clear and convincing evidence.

__ A factual basis for suspension has been established by clear and convincing evidence.

__ A factual basis for suspension or revocation has not been established by clear and convincing evidence.

RECOMMENDATION

In light of the facts and circumstances revealed by the Division's investigation in this case, the Board hereby recommends that the following action(s) be taken against Respondent's certification:

X Revocation of Certification.

__ Suspension of Certification for the following period of time, not to exceed 3 years, per 11 CCR section 1213(b): _____.

__ No further action.

REASONS FOR DECISION

X In accordance with Penal Code section 13510.85(a)(4) and title 11, California Code of Regulations section 1213, the Board hereby incorporates by reference the Division's Investigative Summary and Findings and hereby adopts the Division's Summary and Findings as the Board's stated reasons for its recommendation in the above captioned matter.

___ (Where applicable) In accordance with Penal Code section 13510.85(a)(4), the Board's reasons for its recommendation are as follows:

_____

_____

_____

_____

_____

_____

_____

Dated: 1/16/25

Chairperson or Designee
Peace Officer Standards Accountability
Advisory Board

STATE OF CALIFORNIA

COMMISSION ON

PEACE OFFICER STANDARDS AND TRAINING

PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

(POSAAB) MEETING

THURSDAY, JANUARY 16, 2025

9:01 A.M.

MEETING HELD

AT THE OFFICES OF

COMMISSION ON POST

860 STILLWATER ROAD, SUITE 100

WEST SACRAMENTO, CALIFORNIA

REPORTER'S TRANSCRIPT OF PROCEEDINGS

Stenographically Reported By:
Kathryn S. Swank
California Certified Shorthand Reporter #13061
Registered Professional Reporter

A P P E A R A N C E S

POSAAB MEMBERS PRESENT

JOYCE E. DUDLEY
(Board Chairperson)
Governor Appointee
Attorney

NICOLE CLAVO, Psy.D.
Governor Appointee
Public Member

REGINA HATCHER-CRAWFORD
Governor Appointee
Public Member

ROBERT DOYLE
Governor Appointee
Former Command Rank Peace Officer

JACK GLASER
Governor Appointee
Public Member

CEPHUS JOHNSON
Governor Appointee
Public Member

CHARLES LARA
Governor Appointee
Management Rank Peace Officer

MARGARET PENA
Speaker of Assembly Appointee
Public Member

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A P P E A R A N C E S C O N T I N U E D

POST COMMISSION STAFF

ROBERT BRINGOLF
Law Enforcement Consultant
Professional Conduct Los Angeles County Bureau

ANNEMARIE DEL MUGNAIO
Assistant Executive Director
Peace Officer Standards
Accountability Division
Executive Office

BRAD EHRMAN
Law Enforcement Consultant
Professional Conduct Los Angeles County Bureau

CHRISTINE FORD
Bureau Chief
Professional Conduct Southern Bureau

BRYANT HENLEY
Attorney IV
Legal Affairs Bureau

CHANDLER KNAPP
Staff Services Manager
Executive Office

LORALYNNE KONG
Law Enforcement Consultant
Professional Conduct Los Angeles County Bureau

SARAH WALLACE
Bureau Chief
Intake & Disposition Bureau

CARRIE WOOLLEY
Attorney IV
Legal Affairs Bureau

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A P P E A R A N C E S C O N T I N U E D

PEACE OFFICER STANDARDS ACCOUNTABILITY
ADVISORY BOARD LEGAL COUNSEL

CHRISTOPHER BEATTY
Deputy Attorney General
Department of Justice
Office of the Attorney General

---o0o---

ALSO PRESENT

ELIZABETH GIBBONS
Counsel for
Braulio Robledo
POST ID A83-R39
(Via videoconference)

COREY GLAVE
Counsel for
Blake Williams
POST ID C57-X01
(Via videoconference)

BEATRICE JOHNSON
Public Comment

BRAULIO ROBLEDO
POST ID A83-R39
(Via videoconference)

DANNY SANCHEZ
Public Comment
(Via videoconference)

TOMMY THOMPSON
POST ID B81-T83
(Via videoconference)

LESLIE WILCOX
Counsel for
Gabriel Gaxiola
POST ID B9-S96

A P P E A R A N C E S C O N T I N U E D

TOM YU
Counsel for
Joshua Satterfield
POST ID C46-V20
(Via videoconference)

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Thursday, January 16, 2025, 9:01 a.m.

West Sacramento, California

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CHAIRPERSON DUDLEY: Thank you all for being on time.

Good morning, everyone. Today is Thursday, January 16th. And the time is 9:00 a.m. Thank you all for attending the Peace Officer Standards Accountability Advisory Board hearing.

Please note that this hearing is being live-streamed, recorded, and transcribed. Further, please note that the microphones are auto on/off. When you begin speaking, they will go live. With this in mind, you will need to watch your cross-talk.

We will now start with our roll call for our board meetings.

Mr. Knapp, please take roll call.

MR. KNAPP: Good morning, Members of the Board. Welcome. Good to see you today.

Board Member Buchen.

(No response.)

MR. KNAPP: Board Member Clavo.

MEMBER CLAVO: Present.

MR. KNAPP: Board Member Crawford.

MEMBER HATCHER-CRAWFORD: Present.

MR. KNAPP: Board Member Doyle.
MEMBER DOYLE: Here.
MR. KNAPP: Chair Dudley.
CHAIRPERSON DUDLEY: Here.
MR. KNAPP: Board Member Glaser.
MEMBER GLASER: Present.
MR. KNAPP: Board Member Johnson.
MEMBER JOHNSON: Present.
MR. KNAPP: Board Member Lara.
MEMBER LARA: Present.
MR. KNAPP: And Board Member Pena.
MEMBER PENA: Present.
MR. KNAPP: Thank you.
CHAIRPERSON DUDLEY: It looks like we are just missing one person, and a quorum has been established.
I would now like to introduce Board Counsel Christopher Beatty and Board Assistant Executive Director Annemarie Del Mugnaio. Right?
This time is set aside for members of the public who wish to comment on items not on the agenda but with -- excuse me -- but those within the Board's jurisdiction.
Public comment on matters on the agenda will be heard after each item is presented.
Public comment on specific peace officer revocation

Are you ready for a break?

THE COURT REPORTER: Yes.

CHAIRPERSON DUDLEY: Let's take a break now. It is 1:45. And if I could please ask everybody to come back at 1:55. We still have three [sic] more cases. And it is close to 2:00 o'clock. Thank you.

(Break taken in proceedings.)

CHAIRPERSON DUDLEY: It is now 1:55. Thank you all for being on time.

And let's move on to the next case. That is Blake Williams.

At this time, I will now call upon Law Enforcement Consultant Loralynne Kong, Professional Conduct Los Angeles County Bureau; and Bryant Henley, Attorney IV, Legal Affairs Bureau, to provide a report on Case POST2305781, Blake Williams, who, at the time of the events at issue in this case, was employed by the Torrance Police Department.

Thank you.

MS. KONG: Good afternoon, Chair Dudley and members of the Board. My name is Loralynne Kong. I'm one of the law enforcement consultants assigned to the Professional Conduct Los Angeles County Bureau in the Peace Officer Standard and Accountability Division.

With me today, again, is Bryant Henley, an attorney

with our Legal Affairs Bureau.

I'm here today to present Case Number POST2305781 involving Blake Williams and the Torrance Police Department.

It is the Division's determination that clear and convincing evidence exists to demonstrate that Blake Williams committed acts of serious misconduct as set forth in Penal Code section 13510.8, between July 2028 -- July 2018, sorry -- and September 2019.

Specifically, the Division has determined that Blake Williams committed the following acts of serious misconduct:

Penal Code section 13510.8(b)(5) and Commission Regulation 1205(a)(5), demonstrating bias on the basis of race, religion, and sexual orientation.

The serious misconduct in this case is -- in this case not only violated the Torrance Police Department's policies, the misconduct was completely inconsistent with the peace officer's obligation to carry out the officer's duties in a fair and unbiased manner.

In this presentation, I will present a brief outline of the Division's findings of investigation in this matter.

Blake Williams began his career with the Torrance Police Department on June 9, 2016, as an officer. Blake

William holds POST certification, their basic certificate, which was issued in June -- on June 12th, 2017.

He has two previous incidents of discipline: One was for an incident that occurred on July 5th, 2018, related to policy violations associated with a vehicle pursuit. Respondent was issued a one-day suspension.

The other was for an incident that occurred on May 11, 2020, related to policy violations associated with discourteous, disrespectful, or discriminatory treatment of any member of the public or any member of the Torrance Police Department or the City of Torrance.

On May 20th, 2020, Respondent was issued a written reprimand.

The courteous -- the discourteous treatment at issue did not involve bias.

Just to give you a little background on this investigation, I know some of it is a little repetitive from the last one.

In 2000 -- in January 2020, two Torrance police officers were the subjects of a criminal investigation, wherein it was alleged they had vandalized an arrestee's vehicle by, among other things, spray painting a swastika on the interior of the arrestee's vehicle.

As a result of the criminal investigation, Torrance

Police detectives obtained a search warrant for the officer's personally-owned cellular telephones.

The data extracted from the cellular telephones was forensically analyzed by an investigator with the intent to determine whether the two suspect officers had any ties to white supremacy.

During the review of that data, it was discovered that approximately 390 messages were sent between the two officers, as well as other officers, including respondent.

Several of the messages were believed to contained -- contain or reference racist, discriminatory, and/or anti-Semitic remarks.

The forensic review revealed Respondent was part of a WhatsApp group text titled "The Boys," which included approximately 15 members of the Torrance Police Department. WhatsApp is a cellular telephone app used for sending text messages.

Based on this information, the Torrance Police Department utilized Norman A. Traub & Associates to conduct the administrative investigation.

This investigation was separate from the other two officers' criminal investigation. The administrative investigation as it relates to Respondent focused on 13 messages that were received, sent, or responded to by

Respondent while on- and off-duty, that were alleged to demonstrate bias.

Of the 13 messages, all but one were sustained as being policy violations related to receiving, sending, and responding to discriminatory text messages.

Six of these messages are described in further detail within the Investigative Summary and Findings, and are the subject of today's meeting.

I will review the actual text messages and photos with you and then address each one.

Please be advised, the content about to be shown contains offensive material due to the topic of the allegations.

Next slide.

In July 4th, 2018, in a WhatsApp message to "The Boys" group, Respondent mentions Officer David Chandler needing to get off probation.

Officer Chandler responds, "I'll eat sweaty ass at this point with dingleberries," end quote.

Slide 4.

A few minutes later, Respondent replied with an image of a male adult in blackface.

Respondent's post: "I googled dingle berry and this popped up. Way funnier."

According to the Merriam-Webster dictionary,

blackface is a dark makeup worn to mimic the appearance of a Black person and especially to mock or ridicule Black people. Note: The wearing of blackface by white performers was from early 19th through mid-20th centuries, a prominent feature of minstrel shows and similar forms of entertainment featuring exaggerated and inaccurate caricatures of Black people. The use of blackface is considered deeply offensive.

The Division believes the respondent's statement that the blackface photo is way funnier than other Google search results he obtained for the term "dingleberry" shows his disregard for a specific protected class of persons and is inconsistent with the respondent's obligation to carry out his duties in a fair and unbiased manner.

It is highly probable if a reasonable person saw or heard about this message, they would conclude that the officer will not fairly and impartially perform their law enforcement duties.

The Torrance Police Department found the message violated several of the Department's policies, including but not limited to the prohibited use of obscene, indecent, profane, or derogatory language while on-duty or in uniform, and the prohibition against bias-based policing.

It is the Torrance Police Department policy to provide law enforcement services and to enforce the law equally, fairly, and objectively, and without discrimination toward any individual group.

Torrance Police Department reviewed several text messages, including the same text messages which are part of this Division's Investigative Summary and Findings. The department concluded that the respondent's involvement in sending, receiving, and responding to discriminatory messaging constituted grounds for Respondent's termination.

Next slide.

On July 5th, 2018, Respondent sent a WhatsApp group message to "The Boys." The message contained an image of two muscular Black males fighting or wrestling.

Respondent's captioned message was as follows: "Hey Young, everyday you don't work out, just know some gorilla looking fuck is getting it in over in the shadow lands."

Young is believed to be Torrance Police Department Officer Young, a member of "The Boys" group chat.

The Division believes the reference "gorilla looking fuck" is referring to the two muscular Black males in this photo.

This message is racist and offensive -- and an

offensive characterization of the individuals in this photograph.

It is also inconsistent with the respondent's obligation to carry out his duties in a fair and unbiased manner. It is highly probable if a reasonable person saw or heard about this message, they would conclude that the officer will not fairly or im- -- and impartially perform the officer's law enforcement duties.

The Torrance Police Department found this message violated several of the Department's policies, including but not limited to the prohibited use of obscene, indecent, profane, or derogatory language while on-duty or in uniform; and the prohibition against bias-based policing.

It is the Torrance Police Department's policy to provide law enforcement services to enforce the law equally, fairly, and objectively, and without discrimination toward any individual group.

The department concluded that this message, along with other discriminatory message that -- messages that Respondent either sent, received, or responded to, constituted grounds for Respondent's termination.

On August 23rd, 2018, one of the messages to "The Boys" mentioned Omar, who was believed to be a Torrance

Police Department Omar Alonso, who was one of the members of the text group.

The message string began with Respondent: "Omar was though."

"Jam him up."

Officer Joshua Satterfield responds, "I'll Superman punch Omar on the run and then just keep going and see if they chase me."

Respondent replied: "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."

Officer Satterfield responds: "I can out run Omar. I would have to be careful hopping fences though. That's where he'd gain his ground."

Respondent replied: "Omar's people excel at fence hopping -- at fence hopping to."

Officer Satterfield replied: "Oh, shit lol sick burn."

The Division's analysis is, the Division believes this message is a stereotypical and derogatory reference toward Latin Americans. The use of stereotypical and demeaning descriptions of Latin-American persons as means of amusement or any joking manner are inconsistent with an officer's obligation to carry out his duties when interacting with this protected class of persons in

the Torrance community.

It is highly probable if a person -- if a reasonable person saw or heard about this message, they would be offended by the stereotyping of Latin-American field workers and/or the reference to Latin American fence hopping.

The Torrance Police Department found this message violated several of the Department's policies, including but not limited to prohibited acts on- or off-duty that brings discredit to the department; and prohibition against bias-based policing.

It is the Torrance Police Department's policy to provide law enforcement services and to encourage the law -- to enforce the law -- sorry -- equally, fairly and objectively, and without discrimination toward any individual group.

The Department included that this message, along with other discriminatory messages that respondent either sent, received, or responded to, constituted grounds for respondent's termination.

Next slide.

On November 4th, 2018, members of "The Boys" chat group were discussing the types of inappropriate content that might be found on other Torrance police officers' social media accounts.

The text message from Officer David Chandler to "The Boys" WhatsApp group reads: "Dude, you have no idea. I am literally on fire right now. I can't believe we hired a racist cock like this. Don't we check facebooks and shit. WTF is this."

Next slide.

Shortly after, the respondent sent a message that contained the image of a scene of a lynching, including two apparently deceased Black males who had been hung, and a third apparently deceased Black male down on the ground. There was a group of older white males looking on.

Respondent commented: "They missed this on mine."

Officer Chandler responds: "Geezus Blake haha.

"That's history though. There's knowledge in that."

Short after -- shortly after that message, Respondent sent another message: "Hanging with the homies."

According to the NAACP, a lynching --

CHAIRPERSON DUDLEY: Ms. Kong, let me just stop you for one second.

MS. KONG: Yes.

CHAIRPERSON DUDLEY: I want to ask the board members: Is there anybody who hasn't read all this and

considered all this? Do you need this reiterated in any way, shape, or form; the evidence that was in your binder?

Yes. Dr. Glaser.

MEMBER GLASER: I will say that some of the context is somewhat helpful. I didn't understand the reference previously to "They missed this one on mine," for example.

CHAIRPERSON DUDLEY: Okay.

MEMBER GLASER: That just was the beginning of the quote.

So if there's any context like that, that explains and clarifies some of this, that would be welcome.

Otherwise, I think we get the point.

CHAIRPERSON DUDLEY: Okay. Anybody else have any -- we'll keep going, then. Because I want you to feel that you have gotten all the information.

Okay. Thank you, Ms. Kong. Please go ahead.

MS. KONG: Okay.

I will just go through the slides.

According to the NAACP, the lynching is a public killing of an individual who has not received any due process. They were violent, public acts with white people used to terrorize and control Black people in the 19th and 20th Centuries, particularly in the South.

CHAIRPERSON DUDLEY: Again, the message for the Board was if there's any context, additional context.

So Dr. Glaser, just to be clear, you don't need anything reiterated that was in your binder. It is just if there's anything additional.

So given the nature of this information, given that the Board has seen it, let me just ask you to shorten your comments to just include anything along the lines that Dr. Glaser was requesting.

MR. HENLEY: Thank you, Madam Chair. I think with that, we will -- because I think this Board understands the regulation and how it applies with regard to these messages, I don't think we will have to describe how we concluded that.

But, of course, we're prepared to answer any questions you may have.

And Lora, with that, I think kind of moving through the rest of the slides. I would just go to the next slide for context.

Maybe we can just allow the Board to read it. It is -- this provides the context for the messaging. We'll give the Board some time to read this message, and we'll move on to the next one if that's appropriate.

If the Board -- we have one more slide to show. And if the Board is finished reading this slide. Okay.

This is the final message that is within the Investigative Summary and Findings. Of course, if there are -- if there are questions, the slide speaks for itself.

But if there are any questions, we are prepared to answer any questions.

CHAIRPERSON DUDLEY: Okay. Again, I think you have all seen this.

So are there any questions about context or anything else?

Yes.

MEMBER PENA: I just have one. In an earlier slide, there's a reference in one of the messages to "shadow lands." Is that -- does that have any significance, or does that mean something?

MR. HENLEY: Thank you, Board Member Pena.

Yeah, it is certainly speculation.

But the reference to "shadow lands" meaning sort of a darker area, it is really derived -- derogatory towards persons of a certain race. That's, I think, how some reasonable persons could construe it.

I defer to every board member to interpret it as they will.

But I think there's -- it is certainly an implication there: "Shadow lands" was meant as a

reference to persons of a certain color who are not in the open, but in the shadows.

MEMBER PENA: It is not a specific location?

MR. HENLEY: Certainly, I don't think either of us construed it to be a specific location, no.

MEMBER PENA: Okay. Thank you.

CHAIRPERSON DUDLEY: Any other questions for either the consultant, Ms. Kong, or the attorney, Mr. Henley?

(No response.)

CHAIRPERSON DUDLEY: Okay. Thank you, both.

At this time, does the subject officer and/or their counsel wish to make public comment? If so, you will each be given four minutes to speak, and the time limits will be strictly enforced. So please ensure that you complete your comments within the allotted time.

While commenting, keep in mind that the Board will only consider the facts as presented by the Division today, and will not consider any additional facts or defenses at this time.

The sole question before the Board today is the following: If the facts offered by the Division today are, in fact, proven at a later hearing, do those facts demonstrate a high probability that serious misconduct, as defined in Penal Code section 13510.8 and Commission Regulation 1205, occurred?

Now, is there anyone what would like to make a comment?

(No response.)

CHAIRPERSON DUDLEY: Either the Respondent or Counsel?

MR. HENLEY: We may have Counsel online. I'm looking to our colleagues here.

CHAIRPERSON DUDLEY: Okay.

MR. GLAVE: Good afternoon. Corey Glave is online. My mic is open, but my video is not.

CHAIRPERSON DUDLEY: Now, Mr. Glaves [sic]. Joyce Dudley here. We can hear you.

MR. GLAVE: All right. Thank you, Chair Dudley. It is nice to see you again.

CHAIRPERSON DUDLEY: Yes.

MR. GLAVE: Honorable Board Members, thank you for the opportunity to address you.

This matter comes before you without a final decision from the employer, as the appeal process for the discipline is still pending.

We would ask that you do not attribute other officers' conduct to my client, as it's not relevant, and he did not participate in those other activities for which you heard discussed.

The search warrant that brought the messages here

had a specific order from the court that has been reaffirmed by the court. They could not use, review, or disclose, yet here we are using the same messages.

Even if the facts are true, there is no actual conduct for POST to act on. No evidence the officer acted inconsistent with peace officer obligations to carry out his duties in a fair and unbiased manner.

No allegations of bias, other than certain memes.

No allegations of excessive force or any other allegation that falls under Penal Code section 13510.8(b).

There is no comments here directed towards any community members or anybody of the community.

The investigator has analytical gaps that the use of memes created by others in access -- accessible on the internet would lead a reasonable person that Respondent has not acted or will not act fairly in his law enforcement duties.

In fact, there's no evidence of any bias. The department looked into it on his arrest and his actions and determined there was no other bias.

I understand you are now using a regulation that has recently been enacted, and it appears using a law that doesn't go into effect until January 2026.

Importantly, supposition and belief, or

speculation, does not constitute facts, let alone clear and convincing evidence. And throughout this, you have heard suppositions.

There is no evidence -- and it is important to note that these are messages from 2018, one in 2019, before the laws that you are now acting under. And there's no exception of -- excuse me -- 1315 -- 13510.8(g), as far as the subsections.

You have heard a reference to other cases that aren't before you in the arguments. And in one case, there was a shooting. My client showed no bias and, in fact, he was the officer that moved forward in front of other officers, pulled the suspect out of the car, and tried to save his life.

On multiple occasions, he's tried to save people's lives. He was a combat medic. He treats people without regard to bias, both American soldiers and enemy combatants.

As POST trains, all persons have bias: Myself, my client, everybody on this board; some of them have been expressed today.

The problem is only where you show that you act on that bias and it interferes with one's profession.

There is no evidence of that in this case.

CHAIRPERSON DUDLEY: Mr. Glaves, you have another

25 seconds.

MR. GLAVE: I have much more than that, but I know how the Board is going to vote and probably won't even deliberate. So I will allow them to take the actions that they need, so that we can get to appeal hearing.

CHAIRPERSON DUDLEY: Okay. That's your choice.

Thank you.

Any -- any comment from either of the attorneys at this point?

MR. HENLEY: I would address a couple of -- there are obviously a litany of arguments that were presented here; maybe only a couple that are worth emphasizing.

There was -- there's a suggestion that there hasn't been a final decision from the employer. That's incorrect, as the Investigative Summary and Findings shows.

That finding -- the way that the City of Torrance policies work, they have -- they have an ordinance that they impose. It is Torrance Municipal Code section 14.47.1. It provides the city manager with the authority to make a final decision on termination. The city manager, indeed, has made that determination. It is among the attachments you have to this Investigative Summary and Findings.

What Mr. Glave, I believe, is referring to is the

fact that his client has appealed that decision.

But, again, that is of no matter, as the Penal Code provides in Penal Code section 13510.8(c)(6), that an action by an agency or a decision that results from appeal -- from an appeal of an agency's decision does not preclude action by the Commission.

So suffice it to say, even were this -- it is under appeal. That has no import on whether this Board and the Commission can take action, irrespective of some appeal that may be existing.

Keeping in mind that from these are -- this is conduct. The first was discovered in 2020. We're now in 2025, and that begs the question how long we should wait to take action in this case.

The only other matter I would address is there is a discussion about a search warrant. The fact that the search warrant -- that there were orders from the court regarding how that search warrant could be used.

As Chair Dudley has already referenced -- and it's in your Investigative Summary and Findings -- Mr. Glaves and his colleague, Mr. Yu, on behalf of their clients, went to the court, attempted to make the very arguments they are making for you today. The trial judge rejected those arguments. Mr. Yu and Mr. Glave appealed that decision. The court of appeal summarily denied those

arguments.

And if Mr. Glave and Mr. Yu wish to make those arguments again, if this Board recommends revocation, and the Commission concurs, there will certainly be another opportunity for them to brief it in more fulsome detail if they wish to do so.

The other last piece I will say -- and, again, I don't want to belabor it, but it's really important to emphasize, since these are the first two bias cases that have been presented to this Board; there's been a lot of argument and suggestion that somehow if you can prove that you have acted on your bias, that's what's required for this regulation. That seems to be the argument we're hearing.

That is absolutely incorrect. That's a mischaracterization of what the regulation says. And I see heads nodding, so I won't belabor it.

But I will finally say, for the record, the question here, for this Board, is: Would a reasonable person believe, after seeing the messages, the communications, would they believe that that officer who communicates in these ways could fairly and impartially perform their duties?

We respectfully submit, absolutely not. And that's why we have brought this case to you today.

And with that, Madam Chair, I have no further comment.

CHAIRPERSON DUDLEY: Thank you.

Yes. Please, Ms. Crawford.

MEMBER HATCHER-CRAWFORD: I would like to have a discussion quickly with Christopher, if that's okay.

CHAIRPERSON DUDLEY: You want to ask a question of the attorney?

MEMBER HATCHER-CRAWFORD: Offline, for a second, real quick.

CHAIRPERSON DUDLEY: Well, there's nothing offline. But you can certainly ask a question.

MEMBER HATCHER-CRAWFORD: Okay. So that is -- it is publicly known, I am a representative of the NAACP.

MR. GLAVE: Madam Chair, if we could ask her to bring her mic down. I can't hear her.

CHAIRPERSON DUDLEY: Sure. Yeah.

MEMBER HATCHER-CRAWFORD: You know I hate this thing.

It is known that I am a representative of the NAACP, serving in several different capacities.

I do not want to taint the counselor's position or POST. So I don't know if I should recuse myself from this or not.

And so, Christopher, I'm looking for your advice.

MR. BEATTY: Yeah. I mean, I think in an abundance of caution, that when somebody feels like a presence of potential bias could impact the progress of a case -- without specific to this one individually -- I think it may be that a recusal makes sense.

And so in that context, without like analysis of if there's an actual issue of bias, and you're -- because I have not heard enough from you to make a determination of law, right? Like, this is what I advise as legal counsel.

But based on the potential, sometimes recusal is a wise decision. So that's my knee-jerk reaction. And, you know, potentially some of your other colleagues -- well, that's what I would say.

CHAIRPERSON DUDLEY: I think you described it beautifully.

And I think you could make that internal decision. Thank you.

Other questions or comments?

MEMBER DOYLE: I just wanted to clarification with POST Counsel.

In the appeal to the city manager, it really doesn't matter how that appeal comes out because SB 2 is independent of any finding, correct?

MR. HENLEY: That's exactly correct, Board Member

Doyle.

The statute and Senate Bill 2, that statute I referenced -- 13510.8 -- specifically says that regardless of what happens on an appeal or ultimate outcome of a termination decision of a local agency, it is of no import or consequence for the Board or the Commission to take action.

The only exception to that is -- and it's not true in this case -- but there could be a circumstance where a agency has a hearing, that hearing concludes, and there's a finding based on that hearing.

That procedure could have some collateral estoppel effect. That's a legal term that basically says, can you retry something that's been heard by another body? So that's the one exception. It's not applicable here.

And so you said it more succinctly than I, and I probably should have gone with your interpretation because that's correct. That is -- that is true. This Board can proceed irrespective of what happens with any appeal.

CHAIRPERSON DUDLEY: Thank you.

Yes.

MEMBER CLAVO: I wanted to ask the attorney what law was he referring to that is not in place until 2026. I'm not familiar with --

CHAIRPERSON DUDLEY: Okay. Are you asking Corey Glaves that question?

MEMBER CLAVO: Yes.

CHAIRPERSON DUDLEY: Okay. Please.

Mr. Glaves.

MR. GLAVE: Yes, thank you.

We -- in researching for this hearing, we noticed that there was a regulations by your board created, I believe it's December of 2024, and then Penal Code 13510.6, which goes into the standards for bias. It is not operative until January 1, 2026.

MR. HENLEY: And Madam Chair, I'm happy to comment on that, if you would like.

Well, first and foremost, I will have to go back and look at the statute that Mr. Glave is referring to. But it is really not important to look at it because it is not the authority upon which this regulation was adopted.

This regulation was adopted based upon Senate Bill 2. The regulation was in effect prior to this case coming to POST. And so the statute, 13510.6, whether it was adopted in 2024 or not -- I can go back and look -- but either way, it's not the statute that resulted in this regulation. It's not relied upon for this regulation. And so it has no application to this case.

CHAIRPERSON DUDLEY: Thank you.

Any other questions of Mr. Glaves or the attorney or Investigator Kong?

Yes. Dr. Glaser.

MEMBER GLASER: Before -- there's a motion or a further comment?

CHAIRPERSON DUDLEY: Right now it's just --

MEMBER GLASER: I'm going to make a motion.

CHAIRPERSON DUDLEY: Okay. What I'm going to tell you is that there's also a caller on the line. So we have more.

So just as to my question related just to Glaves, Attorney Glaves, or the attorneys here or Ms. Kong, Investigator Kong.

(No response.)

CHAIRPERSON DUDLEY: Okay. Thank you. Thank you, Mr. Glaves.

And we have another call on public comment.

MR. SANCHEZ: Hi there. Hi everyone. My name is Danny Sanchez (phonetic). I'm a 19-year veteran in law enforcement.

And it's been an interesting hearing today, especially this -- this sort of hearing.

I would like to add that this type of behavior is very, very common in law enforcement. It's also very

common within law enforcement, within departments. You know, not only do -- do some of us have to deal with employees who think this way, privileged employees and entitled employees, you know, but we also have to deal with it when retaliation happens against some of us who are minorities who speak out. You know, like I said, it's a very, very common behavior.

Public perception is very important. I mean, officers like this make the rest of us look like bad -- bad employees. And it is very hard to convince the public that we're doing the right thing when we have -- when we have employees who do -- who behave in this manner.

Now, to add to the comment from earlier in regards to, you know, clear and convincing evidence and the nexus between this behavior and interfering with a person's career, there are many other ways that a person can act out when they have these kind of thoughts, and one of them is use of force.

If a person has these biases, they will tend to act out in a more aggressive manner when it comes to use of force against specific type of person or protected person.

You know, in my experience, I have crossed paths with employees who are biased, who seem to target only a

certain group of people and who seem to be more aggressive with a certain group of people.

Again, I think that the work that you are doing is great work and is very interesting. I appreciate what you guys are doing.

I think that these things -- things like this need to come out more often. I think that you guys are giving us officers who work in law enforcement the ability to report these kind of things wherever we come across them.

You know, there's something that didn't exist in the past. And a lot of times, you know, we were basically taking steps and nobody would listen to us or hold anybody accountable for this kind of behavior.

Again, it's a very common behavior. It's happening within the organization that I work with. It still happens. It's changed over time because of SB 2 and because of the DOJ follow -- coming into the departments and investigating them. It is changing this whole -- this whole behavior.

And again, thank you. I appreciate you guys. Keep doing the good work. Keep doing this kind of work. It is necessary.

And, you know, this whole behavior in law enforcement, the wrong behavior in law enforcement needs

to change. And it is changing slowly, but it is happening.

And I want the public to understand that, that law enforcement has come a long way, considering how it used to behave decades ago. We are advancing little by little. We are changing.

And, again, it is kind of root out all these people who have been destroying law enforcement for years. It's time to get rid of them.

Thank you.

CHAIRPERSON DUDLEY: Thank you for your call. Very much appreciate it.

Any other public comment either on the lines or here? Did I see a hand raised?

(No response.)

CHAIRPERSON DUDLEY: Okay. It appears there is no further public comment.

Would you like to -- would any individual like to deliberate privately on this case? Any member of the Board?

(No response.)

CHAIRPERSON DUDLEY: Okay. Is there a motion?

MEMBER DOYLE: I will make a motion to decertify. Doyle.

MEMBER LARA: Second.

CHAIRPERSON DUDLEY: Second. Lara.

Okay. Any further discussion? Questions?

(No response.)

CHAIRPERSON DUDLEY: Okay. Would you take the roll call, please.

MEMBER GLASER: Can I provide some discussion?

CHAIRPERSON DUDLEY: Yes, please.

MEMBER GLASER: One of my roles as an appointee on this Board is as an academic. That's an official capacity that I serve.

And I am -- I specialize my research in prejudice, discrimination, and hate crime. And I want to reflect on the evidence that we have seen and to say that the combination of image of blackface, of the very -- I don't even want to say insensitive -- but the indifferent view of lynchings of Black men and the approving response of the surrounding white men, and the sub-humanization of Black men and the reference to the gorilla-like people, this is a recognizable pattern of bigotry that is quite potent and should not be dismissed by any means.

I have seen this before, and it is quite predictive of behavior. I'm not saying that this officer engaged in biased behavior on the job, but this is not a trivial constellation of evidence. This is quite, quite

dramatic.

CHAIRPERSON DUDLEY: Thank you, Dr. Glaser.

MEMBER HATCHER-CRAWFORD: And so --

CHAIRPERSON DUDLEY: Yes, please.

MEMBER HATCHER-CRAWFORD: I'm going to -- only simply because the NAACP's name was used in your presentation. I do not want to taint anything.

But my personal comment: As the professor said, this is what SB 2 was built on, to -- to outsource the officers who are taking this type of bigotry stance.

And as a representative of the NAACP, I'm sorry, I'm appalled. But I do not want to taint it. So, therefore, I'm going to recuse myself so I have confidence in my colleagues.

So I guess I have to go outside during the vote, correct?

CHAIRPERSON DUDLEY: No. You don't have to go outside during the vote.

MEMBER HATCHER-CRAWFORD: Okay. Thank you.

CHAIRPERSON DUDLEY: But you can -- when the roll is called, you can then articulate what your position is or just say "abstain" or whatever you would like to do.

MEMBER HATCHER-CRAWFORD: Okay.

CHAIRPERSON DUDLEY: If there was a discussion that you would ultimately make a decision on, then you would

step outside, but since you have already said you are not making a decision, you can stay.

Now, anybody else have anything else to say?

(No response.)

CHAIRPERSON DUDLEY: So what we have is a first and a second.

Yes. Mr. Johnson.

MEMBER JOHNSON: I'm just thinking -- and I believe the attorney stated that in deed or in an action -- there has been no "demonstratable" biases.

So are we being asked to exclude texts and words when a person utilized those?

CHAIRPERSON DUDLEY: No.

MEMBER JOHNSON: I mean, according to the -- to the regulation, it states that we can consider the words in the texts.

CHAIRPERSON DUDLEY: That's right.

MEMBER JOHNSON: And that's what we're looking at today.

CHAIRPERSON DUDLEY: You can consider the words in the text.

If I understood the attorney's argument, it was based upon the fact that there wasn't any discernible action beyond the words and the texts.

But, absolutely, for purposes of your vote, you can

consider the texts because they are written, and written is part of the criteria.

Thank you.

Any other questions?

(No response.)

CHAIRPERSON DUDLEY: Comments?

(No response.)

CHAIRPERSON DUDLEY: Okay. We have a first. We have a second. We have had some discussion. It appears that there's no further discussion.

So Chandler, please go ahead with the vote.

MR. KNAPP: Thank you, Madam Chair.

Clavo.

MEMBER CLAVO: Yes.

MR. KNAPP: Clavo, aye.

Crawford.

MEMBER HATCHER-CRAWFORD: I recuse myself.

MR. KNAPP: Crawford, recused.

Doyle.

MEMBER DOYLE: Yes.

MR. KNAPP: Doyle, aye.

Dudley.

CHAIRPERSON DUDLEY: Aye.

MR. KNAPP: Dudley, aye.

Glaser.

MEMBER GLASER: Aye.
MR. KNAPP: Glaser, aye.
Johnson.
MEMBER JOHNSON: Aye.
MR. KNAPP: Johnson, aye.
Lara.
MEMBER LARA: Aye.
MR. KNAPP: Lara, aye.
Pena.
MEMBER PENA: Aye.
MR. KNAPP: Pena, aye.
Seven yeses; one recusal. Motion passes.
CHAIRPERSON DUDLEY: Thank you.
Just checking with the reporter. How are you doing?
THE COURT REPORTER: I'm okay.
CHAIRPERSON DUDLEY: You're okay. Keep going.
Okay, then we are on to the last case.
One moment, please.
In the matter case of POST 2305781, Blake Williams, who, at the time of the event at issues in this case, was employed with the Torrance Police Department.
(Commotion.)
CHAIRPERSON DUDLEY: We just did that one.
As soon as I said that, I thought, no, that's not

CERTIFICATE OF REPORTER

I, KATHRYN S. SWANK, a Certified Shorthand Reporter of the State of California, do hereby certify:

That I am a disinterested person herein; that the foregoing proceedings were reported, to the best of my ability, in shorthand by me, Kathryn S. Swank, a Certified Shorthand Reporter of the State of California, and thereafter transcribed into typewriting.

I further certify that I am not of counsel or attorney for any of the parties to said proceedings nor in any way interested in the outcome of said proceedings.

IN WITNESS WHEREOF, I have hereunto set my hand this 5th day of February 2025.

KATHRYN S. SWANK, CSR
Certified Shorthand Reporter
License No. 13061

AGENDA ITEM REPORT

**Title: POST2309558 - BRAULIO ROBLEDO (POST ID: A83-R39) LAST EMPLOYING AGENCY: LOS ANGELES COUNTY SHERIFF'S DEPARTMENT **

REPORT PROFILE

MEETING DATE 03/06/2025	**BUREAU SUBMITTING THE REPORT** Professional Conduct Los Angeles Bureau	
RESEARCHED BY Mark Evenson		**REVIEWED BY** Mike Radford
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/18/2025
PURPOSE		**FINANCIAL IMPACT** No

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

The matter is before the Commission for review and action regarding the subject peace officer's certification status. The Commission shall return any determination requiring action to be taken against an individual's certification to the division, which shall initiate proceedings for a formal hearing before an administrative law judge in accordance with the Administrative Procedure Act (Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the Government Code), which shall be subject to judicial review as set forth in that Act.

BACKGROUND:

Respondent began his employment with the Los Angeles County Sheriff’s Department on March 11, 2005, as a full-time Deputy Sheriff. At the time of the events at issue, Respondent was employed as a Deputy Sheriff with the LASD. Respondent was terminated from the Los Angeles County Sheriff’s Department on August 2, 2024.

This position is a peace officer position defined under California Penal Code §830.1(a) and is required to be certified pursuant to California Penal Code §13510.1(a).

The case before the Board alleges the Respondent committed serious misconduct when he lied to his supervisors about a traffic stop that he conducted in front of the Commerce Casino and later lied to investigators during the Internal Affairs investigation.

The circumstances surrounding the incident occurred when a citizen called the Los Angeles County Sheriff's Department East Los Angeles Station and stated he was stopped by an unknown officer in the early morning of January 2, 2020, immediately after leaving the Commerce Casino. During the stop, the citizen alleged that the officer searched his vehicle and stole five (5) poker chips worth $100 each. When asked directly by his supervisors (a Sergeant and Lieutenant) if he made a traffic stop in front of the Commerce Casino, Respondent adamantly stated he did not. It is alleged that Respondent lied to his supervisors on the day in question and lied during his IA interviews.

ANALYSIS:

The Division found that the clear and convincing evidence substantiated that the Respondent's conduct amounted to dishonesty as described in Commission Regulation 1205(a)(1) in that Respondent lied to his supervisors about the traffic stop and subsequently repeatedly lied during his IA interviews. The facts fully support Respondent knew exactly which traffic stop his supervisors were inquiring about and lied to them about his involvement. In addition, Respondent lied several times during his IA interviews when he:

- Stated his supervisors never asked him specifically about the traffic stop he conducted in front of the Commerce Casino.
- Stated he was not aware that the Watch Sergeant was trying to contact him.
- Stated he deleted the MDC messages from the Watch Sergeant without reading them.
- Stated he never responded to any of the Watch Sergeant's MDC messages.
- Stated he received MDC messages about a stop in "Montebello."
- Stated he was told by Deputy Palacios that there was an inquiry being made about a stop that occurred in "Montebello."
- Stated he did not call and speak to Deputy Strelow.
- Stated that no one gave him information that the Watch Sergeant was inquiring about a stop that occurred in front of the Commerce Casino.

There is clear and convincing evidence to support Respondent committed serious misconduct as defined in Commission Regulation 1205(a)(1) – Dishonesty when he lied to his supervisors and provided false and misleading statements during his IA interviews.

On January 16, 2025, following the presentation by the Division and public comments delivered by the subject officer

and his counsel, the Peace Officer Standards Accountability Advisory Board (Board) found that a factual basis for revocation of the subject officer's certification had been established by clear and convincing evidence and, in light of the Division's investigation in this case, recommended the revocation of the subject officer's certification. The Board incorporated the Division's Investigatory Summary and Findings and adopted the Division's Summary and Findings as the Board's stated reasons for its recommendation as required under Penal Code section 13510.85(a)(4).

RECOMMENDATION:

The Commission shall review recommendations made by the Peace Officer Standards Accountability Advisory Board (POSAAB) regarding, what action if any, should be taken, suspension or revocation, on the certification of the subject peace officer. The Commission's decision to adopt a recommendation by POSAAB to seek revocation shall require a two-thirds vote of Commissioners present and shall be based on whether the record, in its entirety, supports POSAAB's conclusion that serious misconduct has been established by clear and convincing evidence. In any case in which the Commission reaches a different determination than POSAAB's recommendation, it shall set forth its analysis and reasons for reaching a different determination in writing.

ATTACHMENT(S):

BR01 POST2309558_Robledo Braulio_ISF.pdf
BR02 POST2309558_Robledo Braulio_ExecReviewDivisonRec.pdf
BR03 POST2309558_Robledo Braulio_Attachment A Trascript MDC Msg.pdf
BR04 POST2309558_Robledo Braulio_Attachment B Respondents Unit History Report.pdf
BR05 POST2309558_Robledo Braulio_Attachment C Resp-Sterlow's Phone Conv Transpt.pdf
BR06 POST2309558_Robledo Braulio_Attachment D Watch Sgt ICIB Trnscpt.pdf
BR07 POST2309558_Robledo Braulio_Attachment E Watch Commander ICIB Int Transc.pdf
BR08 POST2309558_Robledo Braulio_Attachment F Watch Sgt 1st IA Intv.pdf
BR09 POST2309558_Robledo Braulio_Attachment G Watch Commander 2nd IA Intv.pdf
BR10 POST2309558_Robledo Braulio_Attachment H Respondent GST Tracker Report.pdf
BR11 POST2309558_Robledo Braulio_Attachment I Email from Compl to LASD.pdf
BR12 POST2309558_Robledo Braulio_Attachment J Email from Respondents Atty.pdf
BR13 POST2309558_Robledo Braulio_Attachment K LAC DA Charge Evaluation.pdf
BR14 POST2309558_Robledo Braulio_Attachment L Respondents 1st IA Intv Transcript.pdf
BR15 POST2309558_Robledo Braulio_Attachment M Dpty Palacios IA Intv Transcript.pdf
BR16 POST2309558_Robledo Braulio_Attachment N Respondent 2nd IA Intv Transcript.pdf
BR17 POST2309558_Robledo Braulio_Attachment O Respondents POST Profile.pdf
BR18 POST2309558_Robledo Braulio_Attachment P Copies of LASD Policies.pdf

POST2309558_Robledo_Braulio_January_2025_POSAAB_Agenda_Record.pdf
POST2309558_Robledo_Braulio_Board_Recommendation_Signed.pdf
POST2309558_Robledo_Braulio_01.17.2025_POSAAB_Transcript.pdf

INVESTIGATIVE SUMMARY AND FINDINGS

PEACE OFFICER NAME: Braulio J. Robledo

POST ID NUMBER: A83-R39

EMPLOYING AGENCY: Los Angeles County Sheriff's Department

POST CASE NUMBER: POST2309558

WRITTEN BY: LEC Mark Evenson

DATE: 11/4/2024

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I. Executive Summary

The Los Angeles County Sheriff's Department (LASD) submitted this case to POST, in which they alleged the subject officer, Deputy Braulio J. Robledo, hereinafter "Respondent," was involved in serious misconduct when he lied to his supervisors and lied during an internal affairs investigation regarding a complaint that Respondent conducted a traffic stop in front of the Commerce Casino and during a search of the vehicle, stole $500 in poker chips.

After reviewing this investigation, I have determined Respondent committed serious misconduct as defined in Penal Code section 13510.8(b)(1) and California Regulation 1205(a)(1) – Dishonesty. The Respondent committed serious misconduct when he lied to his supervisors when he denied any knowledge of a traffic stop that he clearly conducted just a few hours earlier, and he lied during his IA interviews when he: 1) claimed his supervisors never asked him about the specific traffic stop near the Commerce Casino; 2) claimed he received information that supervisors were inquiring about a stop that occurred in Montebello; 3) claimed he deleted the MDC messages sent by the Watch Sergeant without reading them; 4) claimed he never responded to the Sergeant's MDC messages; 5) claimed he had no knowledge of why the Watch Sergeant was trying to get a hold of him; and 6) denied he called into the East LA Sheriff's Station and spoke to Deputy Strelow about the traffic stop in front of the Commerce Casino. The evidence overwhelmingly supports Respondent did stop the complainant at Telegraph Road and Washington Blvd and lied to his supervisors about the traffic stop. The evidence also overwhelmingly supports that Respondent lied to IA investigators during his IA interviews.

II. Background Information

a. Identity of Respondent

At the time of the events at issue, Respondent was employed as a Deputy Sheriff with the Los Angeles County Sheriff's Department. This position is a peace officer as defined under Penal Code section 830.1(a), which is required to be certified under Penal Code section 13510.1(a).

b. Respondent's Service Record, Relevant Training, and Prior Complaints and Discipline

Respondent began his employment with the Los Angeles County Sheriff's Department on March 11, 2005, as a full-time Deputy Sheriff. Respondent was terminated from the Los Angeles County Sheriff's Department on August 2, 2024.

Penal Code section 13510.8(c)(5) provides that the Commission "*shall* consider the peace officer's prior conduct and service record, and any instances of misconduct, including any incidents occurring beyond the time limitation for investigation in evaluating whether to revoke certification for the incident under investigation."

Prior Allegations of Dishonesty

Respondent has a prior sustained finding for Dishonesty. On April 11, 2023, the Los Angeles County Sheriff's Department found that the Respondent violated Department Policy and Procedures: 1) Sections 3-01/030.10, Obedience to Laws, Regulations, and Orders for misusing department resources to query a subject's name on the Mobile Digital Computer (MDC) for unauthorized and non-official business purposes; 2) Sections 3-01/050.10, Performance to Standards by admitting to spending approximately 40 minutes socializing with three females, while on duty, in a secluded, dark parking lot and having a conversation which was personal in nature with one of the females and admitting to using the MDC to conduct a "wanted persons" check on the female's ex-husband to verify if there was a restraining order; and 3) Section 3-01/040.70, Dishonesty/False Statements and/or section 3-01/040.75, Dishonesty/Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations. During his administrative interview with the Internal Affairs Bureau, Respondent contradicted his Unit History Report by stating he did not run the name of one of his female companions on his MDC on the night in question. The preponderance

of evidence supported that the Respondent did run the female's name on his MDC and lied about it during his IA interview.

Respondent received a 30-Day suspension.

The agency reported this case to POST on April 25, 2023, as a possible violation of POST Regulation1205(a)(1) – Dishonesty (POST2306952). On November 9, 2023, POST closed the case with a status of No Further Action (NFA) because the conduct did not meet the clear and convincing standard for serious misconduct as defined in Penal Code 13510.8.

Prior Allegations of Being a Member of a Law Enforcement Gang

On October 19, 2021, the LASD Undersheriff conducted an audit of misconduct investigations and found that Respondent had two separate investigations, one in 2018 and one in 2019, where a fellow LASD Deputy alleged that Respondent was a member of a law enforcement gang called the "Banditos." Each incident involved a different deputy making the allegation. Based on this information, the Undersheriff directed that the agency to conduct an administrative investigation into the allegations. The investigation was unable to substantiate the allegations, and the investigation was closed on July 19, 2024, as unresolved.

Respondent received no discipline.

The agency reported this case to POST on May 25, 2023, as a possible violation of POST Regulation 1205(a)(7) – Participation in a Law Enforcement Gang (POST2309109). On October 8, 2024, POST closed the case with a status of No Further Action (NFA) because there was no evidence presented to support the allegation that the Respondent was a member of a law enforcement gang. The case did not meet the standard for serious misconduct as defined in Penal Code 13510.8.

c. Prior Employment History

Respondent does not have any additional law enforcement appointments in California.

d. Peace Officer Certification

Respondent is assigned POST ID A83-R39. He received the following peace officer certificate from the Peace Officer Standards and Training (POST):

- Basic #123206 (03/11/2006)

e. The Present Allegations of Serious Misconduct

A citizen called the Los Angeles County Sheriff's Department East Los Angeles Station and stated he was stopped by an unknown officer in the early morning of January 2, 2020, immediately after leaving the Commerce Casino. During the stop, the citizen alleged that the officer searched his vehicle and stole five (5) poker chips worth $100 each. When asked directly by his supervisors (a Sergeant and Lieutenant) if he made a traffic stop in front of the Commerce Casino, Respondent adamantly stated he did not. It is alleged that Respondent lied to his supervisors on the day in question and lied during his IA interviews.

1. Filing of Complaint With Agency

A citizen filed the complaint with the agency on January 2, 2020.

2. Agency Determinations on Complaint, Discipline, and Any Appeals

Theft – Unresolved.
Dishonesty – Lying to Supervisors – Sustained.
Dishonesty – False Statements during IA interviews – Sustained.

The Respondent was terminated on August 2, 2024.

There are no current appeals.

3. Date of Receipt By POST

June 1, 2023.

III. Investigative Methodology

This report summarizes the findings related to allegations of serious misconduct. This investigation was conducted in accordance with the regulations and policies of POST. The investigation included a review of the LASD criminal and administrative investigations, a review of video and audio recordings, a review of interview transcripts, a review of MDC transcripts, and a review of other related investigative documents.

Information obtained was analyzed using the clear and convincing evidence standard. For purposes of this report, clear and convincing evidence means "evidence of a charge is clear and convincing so long as there is a 'high probability' that the charge is true. The evidence need not establish a fact beyond a reasonable doubt."

This report is necessarily summary in nature and does not include every fact or issue that might be found in the underlying investigation and attachments. It does, however, contain reference to that evidence that I believe establishes the requisite facts, and proves the serious misconduct charged, by clear and convincing evidence.

IV. Factual Summary

Allegations

Respondent committed serious misconduct when he lied to his supervisors about a traffic stop that he conducted in front of the Commerce Casino and later lied to investigators during the Internal Affairs investigation.

Citizen Complaint

On January 2, 2020, at approximately 0501hrs, the complainant called the Los Angeles County Sheriff's Department's (LASD) East Los Angeles Station and filed a complaint with the on-duty Watch Sergeant. The complainant stated that immediately after pulling out of the parking lot of the Commerce Casino a few hours earlier, he was stopped by an unknown officer. The complainant stated the stop occurred between 0255hrs and 0320hrs. The Commerce Casino is located near the intersection of Telegraph Road and Washington Boulevard.

The complainant alleged that during the stop, the officer removed him from his vehicle, patted him down, placed him in the back of the patrol car, searched his vehicle, and then released him with a warning for having an expired vehicle registration. The complainant alleged that when he arrived home, he discovered that he was missing five (5) poker chips worth $100 each. The poker chips were missing from his backpack that was sitting on the front passenger seat when he was stopped.

Timeline of Events

At 0508hrs, the Watch Sergeant sent a Mobile Digital Computer (MDC) message to the 3 patrol units assigned to work the City of Commerce. The 3 patrol units included the Respondent and two other deputies. The MDC message stated, "Did any of you stop [complainant] at Washington/Telegraph Earlier A.T…."[1] The other two deputies responded immediately stating they had not. Respondent did not respond. At 0521hrs, the Watch Sergeant sent another MDC message directly to Respondent. That message stated, "Did you pull over [complainant] at Washington/Telegraph a few hours ago…."[2] Respondent did not reply with an answer.

At approximately 0522hrs, the Watch Sergeant conducted a Unit History Report (UHR) to check the patrol activity of the Respondent and the two other deputies working in the

[1] Attachment A – Transcript of MDC Messages.
[2] Attachment A – Transcript of MDC Messages.

City of Commerce. The Watch Sergeant discovered that Respondent's UHR indicated he conducted a license plate inquiry of the complainant's vehicle at 0301hrs, which matched the approximate time the complainant claimed he was stopped.[3]

At 0525hrs, Respondent called the East Los Angeles (ELA) Station and spoke to a Deputy Bruce Strelow who was working the desk in dispatch. The conversation was captured on a recorded line. Respondent told the desk officer that the purpose of the call was to speak to the Watch Sergeant regarding a message that was typed to him and the other Commerce units.[4] The desk officer told Respondent that the Watch Sergeant's inquiry was regarding a traffic stop that occurred in front of the Commerce Casino.[5]

At 0533hrs, Respondent replied via MDC message to the Watch Sergeant's message stating, "Called You Sarge."[6] At 0537hrs, the Watch Sergeant replied via MDC message instructing Respondent to call his personal cell phone.[7] Respondent did not call the Watch Sergeant's cell phone.

At approximately 0600hrs, Respondent entered the ELA Station Watch Sergeant's office and was escorted to the Watch Commander's office.[8] In the presence of the Watch Commander, the Watch Sergeant asked Respondent if he had conducted a traffic stop of a vehicle around Telegraph Road and Washington Blvd, and the Respondent stated he had not.[9] The Watch Commander was present and confirmed that Respondent was adamant he did not stop the vehicle.[10] The Watch Sergeant was adamant Respondent clearly understood he was asking about the specific traffic stop that occurred in front of

[3] Attachment B – Respondent's Unit History Report.
[4] Attachment C – Respondent and Strelow's Phone Conversation Transcript.
[5] Attachment C – Respondent and Strelow's Phone Conversation Transcript.
[6] Attachment A – Transcript of MDC Messages.
[7] Attachment A – Transcript of MDC Messages.
[8] Attachment D – Watch Sergeant's ICIB Interview Transcript, Pg 7, Paragraph 17.
[9] Attachment D – Watch Sergeant's ICIB Interview Transcript, Pg 8, Paragraph 11.
[10] Attachment E – Watch Commander's ICIB Interview Transcript, Pg 3, Paragraph 12 and Pg 4, Paragraph 1.

the Commerce Casino.[11] The Watch Commander also reinforced there was no ambiguity as to which traffic stop they were referring to.[12]

Agency's Preliminary Investigation

Based on the complaint of theft and the fact that the evidence showed that Respondent was lying about stopping the complainant near the Commerce Casino, the Watch Commander directed a Field Sergeant to conduct a Supervisory Inquiry, which is a preliminary investigation. The Field Sergeant was able to collect additional evidence to support Respondent did conduct a traffic stop on the complainant near the Commerce Casino. First, the Field Sergeant obtained surveillance video from 3 separate businesses. Though it was difficult to see details in the videos, the videos showed a SUV type patrol vehicle conducting a traffic stop on a vehicle around Telegraph Road and Washington Blvd. Respondent was the only Commerce unit driving a SUV type patrol vehicle at the time of the stop.

The Field Sergeant also obtained a Geospatial Tracker (GST) report of Respondent's patrol vehicle, which provided a Global Positioning System (GPS) recording of Respondent's patrol location and movements. The report indicated that at 0301hrs, Respondent's patrol vehicle traveled eastbound on Telegraph Road and came to a stop at Washington Blvd at 0302hrs. Respondent left the location at 0310hrs.[13] This was consistent with the Unit History Report (UHR), which showed that Respondent ran the complainant's license plate at 0301hrs.

Agency's Criminal Investigation

LASD's Internal Criminal Investigation Bureau (ICIB) conducted a criminal investigation into the allegation that Respondent stole $500 worth of poker chips from the

[11] Attachment F – Watch Sergeant's First IA Interview Transcript, Pg 8.
[12] Attachment G – Watch Commander's Second IA Interview Transcript, Pg 5.
[13] Attachment H – Respondent's GST (GPS) Tracker Report.

complainant's vehicle. It is important to note that the investigation revealed the complainant only had thirteen (13) $100 poker chips when he left the casino, not fifteen (15) as he originally reported. Investigators were not able to follow up with the complainant regarding this discrepancy because he sent an email to investigators indicating he did not want to participate any further in the investigation. The complainant stated he was in fear of "deputy gangs," better known as "Los Banditos," and noted his fear was due to published news articles.[14] As part of this complaint, there was no specific allegation that Respondent was a member of a law enforcement gang. In an unrelated case, Respondent was investigated for allegations he was a member of a law enforcement gang. However, the agency was not able to substantiate the allegations. The case was reported to POST, and POST found the case did not provide any evidence that the Respondent was a member of a law enforcement gang. That case (POST2309109) is discussed in section II(b) of this report.

At the direction of his attorney, Respondent declined to be interviewed by ICIB investigators.[15] ICIB investigators submitted their criminal investigation to the DA's Office requesting a charging decision for PC 484(a) – Petty Theft. The Justice System Integrity Division of the Los Angeles County District Attorney's Office declined to file charges due to a lack of sufficient evidence.[16]

Agency's Internal Affairs Investigation

After the conclusion of the criminal investigation, LASD went forward with an Internal Affairs investigation into the allegations Respondent stole $500 in poker chips and lied to his supervisors about stopping the complainant.

[14] Attachment I – Email from Complainant to LASD Dated February 26, 2020.
[15] Attachment J – Email from Respondent's Attorney dated January 30, 2020.
[16] Attachment K – Los Angeles County District Attorney Charge Evaluation Sheet.

During his IA interviews, Respondent denied stealing any poker chips but admitted to stopping the complainant near the Commerce Casino.[17] Respondent claimed he did not document the traffic stop at Telegraph Road and Washington Blvd on his MDC because he was having MDC problems and didn't remember if he documented the 3-5 traffic stops that morning. However, he did remember documenting them in his personal "notepad."[18]

When asked about the stop of complainant, Respondent stated he did conduct a traffic stop on the complainant at Telegraph and Washington for expired registration. Respondent had complainant exit the vehicle, patted him down, placed the contents of his pockets on the hood of his car that included some poker chips, placed him in the back of the patrol vehicle, and then searched the car. Respondent stated he had consent to search the car. During the search, the Respondent stated he searched under a sweater and a backpack that was sitting on the front passenger seat. After the search, Respondent released the complainant with a warning.[19] When asked if he went "into the backpack…" to search, Respondent stated, "No, sir."[20]

In his first IA interview on December 14, 2023, Respondent claimed he never read the MDC messages from the Watch Sergeant. The IA investigator had Respondent read the MDC message that the Watch Sergeant sent him directly. The MDC message stated, "Did you pull over [complainant] at Washington and Telegraph a few hours ago?" The investigator asked, "So when you go to the station and Sergeant Inital is asking you about this traffic stop…what do you believe he's asking you?" Respondent replied, "At that point, sir…I was going up to the station, I wasn't reading the messages…So when I went up to the station, he said that it was you, I didn't know what he was referring to because I had not read the messages." The investigator stated, "So you're

[17] Attachment L – Respondent's First IA Interview Transcript, Pg 6, Paragraph 7.
[18] Attachment L – Respondent's First IA Interview Transcript, Pg 7, Paragraphs 1-7.
[19] Attachment L – Respondent's First IA Interview Transcript, Pg 6, Paragraph 2.
[20] Attachment L – Respondent's First IA Interview Transcript, Pg 19, Paragraphs 13-14.

saying…when you go to speak to Sergeant Inital, you're unaware that his specific message to you, Unit 27, asking if you pulled over [the complainant] at Washington and Telegraph…that you don't know what he's referring to?" Respondent replied, "No, I didn't read the messages…that was my mistake…I had the MDC down and then when I'm going up to the station, I'm clearing the messages. I'm not reading any of the messages. I never…read the messages or even other messages that were probably sent out before…and when I went up to the station, I was unaware of those messages that were sent out. So that's why when he asked me, "it was you," I said, it was me what? It's because I never read the message."[21]

When asked if he received any messages from the Watch Sergeant, Respondent stated, "I want to say the first message was from the Watch Deputy…if anyone had pulled a car over and I want to say the location was somewhere in Montebello…I don't remember the Watch Sergeant's message or if he did send a message, but whomever sent the message, the first one, I'm assuming it was the Watch Deputy because it said Watch Deputy…the location they sent out was, like, a Montebello location…it was not the guy that I had pulled over's name…the location was somewhere in Montebello."[22]

The Respondent also stated he assumed the supervisors were asking him about a stop that occurred in Montebello and told investigators that the supervisors did not ask him about the stop involving the complainant, either by name or location.[23] When asked why he thought they were inquiring about a stop in Montebello, Respondent stated he received 1 or 2 MDC messages earlier in the day indicating an inquiry about a Montebello stop.[24] In addition, Respondent stated that he called a Watch Deputy named Manny Palacios on his cell phone, and Deputy Palacios told him that supervisors were

[21]Attachment L – Respondent's First IA Interview Transcript, Pg 30-31.
[22]Attachment L – Respondent's First IA Interview Transcript, Pg 20, Paragraphs 6-9.

[23] Attachment L – Respondent's First IA Interview Transcript, Pg 24.
[24] Attachment L – Respondent's First IA Interview Transcript, Pg 21.

inquiring about a stop in Montebello.[25] Respondent repeatedly denied calling into the station to inquire about what the Watch Sergeant was looking for and being told by another deputy, even when specifically asked whether he called into a recorded line.[26]

During his second IA interview, Respondent reiterated that he did not have a phone conversation with Deputy Strelow, and that he did not receive information that supervisors were inquiring about a stop in front of the Commerce Casino.[27] Instead, Respondent continued to assert that he believed supervisors were asking him about a traffic stop in Montebello.[28] Later in the interview when confronted with his recorded phone conversation with Deputy Strelow, Respondent stated he did not recall the conversation.[29] Respondent then contradicted his first IA statement when he changed his story about what Deputy Palacios allegedly told him. In his first statement, Respondent claimed Palacios told him about a stop in Montebello. After listening to his recorded phone conversation with Strelow, Respondent changed his story and stated Palacios told him it was regarding a stop in front of the Commerce Casino.[30]

Respondent was terminated from employment at the Los Angeles County Sheriff's Department on August 2, 2024. The LASD cited several policy violations that supported Respondent's termination and supported allegations of serious misconduct pursuant to Penal Code Section 13510.8(b)(1) – Dishonesty.

LASD Policy 3-01/040.69 – Honesty Policy

Department members are held to the highest standards of integrity and ethics. In particular, honesty and trustworthiness are of paramount importance to the credibility

[25] Attachment L – Respondent's First IA Interview Transcript, Pg 34.
[26] Attachment L – Respondent's First IA Interview Transcript, Pg. 22.
[27] Attachment N – Respondent's Second IA Interview Transcript, Pg. 5.
[28] Attachment N – Respondent's Second IA Interview Transcript, Pg 4-7.
[29] Attachment N – Respondent's Second IA Interview Transcript, Pg 18.
[30] Attachment N – Respondent's Second IA Interview Transcript, Pg 18-23.

and integrity of all department members. Honesty and maintaining the trust of those we serve depend on candor, forthrightness, sincerity, and accuracy.

Dishonesty destroys trust and violates Department policy. Examples of dishonesty and violations of trust include not only false statements, but also deliberate distortions of the truth; intentional exaggerations, concealment of or failure to disclose material facts, observations, or recollections, and failure to make full, complete and truthful statements when required.

Department members who violate this section are subject to discipline up to and including discharge.

LASD Policy 3-01/040.70 – Dishonesty / False Statements

Members shall not make false statement or commit any other violations of the honesty policy, section 3-01/040.69, when questioned, interviewed, or in reports or documents submitted. Department members who violate this section are subject to discipline up to and including discharge.

LASD Policy 3-01/040.75 – Dishonesty / Failure to Make Statements And / Or Making False Statements During Departmental Internal Investigations

False Statements and any other form of Dishonesty during an official Department internal investigation or inquiry shall, absent extenuating circumstances, result in discharge.

Failure or refusal to make statements when ordered during Department internal investigations constitutes insubordination and shall, absent extenuating circumstances, result in discharge.

V. Analysis and Findings

a. Does the alleged conduct violate California Regulation 1205(a)(1) – Dishonesty?

California Regulation 1205(a)(1) defines serious misconduct as, "Dishonesty relating to the reporting, investigation, or prosecution of a crime, or relating to the reporting of, or investigation of misconduct by, a peace officer or custodial officer, including, but not limited to, false statements, intentionally filing false reports, tampering with, falsifying, destroying, or concealing evidence, perjury, and tampering with data recorded by a body-worn camera or other recording device for purposes of concealing misconduct…."

Respondent lied to his supervisors.

While investigating a citizen's complaint alleging that an unknown officer or deputy stole $500 worth of poker chips during a traffic stop, supervisors asked Respondent if he had stopped the complainant around the Commerce Casino. Respondent adamantly denied he was the one who stopped the vehicle. This conversation took place approximately 3 hours after the time of the traffic stop. There is indisputable evidence that Respondent was the one who conducted the traffic stop. This evidence included a Unit History Report showing that Respondent ran the complainant's license plate, a GPS tracking report showing Respondent stopped his vehicle at the exact time and location alleged by the complainant, and video surveillance footage confirming that it was the Respondent's patrol car making the traffic stop.

Though Respondent later admitted to making the traffic stop during his IA interviews, Respondent claimed supervisors never specifically asked him about the stop in front of the Commerce Casino and assumed they were asking him about a stop that occurred in "Montebello." These statements are refuted by clear and convincing evidence as described below.

Respondent lied to IA investigators when he stated he did not know his supervisors were asking about a traffic stop that occurred in front of the Commerce Casino.

During his IA interviews, Respondent tried to claim that that he had no idea that his supervisors were asking him about the traffic stop in front of the Commerce Casino. The evidence supports that this is a false statement. Both the Watch Commander and Watch Sergeant made it abundantly clear that they were inquiring about the specific stop that occurred in front of the Commerce Casino, and there was no question Respondent understood which stop they were referring to. There is no reason why the Watch Commander and Watch Sergeant would lie in their statements, and their statements are more credible than the Respondent's.

Respondent received two MDC messages from the Watch Sergeant inquiring about a traffic stop in front of the Commerce Casino around Washington Blvd and Telegraph Rd. The first MDC message was sent to the three deputies working the City of Commerce to include the Respondent. It stated, "DID ANY OF YOU STOP [complainant] AT WASHINGTON/TELEGRAPH EARLIER A.T…." Two other deputies replied immediately, but Respondent did not respond. The second MDC message was sent directly to Respondent and stated, DID YOU PULL OVER [complainant] AT WASHINGTON/TELEGRAPH A FEW HOURS AGO…." Again, Respondent did not answer the question, but approximately 12 minutes after receiving the second MDC message, Respondent sent the Watch Sergeant an MDC message stating, "CALLED U SARGE." This provides clear and convincing evidence that Respondent did receive and read the Sergeant's MDC messages and was fully aware of what traffic stop his supervisors were inquiring about. Respondent's refusal to answer the Sergeant's MDC messages supports the conclusion that Respondent was being deceitful in trying to hide the fact that he was the one who stopped the complainant in front of the Commerce Casino.

Respondent's claim that he had no idea what traffic stop his supervisors were asking him about is further refuted by the fact that approximately 35 minutes prior to meeting with his supervisors, Respondent called the ELA Station and spoke to Deputy Strelow on a recorded line. Deputy Strelow told Respondent that the Watch Sergeant was inquiring about a stop in front of the Commerce Casino. This provides clear and convincing evidence that Respondent knew exactly what traffic stop he was being asked about during his meeting with his supervisors. Respondent's claim during his second IA interview that he did not remember the conversation with Deputy Strelow is not believable, particularly as Respondent was able to provide details about a conversation he claimed to have with Deputy Palacios earlier during that same shift about a different stop allegedly in Montebello.

Respondent lied to IA investigators when he stated he received information that supervisors were inquiring about a traffic stop that occurred in "Montebello."

During his IA interviews, Respondent tried to claim that he didn't lie to his supervisors because he thought they were asking him about a stop that occurred in "Montebello." It has already been established that based on the supervisors' testimony, the MDC messages, and Respondent's phone conversation with Deputy Strelow, Respondent knew his supervisors were inquiring about a stop in front of the Commerce Casino. When asked by IA investigators why he thought they were talking about a stop in Montebello, Respondent stated he received one or two MDC messages inquiring about a Montebello stop. He also claimed that he called Deputy Manuel Palacios on his cell phone, and Palacios told him that someone was calling in about a stop in Montebello. Respondent's statements are refuted by indisputable facts. One, there is no record of any MDC messages being sent out about a stop that occurred in Montebello. Two, when Deputy Palacios was interviewed, he stated he had no recollection of a phone conversation with Respondent.[31] There is clear and convincing evidence to support the conclusion that Respondent created a narrative about a fictitious "Montebello" traffic

[31] Attachment M – Deputy Palacios' IA Interview Transcript, Pg. 2-3.

stop to cover up the fact that he lied to his supervisors and to disingenuously claim to IA investigators that his previous denial to his supervisors did not constitute dishonesty because he allegedly believed they were asking him about a stop in “Montebello.” However, the clear and convincing evidence shows that Respondent lied to IA investigators when he claimed he received MDC messages about a “Montebello” stop, and when he later claimed that Deputy Palacios gave him information about a “Montebello” traffic stop. Outside of the Respondent, no one else had any knowledge of an alleged traffic stop in Montebello.

Respondent lied to IA investigators when he stated he was not aware the Watch Sergeant was trying to contact him.

Respondent told IA investigators that he was not aware that the Watch Sergeant was trying to contact him. This statement is refuted by indisputable facts. One, Respondent sent an MDC message to the Watch Sergeant stating, “CALLED YOU SARGE.” This message was sent approximately 12 minutes after Respondent received a direct MDC message from the Watch Sergeant asking if he had recently stopped the complainant in front of the Commerce Casino. Two, during his recorded phone conversation with Deputy Strelow, Respondent stated he and the other Commerce units received a text from the Watch Sergeant. This provides clear and convincing evidence that Respondent lied when he said he was not aware the Watch Sergeant was trying to contact him.

Respondent lied to IA investigators when he stated he deleted the MDC messages from the Watch Sergeant without reading them.

The evidence proves that Respondent did read the MDC messages from the Watch Sergeant. One, approximately 12 minutes after receiving the Watch Sergeant’s second MDC message, Respondent sent an MDC message to the Watch Sergeant stating,

"CALLED YOU SARGE." Two, during his recorded conversation with Deputy Strelow, Respondent told Strelow that he and the other Commerce Units received a text from the Watch Sergeant. This provides clear and convincing evidence that Respondent lied to IA investigators when he stated he deleted the Sergeant's MDC messages without reading them.

Respondent lied to IA investigators when he stated he never responded to any of the Sergeant's MDC messages.

Approximately 12 minutes after receiving the Watch Sergeant's second MDC message, Respondent replied via MDC stating, "CALLED U SARGE." This provides clear and convincing evidence that Respondent lied when he stated he never responded to any of the Sergeant's MDC messages.

Respondent lied to IA investigators when he stated he never called the ELA Station and spoke to a deputy on a recorded line regarding a traffic stop in front of the Commerce Casino.

During his first IA interview, Respondent was repeatedly asked by IA investigators if he called the ELA Station that morning and spoke to a deputy, including whether he spoke to a deputy on a recorded line, and each time he responded with a "No Sir…."[32] These denials are refuted by the fact that there is a recorded phone conversation proving that Respondent did call the ELA Station and received information that the Watch Sergeant was inquiring about a traffic stop in front of the Commerce Casino. This provides clear and convincing evidence that Respondent lied to IA investigators. Respondent attempted to explain away his prior denials during his second IA interview after the IA investigator played the recording by claiming that he did not recall the conversation. However, Respondent's claim is not credible, particularly given his clear recollection of the details of the stop at issue, including, but not limited to, such details as whether he

[32] Attachment L – Respondent's First IA Interview Transcript, Pg. 22.

lifted the backpack and whether the backpack looked like it could have contained a weapon, and his clear recollection of his conversation with Deputy Palacios, which Respondent repeatedly cited as his explanation for why he thought his supervisors were asking him about a stop in Montebello. The evidence is thus clear and convincing that Respondent lied to IA investigators when he denied calling into the ELA Station.

Credibility Assessment

Under Evidence Code section 780, a witness's credibility may be determined based on "any matter that has any tendency in reason to prove or disprove the truthfulness of this testimony…" and includes the following factors: the witness's demeanor and manner while testifying; the character of his testimony; the extent of the witness to perceive, recollect, or to communicate any matter about which he testifies; the extent of the witness's opportunity to perceive any matter about which he testifies; the witness's character for honesty or veracity or their opposites; the existence or nonexistence of bias, interest, or other motive; a witness's prior consistent or inconsistent statements; the existence or nonexistence of a fact testified by the witness; the witness's attitude; and the witness's admission of untruthfulness.
Based on the above standard, all witnesses interviewed were credible. Their statements were consistent and sincere, and there is no evidence to suggest that any of the witnesses provided false information, had a motive to lie, or had a bias against Respondent.

Respondent is not credible. In addition to the lies and false statements directly refuted by the evidence, there are several other factors that contributed to this assessment:

- Respondent did not notify dispatch that he was conducting a traffic stop of [complainant] in front of the Commerce Casino.
- Respondent did not properly document and log his traffic stop of [complainant].

- Respondent conducted at least 4 traffic stops on the morning in question, but [complainant] was the only person he decided to search. Based on the facts surrounding all the stops, [complainant's] stop was the least likely one to warrant a vehicle search.
- Respondent stated he stopped [complainant] for expired registration but gave no adequate explanation for why he decided to search his car. Without this justification, it is difficult to understand why Respondent chose to search [complainant's] vehicle based on a very minor traffic infraction.
- Respondent stated he was given consent by [complainant] to search his car but did not search the backpack sitting on the front passenger seat. If what Respondent stated is true, this would be outside of normal "Search" practices. It is more likely that Respondent did not want to admit he opened the backpack during the search. Given the fact that the missing poker chips were allegedly taken from the backpack, Respondent's statements regarding the search are suspicious and inconsistent.
- Respondent provided inconsistent statements between his first and second IA interviews. In his first interview, Respondent stated he was never told the Watch Sergeant was looking for him regarding a stop he conducted in front of the Commerce Casino. After being confronted with his recorded phone conversation with Deputy Strelow, Respondent changed his story and stated Deputy Palacios told him the Watch Sergeant was looking for him regarding a stop in front of the Commerce Casino. This inconsistency reinforces the conclusion that Respondent provided false statements during his IA interviews.
- Respondent provided statements that are refuted by the factual evidence. For example, Respondent stated that he received MDC messages concerning a stop in Montebello, but there is not evidence of such MDC messages were sent. Respondent also stated that he never saw the MDC messages from the Watch Sergeant, despite the fact that he responded to one of those messages and called into the ELA station to inquire about said messages. Finally, Respondent denied calling into the ELA station to

inquire about the messages, which is directly refuted by the audio recording of the call with Deputy Strelow.

Conclusion

There is not clear and convincing evidence Respondent stole $500 in poker chips from the complainant during the traffic stop because it is unclear how many poker chips the complainant had when he left the casino, and that the complainant stopped cooperating with the investigation. However, there is clear and convincing evidence that Respondent lied to his supervisors about the traffic stop and subsequently repeatedly lied during his IA interviews. The facts fully support Respondent knew exactly which traffic stop his supervisors were inquiring about and lied to them about his involvement. In addition, Respondent lied several times during his IA interviews when he:

- Stated his supervisors never asked him specifically about the traffic stop he conducted in front of the Commerce Casino.
- Stated he was not aware that the Watch Sergeant was trying to contact him.
- Stated he deleted the MDC messages from the Watch Sergeant without reading them.
- Stated he never responded to any of the Watch Sergeant's MDC messages.
- Stated he received MDC messages about a stop in "Montebello."
- Stated he was told by Deputy Palacios that there was an inquiry being made about a stop that occurred in "Montebello."
- Stated he did not call and speak to Deputy Strelow.
- Stated that no one gave him information that the Watch Sergeant was inquiring about a stop that occurred in front of the Commerce Casino.

There is clear and convincing evidence to support Respondent committed serious misconduct as defined in Government Code 1205(a)(1) – Dishonesty when he lied to his supervisors and provided false and misleading statements during his IA interviews.

A zero-tolerance policy towards dishonesty is founded in the core principle articulated in *Christal v. Police Commission of the City and County of San Francisco* (1939) 33 Cal.App.2d 564 567:[33]

> [Peace] officers are the guardians of the peace and security of the community, and the efficiency of our whole system, designed for the purpose of maintaining law and order, and depends upon the extent to which such officers perform their duties and are faithful to the trust reposed in them.

Courts have repeatedly emphasized that honesty and integrity are essential requirements for any peace officer position:

> "A deputy sheriff's job is a position of trust, and the public has the right to the highest standard of behavior from those they invest with the power and authority of a law enforcement officer. Honesty, credibility, and temperament are crucial to the performance of an officer's duties. Dishonesty is incompatible with the public trust."*34*

Peace officers are routinely placed in situations that the normal civilian may never experience. The officer's ability to remain unbiased, objective, and truthful is critically important. Integrity is not only an issue of police witness credibility in a court of law; it strikes to the core of the ability to perform essential functions effectively. Peace officers are required to draft truthful and objective reports based upon their investigations and observations. Those reports and an officer's testimony are relied upon to further investigations or provide critical evidence in a variety of hearings.[35]

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[33] https://www.law.berkeley.edu/files/Honesty is the Best Policy.pdf.
[34] Kolender v. San Diego Civil Service Commission (2005) 132 Cal. App. 4th 716.
[35] https://www.law.berkeley.edu/files/Honesty is the Best Policy.pdf.

Dishonesty is one of the most dangerous and severe factors in the erosion of public trust. In this case, Respondent lied to his supervisors about his involvement in possible misconduct and repeatedly provided false and misleading statements during his IA interviews to cover up his lies. Although peace officers are not expected to be perfect, they are necessarily held to a higher standard, especially as it relates to honesty. The Law Enforcement Code of Ethics, which must be administered to all peace officer trainees during the POST basic course, emphasizes the importance of a peace officer being truthful and reads in part:

> I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department.[36]

Finally, another consideration in this case is the fact, as a result of the sustained findings in this case and in POST2306952, the Respondent's name will need to be included on a *Brady* List. California Government Code Section 3305.5 defines a Brady List as, "any system index, list, or other record containing the names of peace officers whose personnel files are likely to contain evidence of dishonesty or bias, which is maintained by a prosecutorial agency or office in accordance with the holding in *Brady v. Maryland* (1963) 373 U.S. 83."[37] Under *Brady*, the prosecutor must disclose material exculpatory evidence, including potential impeachment evidence concerning the credibility of witnesses, whether in the prosecutor's possession or in the possession of individuals or agencies operating on the prosecutor's behalf, including, but not limited to, law enforcement officials.[38]

VI. Supporting Evidence and Documentation

- Attachment A – Transcript of MDC Messages.

[36] 11 Cal. Code Regs. § 1013.
[37] California Government Code Section 3305.5(e).
[38] People v. Superior Court (Johnson) (2015) 61 Cal. 4th 696, 709.

- Attachment B – Respondent's Unit History Report (UHR).
- Attachment C – Respondent and Strelow's Phone Conversation Transcript.
- Attachment D – Watch Sergeant's ICIB Interview Transcript – Selected Pages.
- Attachment E – Watch Commander's ICIB Interview Transcript – Selected Pages.
- Attachment F – Watch Sergeant's First IA interview Transcript – Selected Pages.
- Attachment G – Watch Commander's Second IA Interview – Selected Pages.
- Attachment H – Respondent's GST (GPS) Tracker Report.
- Attachment I – Email from Complainant to LASD dated February 26, 2020.
- Attachment J – Email from Respondent's Attorney dated January 30, 2020.
- Attachment K – Los Angeles County District Attorney Charge Evaluation Sheet.
- Attachment L – Respondent's First IA Interview Transcript – Selected Pages.
- Attachment M – Deputy Palacios' IA Interview Transcript – Selected Pages.
- Attachment N – Respondent's Second IA Interview Transcript – Selected Pages.
- Attachment O – Respondent's POST Profile.
- Attachment P – Copies of LASD Policies mentioned in Report.

VII. Findings

Reasonable grounds exist to submit this case to the Peace Officer Standards Accountability Advisory Board and the POST Commission for consideration of revocation pursuant to Penal Code 13510.8.

Commission on Peace Officer Standards and Training
860 Stillwater Road, Suite 100, West Sacramento, CA 95605-1603
(916) 227-3909 • www.post.ca.gov

EXECUTIVE REVIEW & PEACE OFFICER STANDARDS ACCOUNTABILITY DIVISION RECOMMENDATION

DATE: October 28, 2024

CASE #: POST2309558

PEACE OFFICER: Braulio J. Robledo

POST ID#: A83-R39

AGENCY: Los Angeles County Sheriff's Department

POST CONSULTANT / BC: Mark Evenson / Mike Radford

ALLEGATION(S):

The Los Angeles County Sheriff's Department (LASD) submitted this case to POST, in which they alleged the subject officer, Deputy Braulio J. Robledo, hereafter "Respondent," was involved in serious misconduct when he lied to his supervisors and lied during an internal affairs investigation regarding a complaint that Respondent conducted a traffic stop in front of the Commerce Casino and during a search of the vehicle, stole $500 in poker chips. After reviewing this investigation, the Division has determined Respondent committed serious misconduct as defined in Penal Code section 13510.8(b)(1) and California Regulation 1205(a)(1) – Dishonesty.

The Respondent committed serious misconduct when he lied to his supervisors denying any knowledge of a traffic stop that he clearly conducted just a few hours earlier, and further, Respondent was dishonest during the Internal Affairs (IA) interviews when he: 1) claimed his supervisors never asked him about the specific traffic stop near the Commerce Casino; 2) claimed he received information that supervisors were inquiring about a stop that occurred in Montebello; 3) claimed he deleted the MDC messages sent by the Watch Sergeant without reading them; 4) claimed he never responded to the Sergeant's MDC messages; 5) claimed he had no knowledge of why the Watch Sergeant was trying to get a hold of him; and 6) denied he called into the East LA Sheriff's Station and spoke to Deputy Strelow about the traffic stop in front of the Commerce Casino.

Clear and convincing evidence exists to show Respondent did stop the complainant at Telegraph Road and Washington Blvd and lied to his supervisors about the traffic stop, and that Respondent lied to IA investigators during his IA interviews.

California Penal Code (CPC) § 13510.8(a)(2) states a peace officer may have their peace officer certifcation suspended or revoked if that peace office has engaged in serious misconduct, such as dishonesty, as described n CPC § 13510.8(b)(1).

CPC § 13510.8(b)(1) defines dishonesty as "relating to the reporting, investigation, or prosecution of a crime, or relating to the reporting of, or investigation of misconduct by, a peace officer or custodial officer, including, but not limited to, false statements, intentionally filing false reports, tampering with, falsifying, destroying, or concealing evidence, perjury, and tampering with data recorded by a body-worn camera or other recording device for purposes of concealing misconduct."

With the completion of the Commission on Peace Officer Standards and Training (POST) investigation and review, reasonable grounds exist to submit this case to the Peace Office Standards Accountability Advisory Board and the POST Commission for consideration of revocation pursuant to CPC § 13510.8.

The Peace Officer Standards Accountability Division, Certification Executive Review Panel has reviewed the above referenced case involving alleged serious misconduct and has determined the following:

☒ There are reasonable grounds for suspension or revocation of a peace officer's certification.

POST determined clear and convincing evidence exists to show Respondent, pursuant to penal code section 13510.8(b)(1), was dishonest during an internal affairs investigation.

☐ There is insufficient evidence to support a recommendation of revocation or suspension of certification.

William Darden Chief Legal Counsel	Signature	11/6/24 Date
Annemarie Del Mugnaio Assistant Executive Director	Signature	11/05/2024 Date
Manny Alvarez Executive Director	Signature	11/06/2024 Date

cc: Bureau Chief Mike Radford

cc: Jason Morlock

cc: Chandler Knapp

cc:

COUNTY OF LOS ANGELES
SHERIFF'S DEPARTMENT

CERTIFICATION OF RECORDS

I hereby certify that the attached Los Angeles County Sheriff's Department records are full, true and correct of the originals on file and of record in my Office.

ADMINISTRATIVE MESSAGES AND CLETS/JDIC INQUIRIES AND RETURNS FOR 27 EMS 01/02/20 0500 TO 0600 HRS

Alex Villaneuva, SHERIFF
County of Los Angeles
State of California

Certified By: **SANDY POOLE**

Employee **#223498**

Signature: _____

Date: May 7, 2020

SH-R-357 (REV. 2/92)

POST230955841-SB2

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 AT WASHINGTON/TELEGRAPH EARLIER A.T..

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Program name = ADMN                              Destination terminal = MDC10256
Message body (78 bytes per line):
01/02/20  0521  TO: 27 .FROM: ELAWS.DID YOU PULL OVER MR. [redacted] AT WASHINGT
ON/TELEGRAPH A FEW HOURS AGO..

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POST-230558-1-SB2

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000 0000000000000 0000000000000 0000000000000 0000000000000 0000000000000 0000
000000000    0000000000000 00000
Message body (78 bytes per line):
TO ELAWS/CALLED U SARGE .. .

RBA - 122057436    Transid = 001002 010662 034327 000000      Message type = O
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POST2309558-1-SB2

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REG VALID FROM: 12/12/18 TO 12/12/19
LIC# [redacted] YRMD:09 MAKE:LEXS BTM :4D VIN [redacted]
R/O : [redacted], OR [redacted]
CITY: [redacted]

01/05/20 07:17 From SVS:
LIC/[redacted].LIS/
NO HITS-SVS
01/05/20 07:17 From CWS:
IW *INFO* - VLN# [redacted] CA NO HIT-CWS

EXHIBIT C
POST2309558 – Braulio J. Robledo

Transcript of phone call between the Subject Robledo and an on-duty desk officer, Deputy Strelow, on Thursday, January 22, 2020 at 0525hrs.

Strelow: "…Sheriffs, Strelow"

Robledo: "Hey sir, uh, Watch Sergeant I guess there is, uh…"

Strelow: "You know, I don't know if they're on another line or what. Let me put you on hold for a second make sure they're back there just a sec."

Robledo: "Thank you."

Strelow: "Yeah, they're not in right now, uh, do you want me to switch you over to the Watch Commander or.."

Robledo: "Uh, I think the Watch Sergeant had typed, not sure.."

Strelow: "The Watch Sergeant what?"

Robledo: "He had typed, uh, he had typed me and I guess the Commerce units that's why were trying to get a hold of them,,,"

Strelow: "Ah, ok, um, oh I think um, yeh, hang on a sec here, um, you, can you call, let's see here, we got a non-taped line here, is there a non-taped line at the desk, do you know?"

Robledo: "I'm not sure."

Strelow: "I'm working COMP here." I think it's regarding a possible traffic stop or something. We had somebody call on, so, hang on and let me put you on hold."

Robledo: Alright."

Placed On Hold

Second conversation begins at 0528hrs

Strelow: "Hey ya, I'm back, yeah, Inital is the Watch Sergeant, but I think that's what it's about. He's not in the office right now, um, you probably don't want to talk to him on a taped line anyway, um…"

Robledo: "Yeah."

Strelow: “So, it’s regarding…some guy had called and said that he was pulled over in front of the Commerce Casino and first he didn’t know, you know, he first he was saying it was a somebody, officer with a brown pants and brown shirt, so I said ok tan shirt tan pants that’s probably CHP and then he’s claiming well I’ve never seen CHP with a SUV, so, anyways, regarding that. Now he’s claiming that somethings missing from his vehicle, so, might want to just call back a little bit later, or, or, get a hold on the…”

Robledo: “I’ll get a hold of once we go into the station..cause I had someone on Fidelia and Washington and it was a kid..a kid that works, that lives on Washington.”

Strelow: Yeah, well, like I say, he original says it was all tan, so it might not even be our agency, so, but anyway,,,”

Robledo: “Yeah.”

Strelow: “That’s what that’s about.”

Robledo: “Alright.”

Strelow: “I’m guessing, ha, ha, so, ok, bye.”

Robledo: “Bye.”

Inital: I think she's the one who picked up the phone and then, but then, I don't know, maybe five minutes.

Salazar: So, within five minutes of you –

Inital: Yeah, within –

Salazar: - of Deputy Robledo denying –

Inital: Because she works, excuse me to interrupt. She worked the field sergeant that day.

Salazar: Right.

Inital: And I worked the watch sergeant. So, we worked hand in hand, we help each other.

Salazar: Okay. So, within five minutes of Deputy Robledo denying that he conducted this traffic stop, Sergeant Escobedo spoke to you and you provided that information to her?

Inital: Uh huh.

Salazar: Saying that he denied the traffic stop?

Inital: Right.

Salazar: Okay.

Inital: In fact, I think she may have even been there. Because I remember it was her, maybe she was, maybe she's not. But even the watch commander was there.

Salazar: Okay. So, this conversation with Deputy Robledo took place in front of the watch commander?

Inital: Right. In the watch commander's office.

Salazar: Do you remember –

Inital: Because I remember, I was in the watch sergeant's office, it was just right there. He came in and then I took him to the watch commanders' office.

Salazar: Okay. Do you remember who the watch commander was?

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Inital: Easter.

Salazar: Okay, Lieutenant Easter, okay. Okay.

Inital: Yeah, all the conversation between me and Robledo was in front of another supervisor. Either Easter or Nancy Escobedo. I'm not sure which one, but I know for sure at least one of them was present.

Salazar: Okay. But for the most part you were the one conducting the –

Inital: At the beginning, yes.

Salazar: Asking the questions, correct?

Inital: At the beginning, yes. And then after that –

Salazar: Yeah, but with the conversation regarding the conversation with Deputy Robledo?

Inital: I think we all did.

Salazar: Okay.

Inital: Some, because the conversation was, the first was, "Did you stop this vehicle?" And then he said, "I didn't." and then someone said, "If you stopped the vehicle, if you didn't put an obs -." Because at the same time, at the time we were (inaudible) the obs. We can (inaudible) create an obs and then clear it, and then what you did, let us know what happened. And he said he didn't stop the car. And we're like, "Are you sure you didn't stop the car?", "No, we did not stop, I did not stop the car."

Salazar: Okay.

Morris: Earlier you said that, and you were unsure if either Robledo or maybe one of the other two units that were also working Commerce that night, said that they may have stopped or they told you that they had stopped somebody else?

Inital: Right, they had stopped two cars.

Morris: Right. But you didn't know if that was Robledo or the other two units?

Inital: Right.

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Salazar: Okay. And so, so, when Sergeant Inital, he sent MDC messages out to the Commerce Units; and do you know if Deputy Robledo responded to those MDC messages?

Easter: I do not. In fact, I think, I mean I'm not a hundred percent sure that he sent an MDC message, but I know for a fact he did run the units that worked that area their unit detail.

Salazar: Okay.

Easter: And that's how the license plate to this gentleman's car came up associated with Deputy Robledo's car.

Salazar: Okay. And Deputy Robledo was working, do you know what shift he was working?

Easter: He worked earlies.

Salazar: Early morning shift?

Easter: Yeah. So, we relieve the watch commander, relieve at like four in the morning. That's why I wasn't sure I worked; sometimes I work graveyard. But I was there in the morning. So, it kind of overlaps with the day shift and the early morning shift.

Salazar: Okay. And so, at the end of Deputy Robledo's shift, he came in; he came into the office and spoke to Sergeant Inital?

Easter: I'm not a hundred percent sure if it was the ending of his shift, but I know it was between the time that I got in and the time that he was supposed to leave. So, I don't know if he got off at 7 or 6, for that matter. But me and Inital work. So, it would have had to have been I'm assuming after 5, because Inital gets there at 5. His relief, he relieves at 5. I'm there at 4, he's there at 5. So, it had to happen somewhere between 5 and whatever time Robledo got off.

Salazar: Okay. And so, when Sergeant Inital and Deputy Robledo came into your office, do you remember that conversation specifically? I know –

Easter: Well, some time had lapsed and I think the questions were asked that, "Hey, did you stop this vehicle?" And I'm not sure what kind of vehicle it was, but we had the information.

Salazar: Uh huh.

POSS2005558-1-SB2

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Easter: And he was adamant that he didn't stop the vehicle.

Salazar: Okay.

Easter: He didn't have any recollection. But he did recall, he made mention that he ran a bunch of plates that night; and that's how we got the you know, there was unit details that he did run this particular plate. But he didn't have, he didn't have any recollection of running a plate and he didn't have any recollection of doing a T stop.

Salazar: Okay. And I know it's been several months, I know it's been a while; but do you remember if the time that the plate was ran, if it was right around the same time of the person alleged the incident occurred?

Easter: Yes, it was around the same time. Yes. I believe I, I'm not sure, I know I've read a document sometime after that. I don't know if the guy filed a civil claim or something like that. Because I work Operations now.

Salazar: Okay.

Easter: So, but it was within that same time period.

Salazar: Okay. And then did you direct Sergeant Escobedo to conduct an inquiry on this incident?

Easter: Yes. Uh huh.

Salazar: Okay.

Morris: I think the only question I have is the, where Robledo came into the watch commander's office that morning, the fact that he ran the, we'll call him the victim, the victim's plate; was that before or after your conversation with Robledo?

Easter: I'm not understanding. You said –

Morris: The fact that Robledo ran a plate that was in his unit details.

Easter: Uh huh.

Morris: Was that knowledge known before Robledo went into your office or is that afterwards?

Easter: We knew before. That was the whole reason for bringing him in.

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Cardenas: Okay. And in your opinion at that time did Deputy Robledo have information such as the name, the vehicle, license plate, vehicle description of Mr. [redacted] so that when he's answering your questions there's no ambiguity?

Inital: No. He should know.

Cardenas: He knew exactly the person and the vehicle that you were asking about?

Inital: Yes.

Cardenas: So, there - so him saying no I didn't stop a car in this area or I didn't stop or forget that. So, when he says I didn't stop that car he knows you're specifically asking about Mr. [redacted] and M[redacted]'s vehicle?

Inital: He said he did not remember all the vehicles and the people he conducted a stop on - that he made contact that he made.

Cardenas: He didn't remember all of the people that he stopped?

Inital: Yes.

Cardenas: Are you saying then it's possible that he stopped this car or did he say I did not stop that car?

Inital: He said I did not stop that car.

Cardenas: He did say that?

Inital: Right.

Cardenas: Okay. And again just my question was when he says that car you gave him enough information to know that you're talking about only Mr. [redacted]'s --

Inital: Yes.

Cardenas: - and his vehicle?

Inital: Yes.

Cardenas: Did Robledo give you any indication that he might have been mistaken or confused as to what you guys were asking him about?

Easter: No, not at all.

Cardenas: That is all the questions I have. Is there anything else you feel would be relevant to this investigation?

Easter: No, I don't have anything else.

Cardenas: Okay, sir, and at this time, we'll go off record. The time is 10:48 a.m.

POST230558-1-SB2

SH-AD-32A (8/17)

COUNTY OF LOS ANGELES

SHERIFF'S DEPARTMENT

"A Tradition of Service Since 1850"

DATE: January 6, 2020
FILE NO:

OFFICE CORRESPONDENCE

FROM: RICHARD MEJIA, A/CAPTAIN
EAST LOS ANGELES STATION

TO: JUDY A. ANDERSON, CAPTAIN
COMMUNICATIONS AND FLEET
MANAGEMENT BUREAU

SUBJECT: REQUEST FOR FORENSIC DATA FROM MDC & GPS COORDINATES

East Los Angeles Station is currently conducting a confidential criminal allegation inquiry.

In furtherance of this inquiry, please provide Sergeant Nancy Escobedo with a forensic review of data generated, to include Global Positioning System for the Mobile Digital Computer in vehicle #SD6454.

We are specifically looking to determine if the above vehicle was involved in a traffic stop at, or near, Telegraph Road / East Washington Boulevard, city of Commerce, on January 2, 2020, between 0245 hours and 0330 hours.

Should you have questions concerning this request, please contact Sergeant Nancy Escobedo at [redacted].

RM:NE:ne

POST 23-00558-1SB2

Escobedo, Nancy

From: Escobedo, Nancy
Sent: Tuesday, January 07, 2020 12:51 PM
To: Kaufman, Michael B
Subject: MDC Request
Attachments: COMM FLEET.pdf

Hello Sir,

The vehicle mentioned on the attached memo is incorrect. The correct vehicle # is SH6454.

Thank you,

Sergeant Nancy Escobedo
East Los Angeles Station
5019 E. 3rd Street
Los Angeles, CA 90022
[redacted] – Office

Los Angeles County
Sheriff's Department

POST2309558-1-SB2

Escobedo, Nancy

From: Kaufman, Michael B
Sent: Tuesday, January 07, 2020 2:11 PM
To: Mejia, Richard; Escobedo, Nancy
Cc: Anderson, Judy A.; Guerrero, Mark A; O'Brien, Lynette R.
Subject: GST Map History Request ELA

Sir,

The ELA request for map history report has been completed. The official request memo and data is available here. The handling investigator(s) have been granted access to the folder here. I am sending you this email on behalf of Judy A. Anderson, Captain CFMB.

If I can be of further assistance, please call.

-Mike

POST230955B-1-SB2

LASD-000054 RELEASE DATE: 7/29/2024

GST Trailed Image LASD ELA Patrol Vehicle SH6454 01022020 0245HRS-0330HRS



POST230558-1-SB2

GST Tracker® Report

Activity Report [01/02/2020 02:45 - 01/02/2020 03:30]

SH6454

SH6454

Time Begin Time End	Idled Time	Status Direction/Speed	Location Activity
01/02/2020 02:45:36 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:45:44 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:45:56 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:46:06 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:46:16 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:46:26 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:46:37 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:46:47 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:46:57 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:47:07 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:47:18 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:47:28 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:47:37 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:47:48 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:47:58 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:48:08 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:48:19 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:48:30 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:48:39 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:48:50 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:49:00 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:49:10 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:49:20 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:49:31 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:49:41 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N

LASD-000056 RELEASE DATE: 7/29/2024

POST2305F1-SB2

SH6454

Time Begin Time End	Idled Time	Status Direction/Speed	Location Activity
01/02/2020 02:49:51 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:50:01 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:50:11 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:50:21 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:50:31 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:50:41 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:50:53 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:51:03 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:51:14 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:51:24 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:51:36 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:51:46 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:51:56 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:52:05 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:52:15 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:52:25 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:52:36 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:52:46 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:52:56 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:53:05 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:53:16 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:53:26 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:53:36 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:53:46 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:53:56 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:54:06 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:54:17 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:54:27 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:54:37 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N

LASD-000057 RELEASE DATE: 7/29/2024

POST2305F1SB2

SH6454

Time Begin Time End	Idled Time	Status Direction/Speed	Location Activity
01/02/2020 02:54:47 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:54:58 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:55:09 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:55:19 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:55:28 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:55:39 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:55:49 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:55:58 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:56:08 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:56:19 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:56:28 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:56:39 [PST]		GPS 0 N Stopped	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:56:46 [PST]		GPS 327 NW 20 mph	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 02:56:48 [PST]		GPS 320 NW 34 mph	[COMMERCE, CA] TELEGRAPH RD/NONAME ST | S TUBEWAY AV
01/02/2020 02:56:50 [PST]		GPS 319 NW 42 mph	[COMMERCE, CA] TELEGRAPH RD/NONAME ST | S TUBEWAY AV
01/02/2020 02:56:52 [PST]		GPS 320 NW 51 mph	[COMMERCE, CA] TELEGRAPH RD/NONAME ST | S TUBEWAY AV
01/02/2020 02:56:54 [PST]		GPS 320 NW 58 mph	[COMMERCE, CA] TELEGRAPH RD/TRAVERS AV | NONAME ST
01/02/2020 02:56:56 [PST]		GPS 320 NW 62 mph	[COMMERCE, CA] TELEGRAPH RD/TRAVERS AV | NONAME ST
01/02/2020 02:56:58 [PST]		GPS 321 NW 57 mph	[COMMERCE, CA] TELEGRAPH RD/TRAVERS AV | NONAME ST
01/02/2020 02:57:00 [PST]		GPS 321 NW 49 mph	[COMMERCE, CA] TELEGRAPH RD/GASPAR AV | TRAVERS AV
01/02/2020 02:57:03 [PST]		GPS 321 NW 44 mph	[COMMERCE, CA] TELEGRAPH RD/GASPAR AV | TRAVERS AV
01/02/2020 02:57:07 [PST]		GPS 321 NW 32 mph	[COMMERCE, CA] TELEGRAPH RD/GASPAR AV | TRAVERS AV
01/02/2020 02:57:09 [PST]		GPS 321 NW 24 mph	[COMMERCE, CA] TELEGRAPH RD/GASPAR AV | TRAVERS AV
01/02/2020 02:57:11 [PST]		GPS 322 NW 16 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:57:13 [PST]		GPS 321 NW 5 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:57:23 [PST]		GPS 322 NW Stopped	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:57:27 [PST]		GPS 322 NW 8 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:57:30 [PST]		GPS 321 NW 16 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:57:41 [PST]		GPS 325 NW 18 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV

LASD-000058 RELEASE DATE: 7/29/2024

POST2395FTSP2

SH6454

Time Begin Time End	Idled Time	Status Direction/Speed	Location Activity
01/02/2020 02:57:43 [PST]		GPS 321 NW 12 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:57:46 [PST]		GPS 316 NW 4 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:57:58 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:58:10 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:58:20 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:58:30 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:58:41 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:58:51 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:59:01 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:59:10 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:59:18 [PST]		GPS 279 W 6 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:59:29 [PST]		GPS 139 SE 17 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:59:38 [PST]		GPS 140 SE 9 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:59:42 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 02:59:52 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 03:00:02 [PST]		GPS 141 SE 5 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 03:00:06 [PST]		GPS 140 SE 13 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 03:00:08 [PST]		GPS 140 SE 18 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 03:00:10 [PST]		GPS 141 SE 19 mph	[COMMERCE, CA] TELEGRAPH RD/GASPAR AV | TRAVERS AV
01/02/2020 03:00:13 [PST]		GPS 140 SE 26 mph	[COMMERCE, CA] TELEGRAPH RD/GASPAR AV | TRAVERS AV
01/02/2020 03:00:20 [PST]		GPS 141 SE 31 mph	[COMMERCE, CA] TELEGRAPH RD/GASPAR AV | TRAVERS AV
01/02/2020 03:00:22 [PST]		GPS 141 SE 33 mph	[COMMERCE, CA] TELEGRAPH RD/GASPAR AV | TRAVERS AV
01/02/2020 03:00:27 [PST]		GPS 141 SE 35 mph	[COMMERCE, CA] TELEGRAPH RD/TRAVERS AV | NONAME ST
01/02/2020 03:00:34 [PST]		GPS 141 SE 36 mph	[COMMERCE, CA] TELEGRAPH RD/NONAME ST | S TUBEWAY AV
01/02/2020 03:00:42 [PST]		GPS 141 SE 32 mph	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 03:00:46 [PST]		GPS 141 SE 26 mph	[COMMERCE, CA] TELEGRAPH RD/NONAME ST | S TUBEWAY AV
01/02/2020 03:00:48 [PST]		GPS 141 SE 20 mph	[COMMERCE, CA] ENTER I-5 N/TELEGRAPH RD | I-5 N
01/02/2020 03:00:52 [PST]		GPS 141 SE 9 mph	[COMMERCE, CA] ENTER I-5 N/TELEGRAPH RD | I-5 N
01/02/2020 03:00:54 [PST]		GPS 141 SE 3 mph	[COMMERCE, CA] ENTER I-5 N/TELEGRAPH RD | I-5 N

LASD-000059 RELEASE DATE: 7/29/2024

POST2395-ISB2

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Time Begin Time End	Idled Time	Status Direction/Speed	Location Activity
01/02/2020 03:00:56 [PST]		GPS 141 SE 2 mph	[COMMERCE, CA] ENTER I-5 N/TELEGRAPH RD | I-5 N
01/02/2020 03:01:01 [PST]		GPS 142 SE 10 mph	[COMMERCE, CA] I-5 N/EXIT WASHINGTON BL | ENTER I-5 N
01/02/2020 03:01:07 [PST]		GPS 140 SE 18 mph	[COMMERCE, CA] TELEGRAPH RD/S TUBEWAY AV | ENTER I-5 N
01/02/2020 03:01:13 [PST]		GPS 140 SE 10 mph	[COMMERCE, CA] ENTER I-5 N/TELEGRAPH RD | I-5 N
01/02/2020 03:01:16 [PST]		GPS 141 SE 2 mph	[COMMERCE, CA] ENTER I-5 N/TELEGRAPH RD | I-5 N
01/02/2020 03:01:26 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] ENTER I-5 N/TELEGRAPH RD | I-5 N
01/02/2020 03:01:32 [PST]		GPS 141 SE 8 mph	[COMMERCE, CA] ENTER I-5 N/TELEGRAPH RD | I-5 N
01/02/2020 03:01:35 [PST]		GPS 140 SE 23 mph	[COMMERCE, CA] EXIT WASHINGTON BL/I-5 N | TELEGRAPH RD
01/02/2020 03:01:37 [PST]		GPS 140 SE 31 mph	[COMMERCE, CA] EXIT WASHINGTON BL/I-5 N | TELEGRAPH RD
01/02/2020 03:01:38 [PST]		GPS 140 SE 34 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:01:41 [PST]		GPS 139 SE 40 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:01:43 [PST]		GPS 140 SE 40 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:01:46 [PST]		GPS 141 SE 35 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:01:49 [PST]		GPS 143 SE 28 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:01:51 [PST]		GPS 146 SE 20 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:01:53 [PST]		GPS 148 SE 14 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:01:54 [PST]		GPS 150 SE 13 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:01:58 [PST]		GPS 143 SE 6 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:02:00 [PST]		GPS 141 SE 1 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:02:03 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:02:13 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:02:22 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:02:33 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:02:43 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:02:53 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:03:03 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:03:13 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:03:23 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:03:33 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL

LASD-000060 RELEASE DATE: 7/29/2024

POST2305FTSB2

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Time Begin Time End	Idled Time	Status Direction/Speed	Location Activity
01/02/2020 03:03:43 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:03:54 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:04:04 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:04:14 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:04:23 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:04:34 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:04:44 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:04:54 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:05:04 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:05:14 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:05:24 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:05:34 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:05:46 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:05:56 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:06:07 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:06:16 [PST]		GPS 141 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:06:27 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:06:38 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:06:49 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:06:59 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:07:10 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:07:20 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:07:30 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:07:40 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:07:50 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:08:01 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:08:12 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:08:22 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:08:32 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL

LASD-000061 RELEASE DATE: 7/29/2024

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Time Begin Time End	Idled Time	Status Direction/Speed	Location Activity
01/02/2020 03:08:42 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:08:53 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:09:04 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:09:14 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:09:24 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:09:34 [PST]		GPS 140 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:09:44 [PST]		GPS 139 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:09:55 [PST]		GPS 139 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:10:06 [PST]		GPS 139 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:10:17 [PST]		GPS 139 SE Stopped	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:10:26 [PST]		GPS 117 SE 8 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:10:36 [PST]		GPS 110 E 5 mph	[COMMERCE, CA] E WASHINGTON BL/TELEGRAPH RD
01/02/2020 03:10:43 [PST]		GPS 324 NW 14 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:10:47 [PST]		GPS 320 NW 21 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:10:52 [PST]		GPS 320 NW 26 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:11:02 [PST]		GPS 321 NW 26 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:11:05 [PST]		GPS 321 NW 19 mph	[COMMERCE, CA] TELEGRAPH RD/EXIT WASHINGTON BL | E WASHINGTON BL
01/02/2020 03:11:14 [PST]		GPS 321 NW 21 mph	[COMMERCE, CA] ENTER I-5 N/TELEGRAPH RD | I-5 N
01/02/2020 03:11:21 [PST]		GPS 321 NW 12 mph	[COMMERCE, CA] TELEGRAPH RD/S TUBEWAY AV | ENTER I-5 N
01/02/2020 03:11:25 [PST]		GPS 320 NW 2 mph	[COMMERCE, CA] TELEGRAPH RD/S TUBEWAY AV | ENTER I-5 N
01/02/2020 03:11:35 [PST]		GPS 320 NW 16 mph	[COMMERCE, CA] ENTER I-5 N/TELEGRAPH RD | I-5 N
01/02/2020 03:11:37 [PST]		GPS 320 NW 19 mph	[COMMERCE, CA] ENTER I-5 N/TELEGRAPH RD | I-5 N
01/02/2020 03:11:41 [PST]		GPS 321 NW 26 mph	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 03:11:43 [PST]		GPS 321 NW 28 mph	[COMMERCE, CA] I-5 N/ENTER I-5 N | EXIT ATLANTIC BL N
01/02/2020 03:11:46 [PST]		GPS 321 NW 31 mph	[COMMERCE, CA] TELEGRAPH RD/NONAME ST | S TUBEWAY AV
01/02/2020 03:11:50 [PST]		GPS 321 NW 33 mph	[COMMERCE, CA] TELEGRAPH RD/NONAME ST | S TUBEWAY AV
01/02/2020 03:11:56 [PST]		GPS 321 NW 32 mph	[COMMERCE, CA] TELEGRAPH RD/TRAVERS AV | NONAME ST
01/02/2020 03:12:04 [PST]		GPS 320 NW 31 mph	[COMMERCE, CA] TELEGRAPH RD/TRAVERS AV | NONAME ST
01/02/2020 03:12:12 [PST]		GPS 322 NW 31 mph	[COMMERCE, CA] TELEGRAPH RD/GASPAR AV | TRAVERS AV

LASD-000062 RELEASE DATE: 7/29/2024

SH6454

Time Begin Time End	Idled Time	Status Direction/Speed	Location Activity
01/02/2020 03:12:18 [PST]		GPS 323 NW 23 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 03:12:20 [PST]		GPS 325 NW 14 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 03:12:23 [PST]		GPS 349 N 10 mph	[COMMERCE, CA] TELEGRAPH RD/CITADEL DR | GASPAR AV
01/02/2020 03:12:29 [PST]		GPS 44 NE 19 mph	[COMMERCE, CA] GASPAR AV/TELEGRAPH RD
01/02/2020 03:12:41 [PST]		GPS 341 N 11 mph	[COMMERCE, CA] GASPAR AV/TELEGRAPH RD
01/02/2020 03:12:50 [PST]		GPS 47 NE 12 mph	[COMMERCE, CA] Off Street
01/02/2020 03:12:59 [PST]		GPS 12 N 4 mph	[COMMERCE, CA] Off Street
01/02/2020 03:13:01 [PST]		GPS 3 N Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:13:12 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:13:22 [PST]		GPS 310 NW 3 mph	[COMMERCE, CA] Off Street
01/02/2020 03:13:32 [PST]		GPS 303 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:13:42 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:13:52 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:14:01 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:14:13 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:14:22 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:14:33 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:14:43 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:14:53 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:15:03 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:15:13 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:15:23 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:15:32 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:15:43 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:15:54 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:16:04 [PST]		GPS 315 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:16:15 [PST]		GPS 316 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:16:25 [PST]		GPS 316 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:16:35 [PST]		GPS 316 NW Stopped	[COMMERCE, CA] Off Street

LASD-000063 RELEASE DATE: 7/29/2024

POST2309558-1-SB2

SH6454

Time Begin Time End	Idled Time	Status Direction/Speed	Location Activity
01/02/2020 03:16:44 [PST]		GPS 316 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:16:55 [PST]		GPS 316 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:17:05 [PST]		GPS 316 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:17:14 [PST]		GPS 316 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:17:25 [PST]		GPS 316 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:17:35 [PST]		GPS 316 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:17:45 [PST]		GPS 316 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:17:55 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:18:05 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:18:14 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:18:24 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:18:35 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:18:45 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:18:54 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:19:05 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:19:16 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:19:26 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:19:35 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:19:47 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:19:58 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:20:08 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:20:17 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:20:28 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:20:38 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:20:46 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:20:58 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:21:09 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:21:19 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:21:28 [PST]		GPS 317 NW Stopped	[COMMERCE, CA] Off Street

POST230358-1-SB2
LASD-000064 RELEASE DATE: 7/29/2024

SH6454

Time Begin Time End	Idled Time	Status Direction/Speed	Location Activity
01/02/2020 03:21:42 [PST]		GPS 318 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:21:52 [PST]		GPS 318 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:22:02 [PST]		GPS 318 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:22:11 [PST]		GPS 318 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:22:23 [PST]		GPS 318 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:22:33 [PST]		GPS 318 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:22:43 [PST]		GPS 318 NW Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:22:54 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:23:04 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:23:15 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:23:23 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:23:35 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:23:45 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:23:56 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:24:05 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:24:16 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
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01/02/2020 03:26:29 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street

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LASD-000065 RELEASE DATE: 7/29/2024

SH6454

Time Begin Time End	Idled Time	Status Direction/Speed	Location Activity
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01/02/2020 03:26:50 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
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01/02/2020 03:27:42 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
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01/02/2020 03:29:26 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
01/02/2020 03:29:36 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street
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01/02/2020 03:30:29 [PST]		GPS 0 N Stopped	[COMMERCE, CA] Off Street

LASD-000066 RELEASE DATE: 7/29/2024

POST230558-1-SB2

Salazar Jr., Alfredo

From: Escobedo, Nancy
Sent: Wednesday, February 26, 2020 5:41 PM
To: Salazar Jr., Alfredo
Subject: FW: For: Sergeant Salazar

Hi Al,

I just received this email from [redacted].

Nancy

From: [redacted]
Sent: Wednesday, February 26, 2020 5:34 PM
To: Escobedo, Nancy
Subject: For: Sergeant Salazar

Hello Ms.Escobedo,

Can you please forward this to Sergeant Salazar.

I respectfully decline a further interview. There is no incentive for me to give another interview other than the hopes that justice will be served. Me furthering an investigation would do nothing but leave my life endangered. My brother who was a police officer for Inglewood P.D. does not think its a good idea to go further.

My main reason is because rumor has it, East L.A. Sheriffs are known for having 'deputy gangs' or better known as Los Banditos; This is nothing new and their are fresh articles that were published in 2019.

Thank you for your time and consideration.

[redacted]

Salazar Jr., Alfredo

From: Morris, William B. (Sgt.)
Sent: Thursday, January 30, 2020 9:35 AM
To: Salazar Jr., Alfredo
Subject: FW: Robledo Interview Declination

Deputy Robledo's interview declination.

From: Elizabeth Gibbons [mailto:egibbons@thegibbonsfirm.com]
Sent: Thursday, January 30, 2020 9:34 AM
To: Morris, William B. (Sgt.) <W2Morris@lasd.org>
Subject: Re: Robledo Interview Declination

Dear Sgt. Morris

I apologize for my delayed response. This will confirm, as stated in our telephone conversation of January 28, 2020, that Deputy Robledo, on the advice of counsel, has declined to participate in a voluntary interview.

Thank you for your assistance in this matter.

Elizabeth J. Gibbons
THE GIBBONS FIRM, P.C.
811 Wilshire Boulevard, 17th Floor
Los Angeles, CA 90017
[redacted]

On Wed, Jan 29, 2020 at 12:34 PM Morris, William B. (Sgt.) <W2Morris@lasd.org> wrote:

Good Afternoon Ma'am,

During our telephone conversation on January 27, 2020, you indicated you represented Deputy Robledo and that, upon your advice, he had declined to participate in a voluntary interview. Would it be possible for you to respond to this email to confirm Deputy Robledo's decision?

Respectfully,

Sergeant William B. Morris #462149

POST230955B-1-SB2

Los Angeles County
Sheriff's Department

Internal Criminal Investigations Bureau

13001 Dahlia Avenue

Downey, CA 90242

(562) 392-7200, ICIB Main

(323) 415-1031, ICIB Fax

[redacted]

[redacted]

(323) 415-3827, Fax

w2morris@lasd.org

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POST23-0958-1-SB2

LASD-000122 RELEASE DATE: 7/29/2024

LOS ANGELES COUNTY DISTRICT ATTORNEY
CHARGE EVALUATION WORKSHEET

X FELONY / MISDEMEANOR	AGENCY NAME: LASD - INTERNAL CRIMINAL	DA CASE NO.: 43568020	DATE: 07/14/2023
	AGENCY FILE NO. (DR OR URN): 920-00011-2003-441	DA OFFICE CODE: J.S.I.D. #20-0226R	VICTIM ASSISTANCE REFERRAL: ☐ YES – NOTIFY VWAP ☒ NO

SUSP NO.	SUSPECT	CHARGES: CODE	SECTION	OFFENSE DATE	REASON CODE
1	NAME (LAST, FIRST MIDDLE)): ROBLEDO, BRAULIO	PC	211	01/02/2020	B
	DOB: [redacted] SEX (M/F): BOOKING NO.: VIP -- Yes X No				
	___ Gang Member Name of Gang	___ Victim Gang Member Name of Gang:			
	Victim Name:	Victim DOB:			
2	NAME (LAST, FIRST MIDDLE)):				
	DOB: SEX (M/F): BOOKING NO.: VIP -- Yes -- No				
	___ Gang Member Name of Gang	___ Victim Gang Member Name of Gang:			
	Victim Name:	Victim DOB:			
3	NAME (LAST, FIRST MIDDLE)):				
	DOB: SEX (M/F): BOOKING NO.: VIP -- Yes -- No				
	___ Gang Member Name of Gang	___ Victim Gang Member Name of Gang:			
	Victim Name:	Victim DOB:			

Comments

SEE ATTACHED.

COMPLAINT DEPUTY (print)	COMPLAINT DEPUTY (SIGNATURE)	STATE BAR NO.	REVIEWING DEPUTY (SIGNATURE)
SAEED TEYMOURI/map		249495	

I have conveyed all relevant information to the above-named Deputy District Attorney to be used in consideration of a filing decision.

FILING OFFICER (PRINT): SGT. ALFREDO SALAZAR JR FILING OFFICER (SIGNATURE): mailed 7/18/23 SERIAL #: 451507

DEPARTMENT OF JUSTICE REASON CODES (FORM 8715)

A. Lack of Corpus
B. Lack of Sufficient Evidence
C. Inadmissible Search/Seizure
D. Victim Unavailable/Declines To Testify
E. Witness Unavailable/Declines to Testify
F. Combined with Other Counts/Cases
G. Interest of Justice
H. Other (indicate the reason in Comments section)
I. Referred to Non-California Jurisdiction
J. Deferred for Revocation of Parole
K. Further Investigation
L. Prosecutor Prefiling Deferral

DISTRICT ATTORNEY'S REASON CODES

M. Probation Violation filed in lieu of
N. Referred to City Attorney for Misdemeanor Consideration

LASD-000024 RELEASE DATE: 7/29/2024

The Justice System Integrity Division of the Los Angeles County District Attorney's Office has completed its review of allegations that Los Angeles County Sheriff's Department (LASD) Deputy Braulio Robledo, Serial #503648, committed the crime of Robbery in violation of Penal Code § 211. We are unable to prove the corpus delicti of the crime because the alleged Victim is uncooperative. Therefore, this Office is unable to initiate criminal proceedings against Robledo.

The following analysis is based upon documents submitted by the LASD through Sergeant Alfred Salazar, Internal Criminal Investigations Bureau.

STATEMENT OF FACTS

On January 2, 2020 at approximately 3:00 a.m., V1 left the Commerce Casino in his car and was immediately pulled over for an expired registration at the intersection of Telegraph Road and Washington Boulevard. V1 stated that he was pulled out of his vehicle by an unknown deputy, patted down for weapons, and placed in the back of a black and white police SUV.[1] The deputy searched V1 vehicle then let him go with a warning for the vehicle violation.

Imelda T. is an employee at the Commerce Casino and is familiar with V1. On January 2, 2020, Imelda T. ended her shift and as she headed home she observed a traffic stop take place on Telegraph Road, across the street from the casino. As she drove past the vehicle being pulled over, she immediately recognized V1 as the driver. She did not see the deputy, nor did she remember if the patrol vehicle was a sedan or an SUV. Imelda T. then called her co-worker V1, who is friends with V1, and informed her that V1 had just been pulled over.

Kami P. told investigators that she had worked at the Commerce Casino for over five years and came to know V1 through his play at the casino. Kami P. considered V1 a personal friend. Kami P. stated on January 2, 2020 she received a phone call from Imelda T. at approximately 3:11 a.m., advising her that V1 had been contacted by law enforcement after leaving the Commerce Casino. Kami P. told investigators that she spoke to V1 by telephone immediately after his contact with law enforcement. V1 informed Kami P. that he was pulled over, taken out of his vehicle, and searched. Kami P. told investigators that V1 sounded angry and he told her he was shaken up, scared, and felt violated.

Kami P. recalled that V1 told her earlier that evening, while he was still playing poker at the casino, that he had poker chips in his backpack. She told V1 that he should check his backpack to make sure the poker chips were still there. V1 then advised her over the phone that he was missing $500 in poker chips. Kami P. urged V1 to file a police report.

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[1] V1 described the deputy as a male Hispanic, mid 30s, approximately 5'9" in height, weighing approximately 180 to 200 pounds.

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At about 5:01 a.m., V1 called the East Los Angeles Sheriff Station and spoke to Sergeant Initial to report this incident. V1 asked Initial for the name of the deputy who conducted the traffic stop. Initial informed V1 that he would look into the matter.

Initial sent a Mobile Digital Computer (MDC) message to units assigned to patrol the city of Commerce inquiring if any of the deputies contacted V1 [2] There were three deputies assigned to the area: Braulio Robledo, Israel Martinez, and Eric Chinarian. Martinez and Chinarian both responded to the message indicating they had not contacted V1 Robledo did not respond to the message.

Initial conducted a Unit Details check of the three deputies and discovered Robledo conducted a license plate check of V1 vehicle through California DMV database at 3:01 a.m.[3]

At approximately 6:00 a.m., Initial contacted Robledo in the Watch Sergeant's Office and asked him if he conducted a traffic stop of Michael D.'s vehicle. Robledo denied conducting a traffic stop of V1 s vehicle, denied contacting V1, and denied stopping any vehicles near the area of Telegraph Road and Washington Boulevard, in the City of Commerce.

At approximately 9:00 a.m., Sergeant Escobedo responded to the Chevron gas station located across the street from the Commerce Casino and reviewed surveillance footage. The surveillance footage revealed that on January 2, 2020 at 3:01 a.m., an SUV-type patrol vehicle initiated a traffic stop of a black sedan. The conclusion of the traffic stop is not observed on the surveillance footage as both cars continued driving past the surveillance camera's viewing angle.

[2] The MDC is a fully functioning computer capable of processing a variety of applications, such as automated report writing, mapping systems, suspect photos, automated fingerprint identification, live video from surveillance cameras, automated license plate recognition systems, crime analysis, and other law enforcement tools. The MDC is also paired with the LASD Computer Aided Dispatch (CAD) system, which enables complaint/desk personnel to dispatch calls for service and type information to patrol units.
[3] The Unit Details is a document chronologically listing the activities of each patrol unit logged on for that shift as it occurred via the Mobil Digital Terminal. The captured activity includes, but is not limited to: calls for service, times of arrival and completion of calls, database inquiries such as wanted persons or vehicles, and requests for report and booking numbers.

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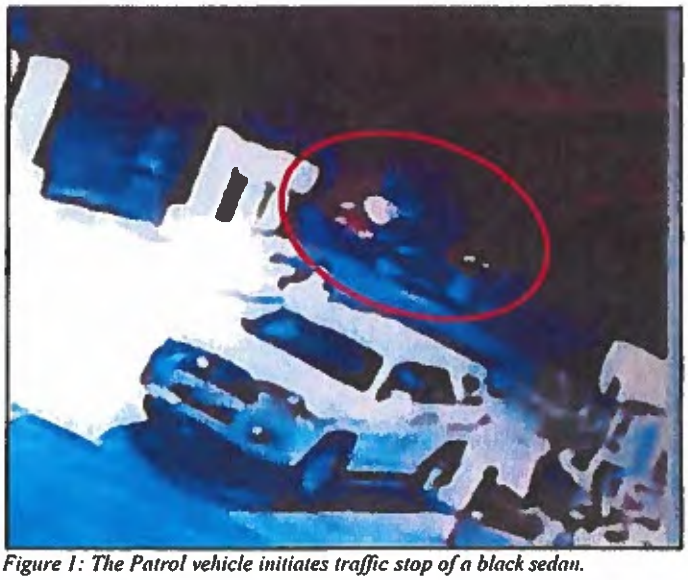


Figure 1: The Patrol vehicle initiates traffic stop of a black sedan.

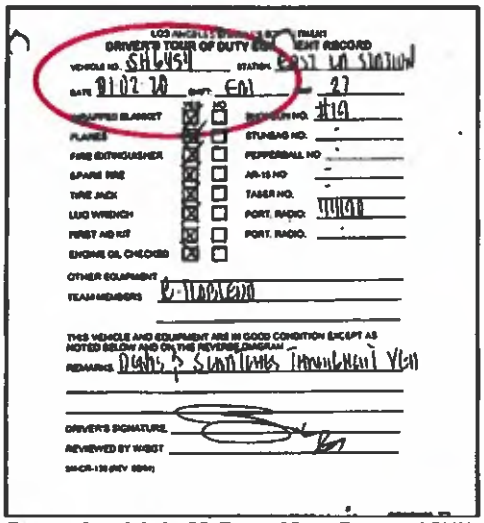
Escobedo also located a video surveillance camera outside of the Central Basin Municipal Water District, located across the street from the Commerce Casino. The surveillance footage captured an SUV-type patrol vehicle conduct a traffic stop on Telegraph Road on January 2, 2020 at approximately 3:01 a.m.



Figure 2: The police vehicle appears to pull over a vehicle.

It is hard to discern what is happening on the footage due to the red and blue flashing police lights that blind the camera footage as the lights rotate. Nevertheless, the video appears to show a deputy pull over a vehicle and remove the occupant from the driver's side door.

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Figures 5 and 6: LASD Tour of Duty Form and SUV reflecting the same vehicle number.

The forensic data obtained from the vehicle's MDT showed the vehicle traveled east on Telegraph Road, approached Washington Boulevard, and came to a stop at 3:02 a.m. The police vehicle was stopped on the street until it began moving again at 3:10 a.m.

[redacted] Interviews

On January 7, 2020, at approximately 7:13 p.m., Escobedo and Lieutenant Geoffrey Chadwick interviewed [redacted] at the LASD East Los Angeles station.

[redacted] stated he was a professional poker player. On January 1, 2020, at approximately 12:29 p.m. he arrived at the Commerce Casino and played at the "No Limit Hold'Em" poker section. He remained at that section of the casino until he cashed out his chips at the cashier's office. [redacted] stated he did not drink any alcoholic beverages during this period of time.

[redacted] stated that he triple counted the amount of chips he had in his possession at an empty poker table prior to cashing out. [redacted] assured the investigators that the Commerce Casino security cameras captured this. [redacted] stated that he used a poker income tracker application on his cell phone to track his loses and earnings while he played at the Casino. [redacted] showed the investigators the application.

Escobedo noted that the application showed that [redacted] stopped gambling on January 2, 2020 at 2:51 a.m. and that [redacted] cashed out in the amount of $2,636.

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noting any damage or missing items, and provide a statement of the vehicle's general condition. The completed form is submitted to the watch sergeant.

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Figure 7: Screenshot of Michael D.'s poker tracker application.

[redacted] explained that he only cashed out a portion of his poker chips. Prior to exiting the casino, he placed $1,036 in U.S. Currency and fifteen $100 white poker chips inside a small black pouch.[5] He then closed the zipper and placed the pouch inside his black backpack. [redacted] exited the casino and entered his vehicle, a black 2009 Lexus IS 250, that was parked in the casino parking lot. [redacted] placed his backpack on the front passenger seat of his vehicle and drove away.

[redacted] exited the Commerce Casino parking lot by turning left onto eastbound Washington Boulevard. Within seconds a black and white patrol vehicle pulled him over in front of a Chevron gas station. [redacted] merged into the number one lane and stopped his vehicle directly in front of an unknown building located at the corner of Telegraph Road and Washington Boulevard.

[redacted] stated a Hispanic deputy, 5'09" or 5'10", weighing about 180 to 190 pounds with spiked brown hair, exited the black and white SUV and approached [redacted]'s vehicle. The deputy advised [redacted] that he was stopped for expired registration.[6] [redacted] retrieved his driver's license from his wallet and handed it to the deputy. The deputy removed [redacted] from the vehicle, placed his hands behind his back, and escorted him to the front hood of the patrol vehicle. The deputy conducted a pat down search of his person. Either [redacted] or the deputy removed the contents of [redacted] pocket—a cell phone, a wallet, and two casino chips valued at $1 each—and placed them on the hood of the patrol vehicle. The deputy then placed [redacted] in the back of the patrol vehicle. [redacted] was not handcuffed.

[redacted] stated he was placed in the back of the vehicle via the back-passenger patrol door and the deputy closed the door. The deputy then entered the front driver's side door

[5] [redacted] reiterated multiple times that he placed 15 white $100 poker chips in his backpack.
[6] [redacted] registration expired on December 12, 2019.

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The deputy then directs the single occupant of the vehicle to the back passenger door of the patrol vehicle where the deputy conducts a pat down search of the driver. The deputy then places the driver in the back seat of the police vehicle and closes the door. The deputy then appears to open both front doors of the civilian vehicle and appears to search the vehicle.



Figure 3: The video appears to show someone place another person in the back of an SUV patrol vehicle.



Figure 4: The video appears to show someone open the front passenger door and search the vehicle.

Escobedo determined that the only SUV-type patrol vehicle assigned to the City of Commerce at the time of the incident was assigned to Robledo. Prior to his shift, Robeldo completed and signed a Driver's Tour of Duty Equipment Record form which reflected the SUV vehicle number SH6454.[4]

[4] The Driver's Tour of Duty Equipment Report form contains the deputy's name, employee number, assigned vehicle number, mileage, and any special equipment assigned to the deputy. Using this form, every patrol deputy is required to inventory and inspect his assigned vehicle prior to the start of a shift,

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of [redacted]'s vehicle. Although [redacted]'s vehicle had tinted windows, [redacted] was able to see illumination from a flashlight come from the inside of his vehicle. The deputy then exited the driver's side door, walked around the vehicle, and entered the front passenger side door. [redacted] estimated that the deputy searched the inside of his vehicle for approximately two to three minutes. [redacted] did not give the deputy permission to search his vehicle.

The deputy completed the search and entered the passenger side of the patrol vehicle and swiped [redacted] driver's license through the card reader in the police vehicle. [redacted] stated he saw a green font on the computer screen appear with his name and address on it. The deputy then recited [redacted]'s address and asked him to confirm the information. [redacted] acknowledged that he still resided at that address. The deputy stated he was going to let Michael D. off with a warning and advised [redacted] that his vehicle could be towed if he did not pay the registration within the next three months. [redacted] acknowledged this information and he was then released without a citation.

[redacted] entered his vehicle and drove home. Once he arrived home, he took the items out of his backpack and noticed that five $100 white commerce casino poker chips were missing. He added that chips were the "only thing that's missing. No cash." [redacted] returned to his vehicle to search for the chips, however, he did not find them.

[redacted] immediately drove back to the Commerce Casino and inquired if they had video surveillance which would depict that he had 15 white poker chips in his possession when he left the casino. The casino personnel advised [redacted] that the situation was now a law enforcement issue and they would not let [redacted] see any of the footage.

Commerce Casino Surveillance Footage

At approximately 2:40 a.m., casino surveillance video shows [redacted] leave a poker table with his chips and backpack.



Figure 8: [redacted] stops playing poker and leaves the table.

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[redacted] V1 walks to an empty poker table and proceeds to count his money and poker chips.

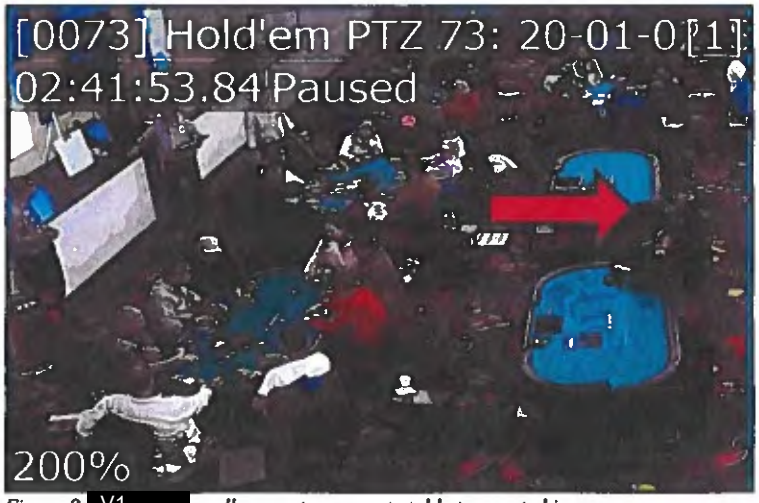


Figure 9: [redacted] V1 walks over to an empty table to county his money.

After counting his money, [redacted] V1 places some chips and money in a small black bag and places the bag in the backpack. The rest of the chips he kept in a chip tray. At approximately 2:54 a.m., [redacted] V1 walks to a cashier window and hands the chips in the tray to the cashier. The cashier spreads out the chips and pays $834 to [redacted] V1 which [redacted] V1 places in his left outside pocket of his sweatshirt.



Figure 10: [redacted] V1 cashed out the remaining chips he did not place in his backpack.

[redacted] V1 exits the north casino doors and walks through the parking lot.

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Figure 11: [redacted] walked out of the Casino into the parking lot

[redacted]. enters his vehicle and drives on Tubeway Avenue to the intersection of Telegraph Road. [redacted] then turns left (eastbound) onto Telegraph Road.

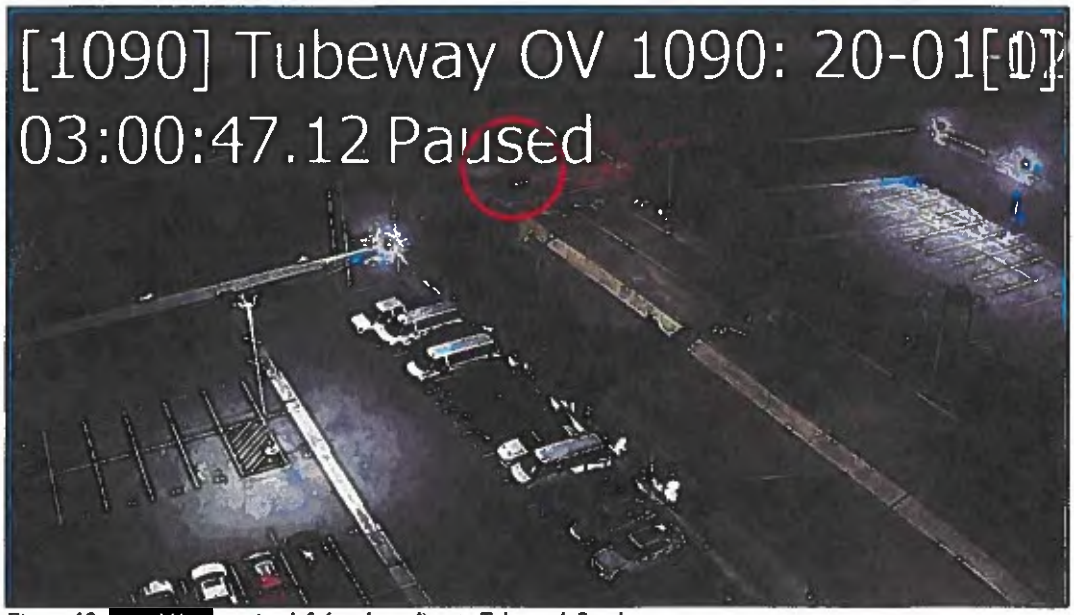


Figure 12: [redacted] turning left (eastbound) onto Telegraph Road.

A few seconds after [redacted] turns left, an LASD SUV is seen driving eastbound on Telegraph Road behind [redacted]'s vehicle.

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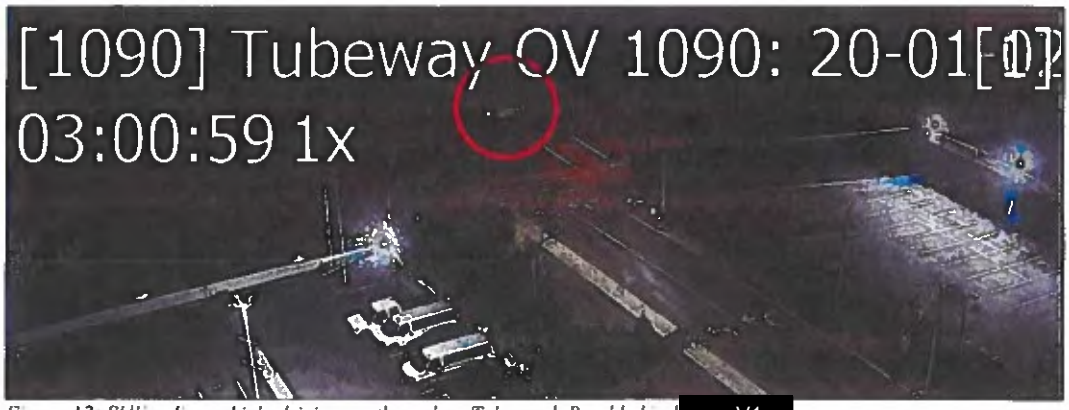


Figure 13: SUV police vehicle driving eastbound on Telegraph Road behind [redacted] V1

[redacted] V1 approaches a stop light at the northbound on/off ramp for the 5 freeway. The police SUV stops behind [redacted] V1 's vehicle in the adjacent lane.



Figure 14: The police SUV is behind [redacted] V1 ***'s vehicle.***

The light turns green and both vehicles drive through the intersection. At 3:01 a.m., the light bar on the SUV begins to flash red/yellow/blue as the SUV approaches [redacted] V1 's vehicle.



Figure 15: The police SUV overhead lights turned on.

At approximately 4:29 a.m., [redacted] V1 walks into the Commerce Casino security office.

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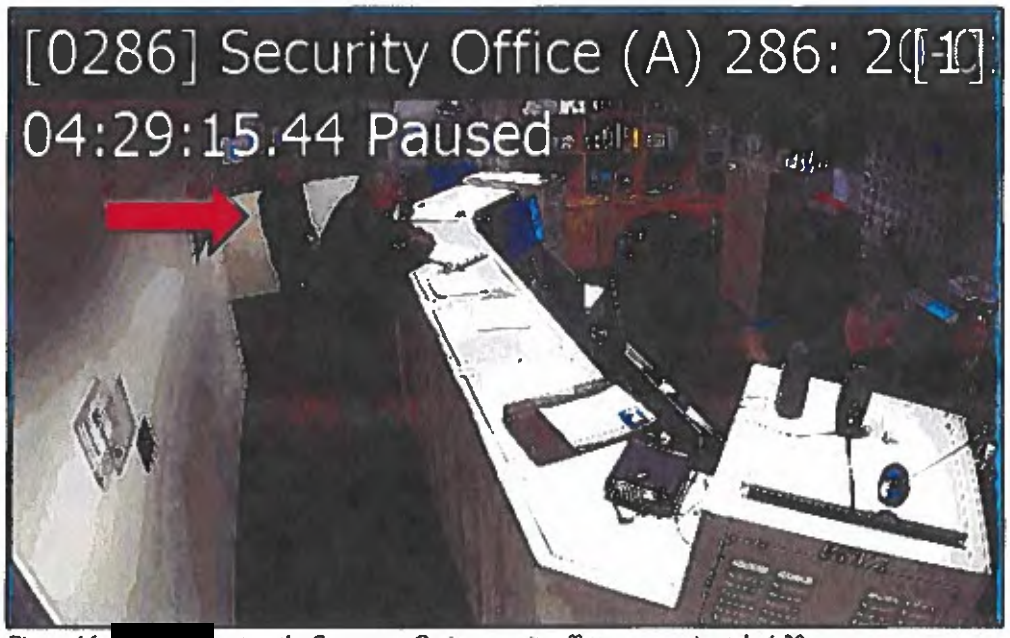


Figure 16: [redacted] enters the Commerce Casino security office at approximately 4:29 a.m.

Commerce Casino Report

Steven C., an employee of the Commerce Casino Surveillance Department, authored a report in this case. Steven C. noted that patron [redacted] entered the security office at the Commerce Casino on January 2, 2020 at approximately 4:29 a.m. [redacted] described how an unknown police deputy pulled him over after he left the casino. [redacted] stated he was released and went home. When [redacted] arrived home, he noticed $500 in $100 chips was missing from his backpack. [redacted] was advised that this incident occurred off casino property and that [redacted] should file a police report. [redacted] came back to the casino around 4:50 a.m. and advised security personnel that he had called LASD and filed a police report.

[redacted]. further explained that before the theft, prior to leaving the casino, [redacted] went to an empty table to count his money. Prior to counting his money, [redacted] removed additional chips and cash he had stored in his backpack. [redacted]. then proceeded to count the total amount of money in his possession. The total he counted was derived from three sources: the chips he was gambling with that were outside his backpack, the chips that were stored in his backpack, and the cash that was stored in his backpack.

The Commerce security personnel advised [redacted] that no review of the surveillance footage would take place until such a review was requested by law enforcement.

At approximately 10:10 p.m., LASD requested that Commerce Casino conduct a review of the surveillance videos to see if they support [redacted] s claims.

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Security Review of [redacted] V1 Counting his Money

The security footage shows that on January 2, 2020, at approximately 2:40 a.m., [redacted] V1 left Table 35, seat 2, with his rack of chips and his backpack. [redacted] V1 walked over to an empty Table 5 and began to count his chips and cash.

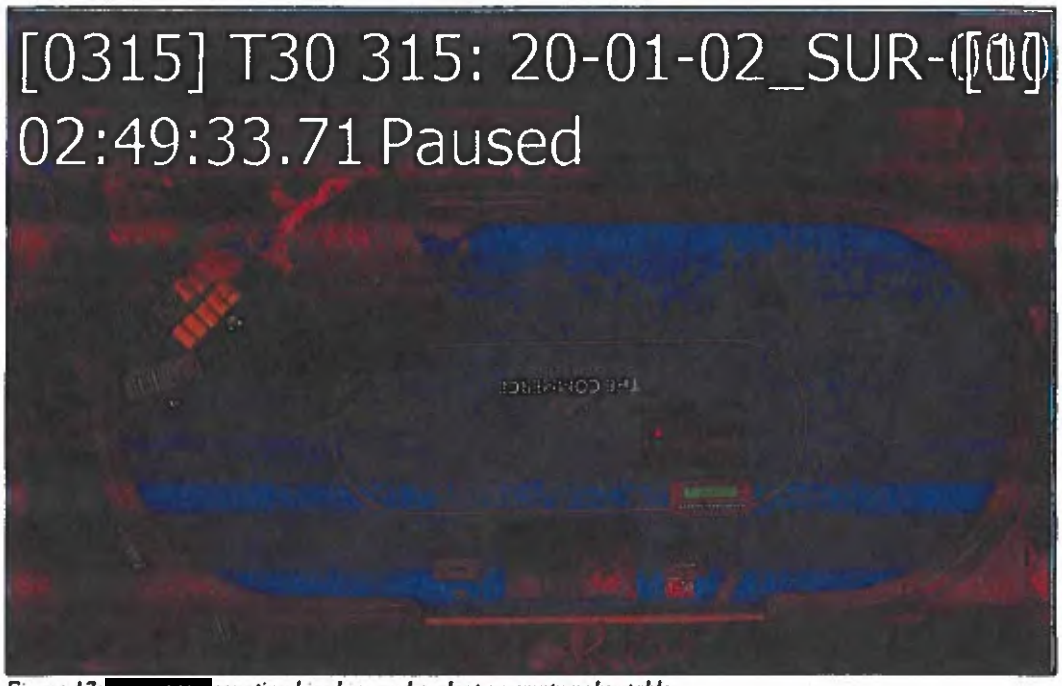


Figure 17. [redacted] V1 *counting his chips and cash at an empty poker table.*

The security personnel calculated the chips from [redacted] V1 chip rack as follows: $795 in five-dollar chips, $100 in a single one hundred dollar chip, and $41 in single-dollar chips.

[redacted] V1 then removed five $100 bills in cash and $1200 in twelve one hundred dollar chips from a small black bag that he retrieved from inside the backpack. [redacted] V1 took the single $100 chip from the chip rack and added it to the twelve one hundred dollar chips he removed from the bag. [redacted] V1 then put the thirteen one hundred dollar chips and the five $100 bills back in the small black bag. [redacted] V1 then put the small bag back in the backpack.

The total value of cash and chips located inside of his backpack at this time was $1,800.

The total value of the chips [redacted] V1 had left on the chip rack was $836.

Surveillance video shows that [redacted] V1 walked over to the cashier and produced all the chips from the rack, excluding two $1 chips. In exchange, the cashier handed [redacted] V1 $834 in cash. [redacted] V1 folded the cash and placed it in his left outside pocket of his sweatshirt.

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Based on the Commerce security personnel's review of the surveillance footage, the total amount of chips and cash in his possession when V1 exited the casino was $2,636—the exact amount V1 had listed in his poker tracker application.

V1's Refusal to Cooperate

On February 18, 2020, Salazar left V1 a voicemail requesting a call back.

On February 20, 2020, a certified letter was mailed to V1 requesting V1 to contact Salazar.

On February 26, 2020, Salazar left V1 a second voicemail asking for a return call. Shortly thereafter, Salazar received an email from V1. The email stated that V1 was no longer desirous of prosecution and did not want to participate in any future interviews. He specified that he declined any further participation in the case due to fear of "deputy gangs," better known as "Los Banditos." V1 stated he "would be putting his life in danger" if he cooperated.

On March 5, 2020, Salazar sent V1 an email requesting that he participate in an interview and asking if he would review a series of photographs to see if he could identify the deputy. V1 responded to the email reiterating his position to not be involved "period."

On July 1, 2021, the reviewing Deputy District Attorney (DDA) and District Attorney Investigator (DAI) Adam B. door knocked V1's listed residence in Whittier. They spoke to V1's parents and informed the parents that the District Attorney's Office is currently reviewing this case and requesting to interview V1. The DDA and DAI both left their business cards with their cell phone numbers. The handling DDA later left a voicemail for V1 requesting a call back. V1 never called either the DDA or DAI.

On July 12, 2021, the reviewing DDA sent an email to V1 requesting a call back. V1 never called or emailed the DDA in response.

On July 22, 2021, the DAI emailed the DDA and advised that V1 had not called him back. Additionally, the DAI indicated that he would continue to utilize department resources to try and locate V1 whose current residence was unknown.

On August 1, 2021, V1 emailed the DAI back and reiterated, "I am not interested in investigating the case."

On August 10, 2021, the DAI informed the DDA that he had a possible address for V1 in San Diego. However, when the DAI called the number associated with that address, he was informed that V1 did not reside there.

On September 9, 2021, the DAI updated the DDA that he was unable to locate the current address for V1

On October 5, 2021, the DDA emailed Salazar inquiring if Salazar can again attempt to locate V1

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On October 19, 2021, Salazar emailed the DDA back stating that he was unable to locate a current address for [redacted] V1

On January 6, 2022, the DAI emailed the DDA and informed him that there was still no known residential address for [redacted] V1, that [redacted] V1 was not returning any phone calls, and that "we were pretty much out of options with this case."[7]

LEGAL ANALYSIS

The Law

A defendant in a criminal case is presumed to be innocent. This presumption requires that the People prove a defendant guilty beyond a reasonable doubt. Proof beyond a reasonable doubt is proof that leaves the jury with an abiding conviction that the charge is true. CALCRIM No. 220.

In evaluating a witness's testimony, jurors may consider anything that reasonably tends to prove or disprove the truth or accuracy of that testimony. Among the factors that jurors may consider are:

1. How well was the witness able to remember and describe what happened?
2. Did other evidence prove or disprove any fact about which the witness testified?
3. Did the witness make a statement in the past that is consistent or inconsistent with his or her testimony?

CALCRIM No. 105.

The testimony of only one witness can prove any fact. Before you conclude that the testimony of one witness proves a fact, you should carefully review all the evidence. CALCRIM No. 301.

All of the following elements must be proven before Robledo may be found guilty of robbery:

1. Robeldo took property that was not his own;
2. The property was in the possession of [redacted] V1;
3. The property was taken from [redacted] V1 or his immediate presence;
4. The property was taken against [redacted] V1 's will.;
5. Robledo used force or fear to take the property or to prevent [redacted] V1 from resisting; and
6. When Robledo used force or fear, he intended to deprive [redacted] V1 of his property permanently.

CALCRIM No. 1600.

[7] On March 9, 2023, the DAI texted [redacted] V1 to make one final attempt to contact him. As of March 22, 2023, [redacted] V1 did not respond.

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With the current state of the evidence, there is insufficient evidence to prove beyond a reasonable doubt that Robledo stole from [redacted].

The only evidence that a theft occurred comes from [redacted]'s statements. [redacted] confirmed at his house, away from any cameras or other witnesses, that he was a victim of theft. He based his conclusion on the total amount of white chips he believed he had when he left the casino compared to how many white chips he had when he arrived home.

Although the law allows a single witness to prove a fact, jurors are specifically directed to "carefully review all the evidence" prior to concluding a fact is proven by a single witness. Additionally, jurors are directed to look at whether "other evidence proves or disproves any fact about which the witness testified to" in evaluating the accuracy of a witness's testimony.

[redacted] stated multiple times that he placed 15 white poker chips in his bag. He stated that he triple counted his money and that the Commerce Casino surveillance cameras would corroborate this fact. Armed with this knowledge, [redacted] stated he knew the deputy took five white poker chips since he only had ten left over when he arrived home.

[redacted], however, was wrong. The casino surveillance appears to show that [redacted] had 13 white chips, not 15, when he left the Commerce Casino. Thus, Robledo may not have taken five white poker chips if [redacted] still had ten in his possession after the traffic stop. Therefore, [redacted] may have been wrong about how many $100 white chips were missing after the traffic stop. Further, [redacted] specifically stated that no cash was taken. Since [redacted] had an app tracker that counted the amount of money with which he walked away from the casino, it is possible that [redacted] was confused as to the source of the missing $500. It is possible that [redacted] thought he had 15 white chips, when in fact he had 13. It is possible that the additional two white chips [redacted] believe he had were actually accounted for in cash and that Robledo actually stole a combination of chips and cash totaling $500. On the other hand, it is also possible that [redacted] simply miscounted the amount of cash and chips he had when he returned home, similar to his miscalculation of the number of white chips in his possession when he left the casino, and that, in fact, no money was stolen during the police encounter.

As such, a follow up interview with [redacted] is necessary to determine if he can sufficiently explain his error in calculations. As noted in detail above, the LASD and the District Attorney's Office have made many attempts to locate [redacted] [redacted]'s whereabouts remain unknown. Further, there is no indication that even if located, [redacted] will cooperate with law enforcement, as evidenced by [redacted]'s clear refusals in past email communications to participate with law enforcement interviews.

Based on [redacted].'s potential error in what was missing after the traffic stop, his subsequent refusals to cooperate with law enforcement, his unknown location, and his

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status as the sole witness who can testify to the theft, the People cannot prove beyond a reasonable doubt that Robledo stole from [redacted].

CONCLUSION

Given the Victim's lack of cooperation and availability, there is insufficient evidence for the People to prove beyond a reasonable doubt that Robledo committed a robbery.

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Robledo: Yes, sir.

Cardenas: Other than those issues with the MDC, then, any calls for service or traffic stops conducted?

Robledo: No. I mean, traffic stops, yeah. I think I had maybe three or four traffic stops. I wanted to conduct more, but I couldn't get my MDC running. So I actually did about what I call, like, pretty much, like a doorjamb on the side where you -- you can't run the car but you want to see who is in the car to see what's going on. You're, like, hey, everything good? This and that. Cause, like, I couldn't get the -- I couldn't get the plate running.

Cardenas: So you're saying you made three or four traffic stops?

Robledo: Yes. No more than five that night. I know that.

Cardenas: And did you document those traffic stops?

Robledo: I documented the -- I think it -- what were they? I think one of them was two teenagers that were in their car. There's one, I -- I'm not sure the name of the street. He was a marine with his girlfriend. And then, obviously, the traffic stop that I had with that gentleman on Telegraph.

Vanden Berg: But in going back to those incidents, the question was did you document them --

Robledo: Yes.

Vanden Berg: -- and you're familiar with the MDC?

Robledo: Yes, yes, yes.

Vanden Berg: And, typically, when we create observation stops or do you typically create a call, like, through an observation?

Robledo: Yeah, you usually create a call. You create your "obs", obviously, then you put it in the -- in the MDC as your traffic stop or your pedestrian stop.

Vanden Berg: On this night for these, you said three to four, no more than five, traffic stops, did you create observation calls for these contacts?

Robledo: For two, I believe I did. The third one, I -- I couldn't get it going at all.

Cardenas: How are you so certain that you did that?

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Robledo: Did what, sir?

Cardenas: Documented those stops?

Robledo: Because I wrote it down on my -- on my -- what do you call it? On my notepad.

Cardenas: So you documented the stops in your notepad.

Robledo: Yes, sir.

Cardenas: Did you document those stops in your MDC?

Robledo: I don't recall if I documented all three to five of them, but I documented it on my notepad, yeah.

Cardenas: One stop had two teenagers in the car.

Robledo: Yes.

Cardenas: One stop had a marine and his girlfriend.

Robledo: Yes.

Cardenas: Another stop you said, obviously, the gentleman on Telegraph. Any other stops?

Robledo: No, not that I contacted them and brought them out or anything like that. It was just, pretty much, side by side contact and said, hey, everything okay? Where you guys headed, pretty much, because there's four gentlemen in the car and I was, like, oh, who's in here? I look at it. I said where are you guys coming from? They're, like, oh, we're coming from having dinner. Okay. You guys good to drive? Yeah, we're good and then they went about their business.

Cardenas: What do you mean four gentlemen in the car? What --

Robledo: Yeah, there's four guys that were coming -- I guess they had --

Cardenas: So is this a separate stop?

Robledo: Separate, yeah.

Cardenas: When you say --

Cardenas: Did you not proceed forward but make a U-turn and then travel westbound on Telegraph?

Robledo: That I recall, no. I want to say I dove in right away, sir. From what I believe I remember, I want to say that's when I dove in. Yeah.

Cardenas: What else do you recall taking out of his pockets and putting onto the front of the -- your vehicle?

Robledo: Maybe some change. Obviously, he had the ID, but nothing that stands out as far as -- yeah, just pretty miscellaneous things, I want to say he had. Nothing major.

Cardenas: Did you -- you searched his vehicle, you said?

Robledo: Yes, sir.

Cardenas: Can you tell me in what order did you search that vehicle?

Robledo: The way I'm -- I was trained from the front: Driver's side to the back driver's side to the rear passenger to the passenger's seat.

Cardenas: Did you use your flashlight?

Robledo: Yes.

Cardenas: Approximately, how long do you think you searched that vehicle?

Robledo: Five minutes, no more than seven minutes.

Cardenas: Did you go into the backpack at all?

Robledo: No, sir.

Vanden Berg: Did he have any other items -- any other bags or containers that you searched in the car?

Robledo: No. It was, pretty much, a clean car. There wasn't too much to look at. Like I said, when I was searching the driver's side there, it looked like it was a sweater jacket, like, next to the backpack so just, pretty much, left both items there. As I'm looking there then I'm coming back, I see there's nothing in the back seat. So hit the side of -- the side panel of the door a little bit. Like I said, it was a clean car. There was nothing, no trash or anything like that.

Cardenas: Do you recall what kind of car it was?

Robledo: No, sir.

Cardenas: You said that he gave you permission to search him?

Robledo: Yes, sir.

Cardenas: And you said he gave you permission to search his vehicle?

Robledo: Yes, sir.

Cardenas: Did you receive on that shift any messages from the watch sergeant?

Robledo: I want to say the first message was from the watch deputy.

Cardenas: And what was that message?

Robledo: If anyone had pulled a car over and I want to say the location was somewhere in Montebello. I don't know if that was the message from -- I don't remember the watch sergeant's message or if he did send a message, but whoever sent the message, the first one, I'm assuming it was the watch deputy because it said watch deputy. They -- the location they sent out was, like, a Montebello location. Did anyone pull over then -- it was not the guy that I had pulled over's name and the message, the location was somewhere in Montebello.

Cardenas: The guy you pulled over, you had his ID?

Robledo: Yes.

Cardenas: Did you put his name or information into your notebook?

Robledo: Yes.

Cardenas: And do you recall what his name was?

Robledo: No, sir.

Cardenas: And so you pull him over at Washington and Telegraph.

Robledo: Yes, sir.

Cardenas: You run his vehicle and you say that his RO information is different than his name on his --

Robledo: Yes.

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Cardenas: -- driver's license.

Robledo: Yes, sir.

Cardenas: And you say you get a message from what you believe to be the watch deputy and the location asked is in Montebello.

Robledo: Yeah, the -- I don't know if it was a first message that they indicated that, but I know one of the messages said somewhere in Montebello.

Cardenas: Okay.

Robledo: And I'm, like --

Cardenas: Did you get any other message?

Robledo: I just -- from what I remember, there was only two messages.

Cardenas: What was the other message?

Robledo: Pretty much, the same thing. Did anyone pull over whoever -- whatever name they gave in -- not the city. On one of the messages they did indicate the location. On the second message, from what I recall, they didn't indicate a location.

Cardenas: Did they indicate a name?

Robledo: Yes.

Cardenas: And was that the name of the person you pulled over?

Robledo: From what I remember, no. It was the RO of the vehicle that they had -- that the -- I want to say that's the name that they gave.

Cardenas: And did you reply to those messages?

Robledo: No, sir.

Cardenas: What -- what did you do?

Robledo: I didn't reply to those message.

Cardenas: At some point, do you go into the East LA Sheriff's Station?

Robledo: Yes, sir.

Cardenas: And is there any specific reason that you're going into that station?

Robledo: Yeah, pretty much, unloading my stuff and everything, sir.

Cardenas: Are you aware that Sergeant Inital, -- and that's I-n-i-t-a-l, -- Sergeant Inital, was trying to get a hold of you?

Robledo: Through the radio or messages, sir, cause they were not getting a hold of me through the radio?

Cardenas: Did you call into the East LA Sheriff's Station?

Robledo: No, sir.

Cardenas: Did you call in and ask what the watch sergeant was looking for you for?

Robledo: No, sir.

Cardenas: Did you call in on a recorded line and ask what the watch sergeant was looking for you for?

Robledo: No, no, sir, not that I recall, sir.

Cardenas: Were you given information as to why the watch sergeant was looking for you?

Robledo: No, sir.

Cardenas: On that recorded line, were you told the reason the watch sergeant was looking for you?

Robledo: No, sir.

Cardenas: Do you then at some point go into the East LA Sheriff's Station at the end of your shift?

Robledo: Yes, sir.

Cardenas: Had you gone to the East LA Sheriff's Station prior to the end of your shift?

Robledo: No, sir.

Cardenas: So when you go into the East LA Sheriff's Station, do you speak to Sergeant Inital?

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Robledo: I don't know. I said, "What car?" I asked him, "What car?" He's, like, "You ran this car." I said, "Which car, Sarg?" He's, like, "This car." He's, like, "We sent a message." And I said -- I said, "You guys said Montebello." I said, "I never pulled anyone over in Montebello, Sarg."

Cardenas: What car is he referring to?

Robledo: I don't know. At that point, I don't know what call or car--

Cardenas: Is he showing you? Is --

Robledo: No.

Cardenas: -- he telling you?

Robledo: No. He's not showing me. He just pointed at his -- his monitor and I'm leaning on the threshold of the -- of the -- of the wall, like, where his office is at and I'm, like, "What are you talking about, Sarg?" He's, like, "You pulled this car over." I said, "What car?" And he's, like, "The car." And I said the one that we sent the message out to. I said, "You guys said Montebello, sir." I said, "And that's not even the guy. You guy sent a different name." I said, "I didn't pull anybody over in Montebello." He's, like, "Oh, come with me. Come with me." So my "convo" with him was, like, 20 seconds.

Cardenas: Let me -- let me ask you. Did Sergeant Inital ask you if you stopped the car at Washington and Telegraph?

Robledo: No.

Cardenas: Did Sergeant Inital ask you if you had stopped the name of the person in that vehicle?

Robledo: No.

Cardenas: And did you tell Sergeant Inital and Lieutenant Easter that you did not stop that particular car?

Robledo: No, and that's what bothers me.

Cardenas: And did you tell Sergeant Easter -- or Lieutenant Easter and Sergeant Inital that you did not stop the given name of the person?

Robledo: No, sir.

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Cardenas: And, again, at 5:21 a.m. a unit -- specifically to Unit 27. Is that you?

Robledo: Yes, sir.

Cardenas: So it's not to any other units and it's from the ELAWS, which is, again, the watch sergeant?

Robledo: Yes, sir.

Cardenas: And can you read what the message says.

Robledo: "Did you pull over [redacted V1] at Washington and Telegraph a few hours ago?"

Cardenas: So when you go to the station and Sergeant Inital is asking you about this traffic stop --

Robledo: Yes, sir.

Cardenas: -- what do you believe he's asking you?

Robledo: At that point, sir, you have to remember, at that point when I was going up to the station, I wasn't reading the messages. I was driving up to the station at that time. So I was going up to the station and clearing my box. So when I went up to the station he said that it was you, I didn't know what he was referring to because I had not read the messages. Earlier, a couple of hours earlier when -- does it show the other message? They don't show of any other messages in regards to the watch deputy saying that they sent out a message?

Cardenas: Asking if someone stopped someone in Montebello?

Robledo: Yes, sir.

Cardenas: Okay.

Robledo: That's what I'm referring to, that part of it.

Cardenas: So you're saying -- are you telling me, then, when you go to speak Sergeant Inital, you're unaware that his specific message to you, Unit 27, asking if you pulled over a [redacted V1] at Washington and Telegraph --

Robledo: Yes, I --

Cardenas: -- that you don't know what he's referring to?

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Robledo: No, I know what he -- but I didn't read the message, sir. That's what -- that was my mistake. I didn't read that message. I was going up -- when I was in my vehicle, I was with two other guys, right? I was out of my car and I guess the first message had gone out. I didn't go in. I didn't read anything like that. They didn't say did anybody pull over anybody over here. I was in the back of the black and white. I was eating and I want to say I was scratching a report there. I wasn't inside my black and white. So when I went back inside, I had the MDC down and then when I'm going up to the station, I'm clearing the messages. I'm not reading any of the messages. I never -- I never read the messages or even other messages that were probably sent out before. So --

Cardenas: Okay.

Robledo: -- and when I went up to the station, I was unaware of those messages that were sent out. So that's why when he asked me, "It was you," I said, "It was me what?" It's because I never read the message --

Cardenas: Okay.

Robledo: -- I never read those messages.

Cardenas: And even though he's giving the name and the location, you're telling me at no point did he tell you the name of the person and the location of the stop and ask if you had done that traffic stop?

Robledo: Obviously on the MDC, yeah.

Cardenas: But not in person?

Robledo: Not in person, no, sir, not in person. When I walked up to -- like I said, to get the keys for the shotgun, all he said was, "It was you. You pulled that car over." And I said, "What car, Sarg?" And he's, like, "This car. The car here." I said "What car? Where?" I said, "You guys had said Montebello, sir."

Cardenas: So how do you know that he's referring to the car in Montebello and not what he's referring to in front of him?

Robledo: Because that's the -- earlier in the -- in that shift before I guess these messages were sent out, they had sent a message and I had spoken to the watch deputy in regards to, hey dude, is there any -- any calls that are gonna come up pending for Commerce? He's, like, no, everything's chill. He told me. He's, like, hey, this guy keeps calling if anybody pulled him over and he gave me the location. I said, no, dude. What are we gonna

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Robledo: Yeah. I said are you guys -- cause it was Manny Palacios --

Vanden Berg: Okay.

Robledo: -- and I know Manny Palacio.

Vanden Berg: Then while talking, they said there's no calls and then they also mentioned that traffic stop on the phone?

Robledo: They mentioned that a --

Vanden Berg: In Montebello?

Robledo: -- guy's calling -- yeah. Yeah. They mentioned, hey, this guy's been calling. Did you guys pull anybody over in Montebello?

Vanden Berg: Okay.

Robledo: I said, "No, bro. No one in Montebello."

Cardenas: But in addition to the phone call, did the desk send out an MDC message regarding the stop in Montebello as well?

Robledo: I don't recall. I want to say they did. I want to say from what I remember, they had mentioned Montebello. That's why I was -- I was under the impression it was Montebello because after speaking to the watch deputy, he had said, hey, this guy's been calling, dude. Did you guys pull anybody over in this location? I said, no. He's, like, yeah, this guy doesn't know where he -- where he got pulled over but he keeps on calling. So I'm, like, no. I said -- I said do we have anything going on cause I'm gonna hit the back of the car. I'm gonna grab a bite and just chill. He's, like, no, everything's good. Bro everything's quiet right now. And I said, all right.

Cardenas: And just -- just so we're clear, are you saying that when you called into the station, they did not tell you about a traffic stop at Washington and Telegraph?

Robledo: No, not -- yeah. The only person that I spoke to was the watch deputy and he's, like, dude this guy keeps calling in regards to being stopped. And I said, no, we didn't -- I go I didn't stop anybody in Montebello bro. I said -- but at no point did he say Washington and, like, hey, dude, did you stop someone on Washington and Telegraph? No. So that's why when I went up to the station, I was surprised when he said it was you. I was, like, what are you referring to me because I never read the message.

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From there, I came here to Aero Bureau where I'm at now as a tactical flight deputy. I've been here for almost two years.

Cardenas: Excellent. On January -- on the day of the incident, which is gonna be January 2nd, you worked early mornings. What was your position there?

Palacios: Watch deputy.

Cardenas: And what were your hours?

Palacios: I believe it was 10:00 to 5:00 or 10:00 to 6:00 or something like that.

Cardenas: Would it have been 21 to 05?

Palacios: Oh, yes.

Cardenas: Are you normally a watch deputy there?

Palacios: No.

Cardenas: What is your normal position there?

Palacios: My normal position was patrol. It could have been any unit like between 21, 25.

Cardenas: And why were you working watch deputy?

Palacios: It was either overtime or just a County double. I don't remember exactly if it was overtime or County double, but it was just one of the rare occasions I was in the desk.

Cardenas: It was a rare occasion you were at the desk?

Palacios: Correct.

Cardenas: Did a call come in that day?

Palacios: Yes.

Cardenas: And what happened?

Palacios: It was an unknown caller saying that he got pulled over somewhere on Telegraph or somewhere near the Commerce Casino. He, however, he didn't know by whom or which agency pulled him over.

Cardenas: And that morning, did you talk to Deputy Robledo?

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POST209558-1-SB2

Palacios: Not that I recall.

Cardenas: Did Deputy Robledo -- did you call Deputy Robledo?

Palacios: Not that I recall.

Cardenas: Did Deputy Robledo call you?

Palacios: Again, not that I recall.

Cardenas: And did you discuss -- so do you remember the name of the guy that called in?

Palacios: I do not.

Cardenas: Do you recall discussing that phone call with Deputy Robledo?

Palacios: I do not recall.

Cardenas: And would you have any record of -- on your cell phone whether you had a phone call with Deputy Robledo or not?

Palacios: No. Since it's been four years, I've replaced my phone a few times.

Cardenas: So you don't -- so just -- just so I have this clear, it's one of the few -- few times you worked the watch deputy desk.

Palacios: Correct.

Cardenas: And you -- you recall that this guy called talking about a traffic stop near the Commerce Casino and not knowing what agency had pulled him over?

Palacios: Correct.

Cardenas: And you do not recall speaking to Deputy Robledo about that at all.

Palacios: Correct.

Cardenas: Then that's all the questions I have. Do you -- do you have any information you feel might be relevant to this investigation?

Palacios: No, sir.

Cardenas: I'm gonna go off record. That's gonna conclude this interview. The time is 1420.

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POST230958-1-SB2

Cardenas: So then, on your transcript, page 22, and about a third of the way down, I asked you, "Did you call in and ask what the watch sergeant was looking for you for?" Here.

Robledo: Yes, sir.

Cardenas: Okay. And you said, "You did not." And then, I asked you, "If, when you called in, if you were given information as to why the watch sergeant would be looking for you?" And you said, "You did not."

Robledo: Yes, sir.

Cardenas: Okay. So, you're, you're then saying that you didn't call in, you weren't given information as to why the watch sergeant, specifically, would be looking for you?

Robledo: No, sir.

Cardenas: Okay. You said that, "Messages had gone out to you and Commerce units, but they were talking about a Montebello traffic stop?"

Robledo: The location given was like a Montebello location. It wasn't -- it wasn't a Commerce location.

Cardenas: Okay. And when you called in and spoke to the watch deputy, did he tell you the traffic stop was in front of the Commerce Casino?

Robledo: No, sir.

Cardenas: Okay. And had he given you that simple information, would it have been --

Robledo: Yeah.

Cardenas: Would you have told him, "Oh, I stopped the guy in front of Commerce Casino"?

Robledo: Yeah. Yeah, that would have been me. Yeah, that simple. It would have been, "Oh, that's me."

Cardenas: It would have been that simple?

Robledo: Yeah.

LASD-000121 RELEASE DATE: 6/24/2024

Cardenas: Okay. Can you jump to page 30, please, of your transcript, and on the bottom of page 30, and the topic I'm jumping to is now you've come back to the station?

Robledo: Yes, sir.

Cardenas: It's at the end of your shift, and approximately your shift ended at 0600. Correct?

Robledo: Yes, sir.

Cardenas: Approximately what time are you walking into the station, at this point in time?

Robledo: Maybe about 5:45, 5:50-ish. Somewhere around there.

Cardenas: Somewhere around there?

Robledo: Yeah.

Cardenas: So, close to the end of shift?

Robledo: Yeah. Right before 6.

Cardenas: Somewhere right before 6:00?

Robledo: Yes.

Cardenas: Okay. And, at this point in time, it's about a quarter to 6:00, the end of your shift. You've deleted your MDC messages?

Robledo: Yes, sir.

Cardenas: So, in your mind, you don't know that they're talking about a guy from Commerce Casino?

Robledo: No, sir.

Cardenas: Okay. You talked to the watch deputy at this point, or you've called into the station, and no one has told you we're talking about a Commerce Casino traffic stop?

Robledo: Yes, sir. No one.

Cardenas: So, we're going to talk about then, the conversation you had with Sergeant Inital?

LASD-000122 RELEASE DATE: 6/24/2024

Robledo: Uh-huh.

Cardenas: And are you saying, in your mind, you are unaware that they were referring to a Commerce Casino traffic stop?

Robledo: Yes, sir.

Cardenas: Okay. So, about a quarter of the way down, I kind of reiterate, I say, "So, you're saying -- you're telling me then, when you speak to Sergeant Inital, you're unaware of the specific information -- or message to you, Unit 27, asking if you've pulled over a Mr. [redacted] at Washington and Telegraph, and I ask you, "And you don't know what he's referring to?" And your answer is, "No." Is that correct?

Robledo: Yes, sir.

Cardenas: Okay. And then, on page 31, you say, "And I went up to the station. I was unaware those messages were sent out. So, that's why, when you ask me, 'It was you,'" I said, 'It was me what'"?

Robledo: Yes, sir.

Cardenas: And that's still correct?

Robledo: Yes, sir.

Cardenas: Basically, what I'm getting is you have no idea what you're walking into, so to speak?

Robledo: Yes, sir.

Cardenas: Okay. At the bottom of page 31, it's referring to the phone call that you made, into the station. Your last statement on the page of 31?

Robledo: Uh-huh.

Cardenas: "Earlier in the shift, before, I guess, these messages were sent out, they had sent out a message and I had spoken to the watch deputy in regards to, 'Hey, dude, is there any -- any calls that are going to come up pending for Commerce?'" He's like, "No. Everything's chill." He told me, "Hey, this guy keeps calling, if anybody pulled him over, and he gave me the location." My question to you is what location did he give you?

Robledo: The Montebello location.

LASD-000123 RELEASE DATE: 6/24/2024

Cardenas: Montebello location?

Robledo: Yeah. I don't remember, specifically, the streets, but it was not in Commerce RD.

Cardenas: Okay. And it continues, and you said -- I said, "No, dude. What are we gonna do in Montebello?" He's like, "Apparently he's calling the station saying that they pulled him over." And, again, you're referring to Montebello?

Robledo: Yes, sir.

Cardenas: Okay. And then, I asked you on page 32, "Do you refer -- do you remember anyone referring to" -- excuse me. "Do you recall anybody telling you that they're referring to this person, across the street from the Commerce Casino?"

Robledo: Uh-huh. No.

Cardenas: No? Okay. And your answer is still, "No"?

Robledo: Yes.

Cardenas: Okay. I'm going to jump back to just that evening. You're conducting your traffic stop, across the street from the Commerce Casino. You're searching the vehicle?

Robledo: It's not in front of the Commerce Casino, yeah.

Cardenas: Excuse me, down the street?

Robledo: Yes.

Cardenas: Let's call it the -- would that be the southwest?

Robledo: Southwest corner of Telegraph and Washing -- Washington, I believe it is?

Cardenas: I would agree with that statement.

Robledo: Yes.

Cardenas: Southwest corner of Washington and Telegraph. Okay. You described the - [redacted] You described his vehicle as "clean, no trash," and from what I gathered only one item in his car and that was sitting on

Cardenas: Okay. So, you're given information that someone is looking for you?

Robledo: At that time, I didn't know who was looking for me. But, apparently, after calling Manny and saying, "Hey, dude, they're saying that they're looking for someone in Commerce. That someone had pulled someone over. I thought it was Montebello. And he's like, "Yeah. I don't know. I think the watch sergeant's looking for somebody."

Cardenas: Okay. So, Manny tells you, essentially, somebody's looking for you?

Robledo: Yes, sir.

Cardenas: Okay. So, why do you call on this call? The one that we just listened to?

Robledo: I don't even remember that call, sir. But, yeah, I called into the station. At that point, I'm assuming that I have to call, to speak to the watch sergeant, if that's the case, if he's, I mean, looking for someone in Commerce.

Cardenas: Okay. So, you're aware they're looking for someone now in Commerce?

Robledo: Yes.

Cardenas: Okay. You listened to this audio and you hear yourself talking?

Robledo: Yes.

Cardenas: Okay. And do you hear the information that you're given? Because you said, "The watch sergeant typed to me." And now you're calling into, presumably, look for the watch sergeant?

Robledo: Yes.

Cardenas: To see like, why you looking for me?

Robledo: Well, I'm assuming, he typed all of us, because I didn't read the message. Yeah.

Cardenas: Okay. So, are you aware then, that the watch sergeant is now looking for you, at this point in time?

Robledo: Yes. But I'm under the impression it's over a Montebello traffic stop still.

LASD-000135 RELEASE DATE: 6/24/2024

Cardenas: Okay. So now, you're given information, during that phone call, that someone said they were pulled over in front of the Commerce Casino. And that something's missing from the vehicle. Yes?

Robledo: Yes. That's what I hear, right now. I don't recall the conversation but --

Cardenas: Okay.

Robledo: And that's what I heard.

Cardenas: You don't recall that conversation?

Robledo: No, sir.

Cardenas: But that's what you heard?

Robledo: Yes, sir.

Cardenas: Then you were given information, about that, and you say, "I'll speak to him once I go into the station."

Robledo: Yes, sir.

Cardenas: Okay. This call occurred at 5:25 AM?

Robledo: Yes, sir.

Cardenas: You go into the station, approximately, as you said, 5:45, 5:50?

Robledo: Yes, sir.

Cardenas: Maybe 20 minutes after this conversation.

Robledo: Yes, sir.

Cardenas: Okay. And do you still contend that you have no idea why Sergeant Inital is looking for you?

Robledo: Well, because I'm under the impression it's the Montebello call, at that point.

Cardenas: If you're given information that they're looking to find out who stopped someone from the Commerce Casino, who is now missing property, why do you say, "They're looking for a Montebello traffic stop?"

Robledo: Because that's the original complaint that was coming into, that they were -- that someone was pulled over in Montebello. That was the original complaint, from what I understand, and speaking to Manny, that's where the incident had occurred.

Cardenas: And what would you say if Manny says, "That's not what he told me."

Robledo: If Manny said, "That's not what he told me," then that's what Manny's saying, but that's the impression -- the conversation I had with Manny, with the watch deputy was, "Someone's made a complaint. He doesn't even know where they pulled him over. He indicated somewhere in Montebello." And I'm like why would we be pulling anybody over in Montebello? That's not me. So, that's the first conversation I had with him. This conversation was after I spoke with him again, and he's like, "Well, I'm out of here already, bro. I don't know but, apparently, this guy's either a sarge is looking for somebody, or one of you guys is down in Commerce." And that's when I made this phone call.

Cardenas: So, you get this -- again, you get this information, "Sergeant Inital is looking for you." You say, "I'll go in and I'll talk to him when I get to the station?"

Robledo: Yes.

Cardenas: Okay. But yet, you say, when you run into Sergeant Inital at the station, you're surprised that he's looking for you. Why did you say that?

Robledo: Because he said, "It was you." And I'm like, "It was me what?" I was surprised he's asking it was, that it was me. But it's like, "It's me what?" I never pulled anybody over in Montebello, because that's the impression I'm getting, that it was me, the one -- because I don't know what the complaint is from the Commerce Casino, and I don't know what the complaint is from whatever the gentleman they're giving me, as far as Montebello goes.

Cardenas: Uh-huh.

Robledo: So, I'm telling him, "It was me what?" He's like -- he points at the screen. He's like, "Dude, you pulled over that car." I'm like, "What car?" Because, at this point, I'm like, "Which one are you talking about?"

Cardenas: Did you, specifically, say, "Montebello?"

Robledo: Yes, sir.

Cardenas: Okay.

LASD-000137 RELEASE DATE: 6/24/2024

Robledo: That was my whole -- my whole thing, from that morning, was this guy doesn't know where he got pulled over from. According to Manny and according to Lieutenant Easter, this guy was wearing tan over tan, this guy then changed the uniform color. He doesn't know where he got pulled over. He stated Montebello, he's giving different locations. That's the reason I gave Manny, I'm like, "Dude, I didn't pull anybody over in Montebello. Why would I be over there?" So, I'm assuming there's another complaint. There's two different complaints.

Cardenas: So, you're assuming there's two complaints? One out of Montebello and one out of Commerce Casino?

Robledo: Yeah. Because this is the first time in hearing from it. I don't recall this conversation.

Cardenas: Okay.

Robledo: But --

Cardenas: But you walk into the station at 5:45, 5:50?

Robledo: Yes, sir.

Cardenas: Armed with this information, that maybe there's a complaint out of Montebello and possibly a complaint out of the Commerce Casino, and when they talked to you, and you say, "I never pulled anybody over at Montebello," you don't correct them, at all? Or they don't correct you, at all?

Robledo: No. Because I -- if you listen to that, I indicated where I had pulled someone over, like on Fidelia, and all that stuff.

Cardenas: Uh-huh. Why would you say that if you did, in fact, pull somebody over in front of the Commerce Casino?

Robledo: Because that -- he wasn't asking me, specifically, "Did you pull this guy over?" He mentions the Commerce Casino but, at that point, I'm like, I remember it, but I didn't bring it up, at that point.

Cardenas: Do you see how, at the end of this, it's odd to understand? That a complaint is coming out of the Commerce Casino, and you're the only one person saying, "What do you mean Montebello?"

Robledo: No. But I'm not denying that traffic stop, sir. I'm not denying it.

LASD-000138 RELEASE DATE: 6/24/2024

Cardenas: I'm not saying that. I'm not saying that.

Robledo: If, if, if Sergeant Initial --

Gibbons: All he's saying is that he was confused, at the time.

Robledo: Yeah.

Gibbons: Somebody said something about Montebello. That's what he thought that they were talking about. When he talks to Inital, he doesn't tell him which contact it was.

Cardenas: I just want to hear his answer.

Robledo: Yeah, no.

Gibbons: He's told you four times.

Robledo: I'm telling you, sir.

Gibbons: You keep asking the same thing.

Robledo: In having the conversation with the watch deputy, I'm under an understanding that there's a complaint coming out of Montebello.

Cardenas: Okay. That's the conversation with the watch deputy. The watch deputy says, "There's a complaint coming out of Montebello."

Robledo: Yes.

Cardenas: Then you talk to this deputy, at 5:25, and he tells you, "There's a complaint coming out of the Commerce Casino traffic stop."

Robledo: Yeah.

Cardenas: Then, --

Robledo: But I don't have a conversation with him. He brings it up.

Cardenas: He brings it up?

Robledo: Yeah.

Cardenas: So, he's telling you, "There's someone who has the same complaint. They don't know where they got stopped. It's an officer wearing tan on

tan, and you're telling me, with your 10 years of experience, you're not connecting the dots?

Robledo: I'm connecting the dots. There's so many traffic stops that could occur, sir, people could make complaints five, six times throughout a day.

Cardenas: Okay. But we're talking about that night, and yet, the similarity between the two traffic stops is both people are saying they don't know where they were stopped. Both people are saying they're not sure if it's tan on tan, blue on blue. And you don't think they're talking about your Commerce Casino stop. That's what you're telling me?

Robledo: At that point? No, sir. I'm assuming --

Cardenas: No? That's your answer?

Robledo: Yeah. I'm assuming that the complaint is coming out of -- that there's a complaint coming out of the Montebello area. I don't know the extent of this Commerce Casino complaint or what happened in that -- in that traffic stop. At that point, I'm not -- I don't know what the complaint was. I understand he brings it up, but I don't recall that conversation.

Cardenas: Okay. Okay. That's what I want to know. And you do not know Deputy Strelow?

Robledo: No, sir.

Cardenas: S-T-R-E-L-O-W?

Robledo: No, sir.

Cardenas: And that the phone calls that we just listened to, do they refresh your memory, at all, of the incident?

Robledo: Of my conversation? I mean, I don't recall the conversation. Yeah.

Cardenas: Okay. And why is it then, when you learn from Lieutenant Easter, that someone is calling in, "They don't know where they were stopped. They're claiming the officer is wearing tan on tan." How come you didn't know that he was asking about a Commerce Casino traffic stop?

Robledo: Because when Inital said, "It was you." I said, "It was me what, sir?" "Like you pulled over that car." I said, "I didn't pull anybody over in Montebello." He's like -- and he's looking down at a paper. Right? He's just pointing at the screen. I'm on the threshold of the door, and he's not even making eye contact with me. Okay? And he's like, "It was you. It

POST PROFILE NAME:

ROBLEDO, BRAULIO J.

CALIFORNIA COMMISSION ON **POST**

Certification Status: Active

AKA: OBLEDO, BRAULIO J

DATE: 10/28/2024

PERSONAL IDENTIFICATION

POST I.D.	Agency	Birth Date	Gender	Race/Ethnicity
A83-R39		[redacted]		[redacted]

CERTIFICATES AWARDED

Cert No.	Type	Awarded	Education	T	T+	Comments
123206	B	03/11/2006		36.00		

Total Number of Certificates: 1

EMPLOYMENT

Hired From	To	R*	Rank	Rank Date	Agency	Agency Name	F/P	P/U	Seas
03/11/2005	08/02/2024	8	DPTY	03/11/2005	19000	LOS ANGELES CO SD	F	P	

***Reason for Separation: 8 = Involuntary Separation**

POST CERTIFIED TRAINING

Comp Date	Cat	CCN	Hrs	Rmb	Cmp	Agency	School	*	Course Name
11/05/2004	K	1820-29900-04-198	8		Y	19000	LASD		S&K RESPECT BASED LDRSP MOD#92
03/11/2005	A	1820-00100-04-002	720	R	Y	19000	LASD		BASIC COURSE-INTENSIVE
01/26/2006	K	9260-22020-05-013	8		Y	19000	DOJ		ELECTRONIC SURVEIL-WIRETAP
05/24/2006	K	1820-23161-05-033	16		Y	19000	LASD		GANGS/CAL GANG COMPUTER SYSTEM
10/23/2009	C	1820-00310-09-003	80	X	Y	19000	LASD		ADVANCED OFFICER COURSE (FTC)
02/18/2010	K	1820-20301-09-016	4	X	Y	19000	LASD		BREATH ALCOHOL TESTING DEVICE
07/31/2012	K	1270-20290-12-003	16		Y	19000	CHP		DUI DETECTION-FIELD SOBRIETY
06/25/2014	K	1820-23161-13-033	8	X	Y	19000	LASD		GANGS-CAL GANG COMPUTER SYSTEM
12/08/2014	K	1820-22386-14-005	8	X	Y	19000	LASD		DECISION-MAKING/BASIC
03/19/2015	K	1820-29000-14-255	2	X	Y	19000	LASD		MENTAL HEALTH UPDATE
04/20/2015	K	1820-21155-14-005	8		Y	19000	LASD	*	DRIVER TRAINING (EVOC) UPDATE
06/23/2015	K	1820-31810-14-066	8		Y	19000	LASD	*	FIREARMS/SEMI-AUTO PISTOL
06/24/2015	K	1820-29515-14-081	8		Y	19000	LASD	*	ARSTCTL/DRVTNG(PSP)
06/25/2015	K	1820-21055-14-085	8		Y	19000	LASD		FIREARMS/LASER TRAINING UPDATE
12/16/2015	K	5890-30252-15-004	4	X	Y	19000	OPD		VEHICLE RACING/MOD.VEH.ENFORC
09/19/2017	K	1820-20147-17-002	8	X	Y	19000	LASD		MACTAC BASIC
12/13/2017	K	4890-23287-17-014	4	X	Y	19000	M TOLERNCE		RACIAL PROFILING UPDATE
04/29/2019	K	1820-20801-18-016	32	X	Y	19000	LASD	*	CRISIS INTERVENTION

***Meets Perishable Skills**

FOOTNOTES

NO FOOTNOTE ON FILE.

PLEASE REFER TO THE ENCLOSED EXPLANATION SHEET FOR ADDITIONAL INFORMATION.

COMMISSION ON POST – PROFILE REPORT

The Profile Report contains confidential information.

EXPLANATION SHEET

PERSONAL IDENTIFICATION: Subject's personal information as indicated in POST database (EDI system)	
POST ID:	Unique identification number assigned to subject by POST.
Agency:	Indicates the agency (or one of the agencies) where subject is currently employed. An "*" indicates that the subject is employed in more than one position within the same agency.
Birth Date/Gender:	Self-explanatory.
Race/Ethnicity:	**A** = Asian **B** = African American (Black) **N** = Native American **S** = Spanish/Hispanic **W** = White **O** = Other

CERTIFICATES AWARDED	
Cert:	Certificate serial number.
Type:	**B** = Basic **I** = Intermediate **A** = Advanced **S** = Supervisory **M** = Management **E** = Executive **R** = Reserve **D** = Public Safety Dispatcher **SX**= Specialized X (example: SA = Specialized Advanced)
Awarded:	Date certificate was issued.
Education:	Educational points or degree used for earning a certificate.
T:	Training points used for awarding the certificate.
T+:	Additional training points.
Comments:	Comments regarding training or institute(s) where subject received education.
Total Number of Certificates:	Number of certificates awarded to subject as indicated in POST database.

EMPLOYMENT: Subject's employment history as indicated in POST database	
Hired From:	Date subject was hired or sworn into the agency.
To:	Date subject left agency (if applicable).
R*:	Reason for separation as indicated by number in the Report description.
Rank / Rank Date:	Indicates rank as translated by POST database and date subject made rank.
Agency / Agency Name:	Agency code number and name where subject is currently working or previously worked.
F/P:	Time base: **F** = Full time **P** = Part time
P/U:	Wage status: **P** = Paid **U** = Unpaid
Seas:	Provisional or seasonal employment.

POST TRAINING: Courses attended or completed as indicated in POST database	
Comp Date:	Date course ended.
Cat:	General course category (for POST use only).
CCN:	Course Control Number.
Hrs:	Hours completed in course.
Rmb:	Reimbursement indicator: **R** = Reimbursed *(before FY 83/84 reimbursable agency not necessarily reimbursed)* **J** = Job specific ***** = Job specific, SALARY NOT PAID **Blank** = None or no data available
Cmp:	Completion indicator: **Blank or Y** = Course completed **N** = Course not completed **?** = Prior to 1979
Agency:	Agency where subject was employed at time of course enrollment.
School:	Training institute offering the course.
Course Name:	Course name as shown in POST database.

NON-CERTIFIED COURSES
This section will only appear if applicable.

FOOTNOTES
This section reserved for additional information.

3-01/040.69 - Honesty Policy

Department members are held to the highest standards of integrity and ethics. In particular, honesty and trustworthiness are of paramount importance to the credibility and integrity of all Department members. Honesty and maintaining the trust of those we serve depend on candor, forthrightness, sincerity, and accuracy.

Dishonesty destroys trust and violates Department policy. Examples of dishonesty and violations of trust include not only false statements, but also deliberate distortions of the truth; intentional exaggerations, concealment of or failure to disclose material facts, observations, or recollections, and failure to make full, complete and truthful statements when required.

Department members who violate this section are subject to discipline up to and including discharge.

3-01/040.70 - Dishonesty/False Statements

Members shall not make false statements or commit any other violations of the honesty policy, section 3-01/040.69, when questioned, interviewed, or in reports or documents submitted. Department members who violate this section are subject to discipline up to and including discharge.

3-01/040.75 - Dishonesty/Failure to Make Statements And/Or Making False Statements During Departmental Internal Investigations

False statements and any other form of dishonesty during an official Department internal investigation or inquiry shall, absent extenuating circumstances, result in discharge.

Failure or refusal to make statements when ordered during Department internal investigations constitutes insubordination and shall, absent extenuating circumstances, result in discharge.

PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD MEETING

January 16, 2025
AGENDA
9:00 AM

Meeting Location: 860 Stillwater Road, West Sacramento, CA 95605

The Peace Officer Standards Accountability Advisory Board (Board) operates under the requirements set forth by the Bagley-Keene Open Meeting Act (Bagley-Keene) under Government Code sections 11120 through 11132. Bagley-Keene generally requires that the Board publicly notice meetings, prepare agendas, allow public participation, and conduct meetings in a location accessible to public members unless specifically authorized by Bagley-Keene to meet in closed session.

Public comment will be limited in time at the discretion of the Board Chair. The public comment period preceding items on the agenda will allow members of the public to comment on items not on the agenda but that are within the Board's jurisdiction. The Board cannot act on or deliberate on items not on the agenda and can discuss the matter only to the extent necessary to determine whether it should be made an agenda item at a future meeting, to respond briefly to statements or questions posed during public comment or to request clarification, or to refer the item to staff. Agenda items may be taken out of order and action (e.g., voting) may be taken on any agenda item. Public comment relating to each item on the agenda will be allowed at the time each matter is heard. Members of the public who wish to participate during public comment may do so in person by attending the meeting, or, as stated hereafter, by telephonic means or by submitting written public comment.

Written public comment is intended to allow members of the public, if unable to attend in person, an opportunity to participate to the same degree as if they attended in person; as such, written comments should be limited to no more than three pages in length and longer written comment will not be accepted or distributed to Board members. To be considered for inclusion in the meeting record, written comments by no later than 10 a.m. on the fourth business day before the scheduled meeting. Accepted written public comments will be published on POST's website under the Public Comment section under the corresponding meeting date. Written public comments can be submitted via email to posadpc@post.ca.gov. Telephonic public comment can be made by dialing +1 669 444 9171 US or +1 669 900 6833 US and entering the Webinar ID: 817 3463 0494 and Passcode: 749503

Persons requesting disability-related accommodations or modifications may do so by contacting the Board assistant at (916) 227-3909 (voice), posadpc@post.ca.gov (email), or Speech-to-Speech users may dial 7-1-1 for the California Relay Service to request special accommodations. Please note: This meeting and all public meetings will be recorded.

No weapons are allowed on the premises during public meetings. Upon entering POST's facility, you are subject to a weapons screening and will be denied entry if you possess any

weapon. POST's Executive Director retains the discretion to grant exceptions for duly-authorized individuals, such as on or off-duty law enforcement officers who are not the subject of a POST administrative investigation, suspension, or decertification action.

I. CALL TO ORDER

II. ROLL CALL OF POSAAB MEMBERS

Elizabeth T. Buchen - Senate Rules Appointee - Public Member
Dr. Nicole Clavo Psy.D - Governor Appointee - Public Member
Regina Hatcher-Crawford - Governor Appointee - Public Member
Robert Doyle - Governor Appointee - Former Command Rank Peace Officer
Joyce E. Dudley - Chair - Governor Appointee - Attorney
Professor Jack Glaser - Governor Appointee - Public Member
Cephus Johnson - Governor Appointee - Public Member
Captain Charles Lara - Governor Appointee - Management Rank Peace Officer
Margaret Pena - Speaker of Assembly Appointee - Public Member

III. PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA

The Board Chair will advise the audience of the following:

This time is set aside for members of the public who wish to comment on items not on the agenda but within the board's jurisdiction. Public comment on matters on the agenda will be heard at the time each item is called. Public comment on specific peace officer revocation cases to be heard today will be heard at the time of the hearing of each such matter. Members of the public who wish to speak during the public comment period may be asked to limit their remarks in time at the discretion of the Board Chair.

IV. APPROVAL OF MEETING TRANSCRIPTS

Approval of meeting transcripts from the previous Peace Officer Standards Accountability Advisory Board Meeting held on October 17, 2024.

a. Approval of Meeting Transcript from the October 17, 2024 Meeting

If the Board concurs, the appropriate action would be a **MOTION** to approve the meeting transcripts from the last Board meeting.

V. ASSISTANT EXECUTIVE DIRECTOR COMMENTS

a. Report on Case Status Update from the November 21, 2024 Commission Meeting

This report is presented for information only. No action is required.

VI. NEW BUSINESS

a. Report on Data for Serious Misconduct Reporting, Investigations, and Disciplinary Action Outcomes

This item is presented for informational purposes only. No action is required.

VII. NEW CASES - REVIEW, DISCUSSION AND RECOMMENDATIONS TO COMMISSION

a. POST2400920 - Tommy Thompson (POST ID: B81-T83) Last employing agency: Los Angeles Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

b. POST2302971 - Gabriel Gaxiola (POST ID: B49-S96) Last employing Agency: Los Angeles Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

c. POST2305109 - Joshua Satterfield (POST ID: C46-V20) Last employing agency: Torrance Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and shall make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

d. POST2305781 - Blake Williams (POST ID: C57-X01) Last employing agency: Torrance Police Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and shall make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

e. POST2309558 - Braulio Robledo (POST ID: A83-R39) Last employing Agency: Los Angeles County Sheriff's Department

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

VIII. CLOSED SESSION

At this time the meeting will adjourn into closed session for for deliberations on the cases presented today.

IX. FUTURE BOARD MEETING DATES

Upcoming Board meetings will be held:

- April 16-17, 2025 - POST, West Sacramento
- July 16-17, 2025 - POST, West Sacramento
- October 8-9, 2025 - POST, West Sacramento

X. ADJOURNMENT

AGENDA ITEM REPORT

**Title: POST2309558 - BRAULIO ROBLEDO (POST ID: A83-R39)
LAST EMPLOYING AGENCY: LOS ANGELES COUNTY SHERIFF'S DEPARTMENT **

REPORT PROFILE

MEETING DATE 01/16/2025	**BUREAU SUBMITTING THE REPORT** Professional Conduct Los Angeles Bureau	
RESEARCHED BY Mark Evenson		**REVIEWED BY** Mike Radford
REPORT DATE	**APPROVED BY**	**DATE APPROVED**
PURPOSE		**FINANCIAL IMPACT** No

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: The matter is before the Peace Officer Standards Accountability Advisory Board (POSAAB) for review and recommendation regarding the subject peace officer's certification status.

BACKGROUND: Respondent began his employment with the Los Angeles County Sheriff's Department on March 11, 2005, as a full-time Deputy Sheriff. At the time of the events at issue, Respondent was employed as a Deputy Sheriff with the LASD. Respondent was terminated from the Los Angeles County Sheriff's Department on August 2, 2024.

This position is a peace officer position defined under California Penal Code §830.1(a) and is required to be certified pursuant to California Penal Code §13510.1(a).

The case before the Board alleges the Respondent committed serious misconduct when he lied to his supervisors about a traffic stop that he conducted in front of the Commerce Casino and later lied to investigators during the Internal Affairs investigation.

The circumstances surrounding the incident occurred when a citizen called the Los Angeles County Sheriff's Department East Los Angeles Station and stated he was stopped by an unknown officer in the early morning of January 2, 2020, immediately after leaving the Commerce Casino. During the stop, the citizen alleged that the officer searched his vehicle

and stole five (5) poker chips worth $100 each. When asked directly by his supervisors (a Sergeant and Lieutenant) if he made a traffic stop in front of the Commerce Casino, Respondent adamantly stated he did not. It is alleged that Respondent lied to his supervisors on the day in question and lied during his IA interviews.

ANALYSIS:

The Division found that the clear and convincing evidence substantiated that the Respondent's conduct amounted to dishonesty as described in Commission Regulation 1205(a)(1) in that Respondent lied to his supervisors about the traffic stop and subsequently repeatedly lied during his IA interviews. The facts fully support Respondent knew exactly which traffic stop his supervisors were inquiring about and lied to them about his involvement. In addition, Respondent lied several times during his IA interviews when he:

- Stated his supervisors never asked him specifically about the traffic stop he conducted in front of the Commerce Casino.
- Stated he was not aware that the Watch Sergeant was trying to contact him.
- Stated he deleted the MDC messages from the Watch Sergeant without reading them.
- Stated he never responded to any of the Watch Sergeant’s MDC messages.
- Stated he received MDC messages about a stop in “Montebello.”
- Stated he was told by Deputy Palacios that there was an inquiry being made about a stop that occurred in “Montebello.”
- Stated he did not call and speak to Deputy Strelow.
- Stated that no one gave him information that the Watch Sergeant was inquiring about a stop that occurred in front of the Commerce Casino.

There is clear and convincing evidence to support Respondent committed serious misconduct as defined in Commission Regulation 1205(a)(1) – Dishonesty when he lied to his supervisors and provided false and misleading statements during his IA interviews.

RECOMMENDATION:

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigation presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

ATTACHMENT(S):

BR01 POST2309558_Robledo Braulio_ISF.pdf
BR02 POST2309558_Robledo Braulio_ExecReviewDivisonRec.pdf
BR03 POST2309558_Robledo Braulio_Attachment A Trascript MDC Msg.pdf
BR04 POST2309558_Robledo Braulio_Attachment B Respondents Unit History Report.pdf
BR05 POST2309558_Robledo Braulio_Attachment C Resp-Sterlow's Phone Conv Transpt.pdf
BR06 POST2309558_Robledo Braulio_Attachment D Watch Sgt ICIB Trnscpt.pdf
BR07 POST2309558_Robledo Braulio_Attachment E Watch Commander ICIB Int Transc.pdf
BR08 POST2309558_Robledo Braulio_Attachment F Watch Sgt 1st IA Intv.pdf
BR09 POST2309558_Robledo Braulio_Attachment G Watch Commander 2nd IA Intv.pdf
BR10 POST2309558_Robledo Braulio_Attachment H Respondent GST Tracker Report.pdf
BR11 POST2309558_Robledo Braulio_Attachment I Email from Compl to LASD.pdf
BR12 POST2309558_Robledo Braulio_Attachment J Email from Respondents Atty.pdf
BR13 POST2309558_Robledo Braulio_Attachment K LAC DA Charge Evaluation.pdf
BR14 POST2309558_Robledo Braulio_Attachment L Respondents 1st IA Intv Transcript.pdf
BR15 POST2309558_Robledo Braulio_Attachment M Dpty Palacios IA Intv Transcript.pdf
BR16 POST2309558_Robledo Braulio_Attachment N Respondent 2nd IA Intv Transcript.pdf
BR17 POST2309558_Robledo Braulio_Attachment O Respondents POST Profile.pdf
BR18 POST2309558_Robledo Braulio_Attachment P Copies of LASD Policies.pdf

STATE OF CALIFORNIA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

In Re: CERTIFICATION OF Braulio Robledo, **Respondent.**	**BOARD RECOMMENDATION RE: PEACE OFFICER CERTIFICATION** Penal Code section 13510.85(a)(4)

Penal Code section 13510.85 provides that when, upon the completion of an investigation conducted pursuant to subdivision (a) of section 13510.85, the Peace Officer Standards Accountability Division (the Division) finds reasonable grounds for revocation or suspension of a peace officer's certification, it shall notify the peace officer of the Division's determination and reasons for that determination. If the peace officer files a timely review, the Peace Officer Standards Accountability Advisory Board (Board) shall schedule the case for hearing.

Respondent was served with the Division's Investigative Summary and Findings and accompanying Notice of Intent to Revoke, notifying Respondent that the Division had found reasonable grounds for revocation of Respondent's POST certification, on November 6, 2024. Respondent requested a review of the Division's determination and reasons for revocation of Respondent's POST certification on December 2, 2024, and the Board scheduled the case for a hearing which was held on January 16, 2025. At the time of Respondent's request for review of the Division's determination, Respondent had been issued the following POST certification(s):

- ☒ Basic
- ☐ Intermediate
- ☐ Advanced
- ☐ Supervisory
- ☐ Management
- ☐ Executive

FACTUAL BASIS

Having considered the Division's presentation at the hearing, the Division's Investigative Summary and Findings and the public comments, the Board concludes that:

X A factual basis for revocation has been established by clear and convincing evidence.

__ A factual basis for suspension has been established by clear and convincing evidence.

__ A factual basis for suspension or revocation has not been established by clear and convincing evidence.

RECOMMENDATION

In light of the facts and circumstances revealed by the Division's investigation in this case, the Board hereby recommends that the following action(s) be taken against Respondent's certification:

X Revocation of Certification.

__ Suspension of Certification for the following period of time, not to exceed 3 years, per 11 CCR section 1213(b): _____.

__ No further action.

REASONS FOR DECISION

X In accordance with Penal Code section 13510.85(a)(4) and title 11, California Code of Regulations section 1213, the Board hereby incorporates by reference the Division's Investigative Summary and Findings and hereby adopts the Division's Summary and Findings as the Board's stated reasons for its recommendation in the above captioned matter.

___ (Where applicable) In accordance with Penal Code section 13510.85(a)(4), the Board's reasons for its recommendation are as follows:

_____

_____

_____

_____

_____

_____

_____

Dated: 1/16/25

Chairperson or Designee
Peace Officer Standards Accountability
Advisory Board

STATE OF CALIFORNIA

COMMISSION ON

PEACE OFFICER STANDARDS AND TRAINING

PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

(POSAAB) MEETING

THURSDAY, JANUARY 16, 2025

9:01 A.M.

MEETING HELD

AT THE OFFICES OF

COMMISSION ON POST

860 STILLWATER ROAD, SUITE 100

WEST SACRAMENTO, CALIFORNIA

REPORTER'S TRANSCRIPT OF PROCEEDINGS

Stenographically Reported By:
Kathryn S. Swank
California Certified Shorthand Reporter #13061
Registered Professional Reporter

A P P E A R A N C E S

POSAAB MEMBERS PRESENT

JOYCE E. DUDLEY
(Board Chairperson)
Governor Appointee
Attorney

NICOLE CLAVO, Psy.D.
Governor Appointee
Public Member

REGINA HATCHER-CRAWFORD
Governor Appointee
Public Member

ROBERT DOYLE
Governor Appointee
Former Command Rank Peace Officer

JACK GLASER
Governor Appointee
Public Member

CEPHUS JOHNSON
Governor Appointee
Public Member

CHARLES LARA
Governor Appointee
Management Rank Peace Officer

MARGARET PENA
Speaker of Assembly Appointee
Public Member

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A P P E A R A N C E S C O N T I N U E D

POST COMMISSION STAFF

ROBERT BRINGOLF
Law Enforcement Consultant
Professional Conduct Los Angeles County Bureau

ANNEMARIE DEL MUGNAIO
Assistant Executive Director
Peace Officer Standards
Accountability Division
Executive Office

BRAD EHRMAN
Law Enforcement Consultant
Professional Conduct Los Angeles County Bureau

CHRISTINE FORD
Bureau Chief
Professional Conduct Southern Bureau

BRYANT HENLEY
Attorney IV
Legal Affairs Bureau

CHANDLER KNAPP
Staff Services Manager
Executive Office

LORALYNNE KONG
Law Enforcement Consultant
Professional Conduct Los Angeles County Bureau

SARAH WALLACE
Bureau Chief
Intake & Disposition Bureau

CARRIE WOOLLEY
Attorney IV
Legal Affairs Bureau

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A P P E A R A N C E S C O N T I N U E D

PEACE OFFICER STANDARDS ACCOUNTABILITY
ADVISORY BOARD LEGAL COUNSEL

CHRISTOPHER BEATTY
Deputy Attorney General
Department of Justice
Office of the Attorney General

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ALSO PRESENT

ELIZABETH GIBBONS
Counsel for
Braulio Robledo
POST ID A83-R39
(Via videoconference)

COREY GLAVE
Counsel for
Blake Williams
POST ID C57-X01
(Via videoconference)

BEATRICE JOHNSON
Public Comment

BRAULIO ROBLEDO
POST ID A83-R39
(Via videoconference)

DANNY SANCHEZ
Public Comment
(Via videoconference)

TOMMY THOMPSON
POST ID B81-T83
(Via videoconference)

LESLIE WILCOX
Counsel for
Gabriel Gaxiola
POST ID B9-S96

A P P E A R A N C E S C O N T I N U E D

TOM YU
Counsel for
Joshua Satterfield
POST ID C46-V20
(Via videoconference)

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Thursday, January 16, 2025, 9:01 a.m.

West Sacramento, California

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CHAIRPERSON DUDLEY: Thank you all for being on time.

Good morning, everyone. Today is Thursday, January 16th. And the time is 9:00 a.m. Thank you all for attending the Peace Officer Standards Accountability Advisory Board hearing.

Please note that this hearing is being live-streamed, recorded, and transcribed. Further, please note that the microphones are auto on/off. When you begin speaking, they will go live. With this in mind, you will need to watch your cross-talk.

We will now start with our roll call for our board meetings.

Mr. Knapp, please take roll call.

MR. KNAPP: Good morning, Members of the Board. Welcome. Good to see you today.

Board Member Buchen.

(No response.)

MR. KNAPP: Board Member Clavo.

MEMBER CLAVO: Present.

MR. KNAPP: Board Member Crawford.

MEMBER HATCHER-CRAWFORD: Present.

MR. KNAPP: Board Member Doyle.
MEMBER DOYLE: Here.
MR. KNAPP: Chair Dudley.
CHAIRPERSON DUDLEY: Here.
MR. KNAPP: Board Member Glaser.
MEMBER GLASER: Present.
MR. KNAPP: Board Member Johnson.
MEMBER JOHNSON: Present.
MR. KNAPP: Board Member Lara.
MEMBER LARA: Present.
MR. KNAPP: And Board Member Pena.
MEMBER PENA: Present.
MR. KNAPP: Thank you.
CHAIRPERSON DUDLEY: It looks like we are just missing one person, and a quorum has been established.
I would now like to introduce Board Counsel Christopher Beatty and Board Assistant Executive Director Annemarie Del Mugnaio. Right?
This time is set aside for members of the public who wish to comment on items not on the agenda but with -- excuse me -- but those within the Board's jurisdiction.
Public comment on matters on the agenda will be heard after each item is presented.
Public comment on specific peace officer revocation

right.

Now we're going to go on to Braulio Robledo. Thank you.

In the matter of Case POST2309558, Braulio Robledo, who, at the time of the events at issue in the case, was employed with the Los Angeles County Sheriff's Department.

Let's hear from -- sorry, everybody. We'll move this along.

Okay.

MR. BRINGOLF: It's just me again, ma'am. Law Enforcement Consultant Robert Bringolf.

CHAIRPERSON DUDLEY: Okay. Nice to see you again.

MR. BRINGOLF: Thank you, ma'am.

CHAIRPERSON DUDLEY: It's been a while.

MR. BRINGOLF: I'm here to provide a familiar face.

CHAIRPERSON DUDLEY: And, Counsel, would you restate --

MR. BRINGOLF: Counsel is Carrie Woolley.

CHAIRPERSON DUDLEY: Okay.

MR. BRINGOLF: Again, I'm one of the consultants assigned to the bureau that takes care of Los Angeles County for professional conduct.

You have all met Carrie Woolley.

I'm here today to present Case 23-9958 [sic],

involving former Los Angeles County Deputy Braulio Robledo.

Of note, and as a point for your consideration, this case was originally assigned to Law Enforcement Consultant Mark Evenson for investigation. About a month ago, Mr. Evenson left POST to enjoy his retirement and time with his growing number of grandchildren. And as such, this case was assigned to me for presentation.

So I'm going to try my best to answer questions related to the record provided by Mr. Evenson, but I may call on Ms. Woolley, as she had been prepping this case with Mr. Evenson prior to his departure from POST.

So that said, it's the Division's determination that clear and convincing evidence exists to demonstrate that Deputy Braulio Robledo committed an act of serious misconduct, as set forth in Penal Code section 13510.8, when he lied to his supervisors and IA investigators about his actions related to a citizen's complaint of theft.

Specifically, the Division has determined that Deputy Robledo committed the following acts of serious misconduct:

Dishonesty relating to the reporting, investigation, or prosecution of a crime; or relating to the reporting of or investigation of misconduct by a

peace officer or a custodial officer, including but not limited to false statements, intentionally filing false reports, tampering with, falsifying, destroying, or concealing evidence, perjury, and tampering with data recorded by a body-worn camera or other recording device for purposes of concealing misconduct.

Just to be really clear, that's the entire statute. We're not saying he did all those things.

So that's Penal Code section 13510.8(b)(1).

I will present a brief outline as follows:

Deputy Robledo was hired by the Los Angeles County Sheriff's Department on March 11th, 2005. He was terminated from the Los Angeles County Sheriff's Department on August 2nd, 2024.

Penal Code section 13510.8(c)(5) provides that the Commission shall consider the peace officer's prior conduct and service record and any instances of misconduct, including any incidents occurring beyond the time limitation for investigation in evaluating whether to revoke certification for the incident under investigation.

As such, there's a couple prior instances that we considered:

The respondent has a prior sustained finding for dishonesty. On April 11th, 2023, the Los Angeles County

Sheriff's Department found that the respondent violated department policy and procedures.

Number 1, sections 3-01030.10.

I might just say that he violated some procedures. And if you want the specific ones, I will just spare you me reciting numbers.

Obedience to laws, regulations, and orders for misusing department resources to query a subject's name on the MDC, or the Mobile Data Computer, for unauthorized and nonofficial business purposes.

He violated some other sections for performance to standards by admitting to spending approximately 40 minutes "socialiding" -- socializing with three females while on duty in a secluded, dark parking lot, and having a conversation, which was personal in nature, with one of the females; and admitting to using the MDC to conduct a wanted person's check on her ex-husband to verify if there was a restraining order.

And, three, some other sections for dishonesty and false statements and dishonesty or failure to make statements and/or making false statements during department -- departmental internal investigations.

During his administrative interview with the IA Bureau, Respondent contradicted his unit history report by stating he did not run the name of one of his female

companions on his MDC on the night in question.

The preponderance of evidence supported that the respondent did run the female's name on his MDC and lied about it during his IA interview.

He received a 30-day suspension by his agency for that event.

The agency reported that case to POST in April of 2023 as a possible violation of the dishonesty regulation.

And on November 9th, we closed that case with a "no further action" because the conduct didn't meet the clear and convincing standard for serious misconduct for our Division and as defined in section 13510.8.

October 9th of '21, the Los Angeles Sheriff's Department Undersheriff conducted an audit of misconduct investigations and found that the respondent had two separate investigations -- one in 2018 and one in 2019 -- where fellow LASD deputies alleged he was a member of a law enforcement gang called the Banditos. Each incident involved a different deputy making the allegation.

Based on that information, the undersheriff directed the agency to conduct an administrative investigation into the allegations.

That investigation failed to substantiate the

allegations and was closed by the agency on July 19th, 2024, as unresolved.

We have discussed what "unresolved" can mean.

Respondent received no discipline.

The agency reported this case to POST on May 25th, 2023. So the -- it was -- the investigation was completed later, but it was reported to us on May 25th, 2023, as a possible violation of POST regulation 1205(a)(7), which is the participation in a law enforcement gang. That case is POST2309109.

On October 8th, 2024, POST closed that case with a status of "no further action," or NFA, because there was no evidence presented by the agency or in the investigations to prove that the respondent was a member of the law enforcement gang.

So I will move on to the present allegation of serious misconduct.

A citizen called the Los Angeles County Sheriff's Department, East Los Angeles Station, and stated he was stopped by an unknown officer in the early morning of January 2nd, 2020, immediately after leaving the Commerce Casino.

During the stop, the citizen alleged that officer searched his vehicle and stole five poker chips worth $100 each.

When asked directly by his supervisors, a sergeant and a lieutenant, if he had made the traffic stop in front of the Commerce Casino, Respondent adamantly stated he did not.

The Los Angeles County Sheriff's Department submitted this case to POST, in which they alleged Deputy Robledo was involved in serious misconduct when he lied to his supervisors and lied during an Internal Affairs investigation regarding the previously mentioned citizen's complaint; and that Respondent conducted a traffic stop in front of the Commerce Casino and, during a search of the vehicle, stole $500 in poker chips.

So after reviewing this investigation, the Division has determined the Respondent committed serious misconduct as defined in Penal Code section 13510.8(b)(1) and California Regulation 1205(a)(1). That's the dishonesty section that I previously told you about.

The respondent committed serious misconduct when he lied to his supervisors; when he denied any knowledge of a traffic stop that he clearly conducted just a few hours earlier; and he lied during his IA inter-interviews when he claimed his supervisors never asked him about the specific traffic stop near the Commerce Casino.

Deputy Robledo claimed he received information that supervisors were inquiring about a stop that occurred in Montebello, and Deputy Robledo claimed he deleted the MDC messages sent by the watch sergeant without reading him; and he claimed he never responded to the sergeant's MDC messages inquiring who made the stop.

Deputy Robledo claimed he had no knowledge of why the watch sergeant was trying to get ahold of him; and he denied he called into the East LA sheriff's station and spoke to Deputy Strelow about the traffic stop in front of the Commerce Casino.

The evidence overwhelmingly supports that the respondent did stop the complainant at Telegraph Road and Washington Boulevard and lied to his supervisors about the traffic stop.

The evidence also overwhelmingly supports that Respondent lied to the IA investigators during his IA interview.

While investigating a citizen's complaint alleging that the officer stole $500 worth of poker chips, supervisors asked the respondent if he had stopped the complainant around the Commerce Casino. He adamantly denied he was the one who stopped the vehicle.

This conversation took place approximately three hours after the time of the traffic stop.

There is indisputable evidence that the respondent was the one who conducted the traffic stop.

This evidence includes a unit history report showing that the respondent ran the complainant's license plate; a GPS tracking report showing the respondent stopped his vehicle at the exact time and location alleged by the complainant; and video surveillance footage confirming that it was the respondent's patrol car making the traffic stop.

The respondent later admitted to making the traffic stop during his IA interviews. Respondent claimed to supervisors that he never specifically -- that his supervisors never specifically asked him about the stop in front of the Commerce Casino, and assumed they were asking him about a stop that occurred in Montebello.

These statements are refuted by clear and convincing evidence.

Another allegation is the respondent lied to IA investigators when he stated he did not know his supervisors were asking about a traffic stop that occurred in front of the Commerce Casino.

During his IA interviews, Respondent tried to claim that he had no idea that his supervisors were asking about the traffic stop in front of the Commerce Casino.

The evidence supports that this is a false

statement.

Both the watch commander and the watch sergeant made it abundantly clear that they were inquiring about the specific stop that occurred in front of the Commerce Casino. And there was no question that the respondent understood which stop they were referring to.

There is no reason why the watch commander and watch sergeant would lie in their statements. And their statements are more credible than the respondent's in this case.

The respondent received two MDC messages from the watch sergeant inquiring about a traffic stop in front of the Commerce Casino around Washington Boulevard and Telegraph Road.

The first MDC message was sent to three deputies that were working in the City of Commerce, to include the respondent. It stated, "Did any of you stop" -- and then we redacted the complainant's name -- "at Washington/Telegraph earlier at" -- and then an ellipses and end quotes.

Two other deputies replied immediately, but the respondent did not respond.

The second MDC message was sent directly to the respondent and said, "Did you pull over" the complainant "at Washington/Telegraph a few hours ago?"

Again, he didn't respond to the question.

But approximately twelve minutes after receiving the second MDC message, the respondent sent the watch sergeant an MDC message that says "CALLED YOU SARGE."

This provides clear and convincing evidence that Respondent did -- did receive and read the sergeant's MDC messages and was fully aware of what traffic stop his supervisors were inquiring about.

Respondent's refusal to ask the sergeant's -- to answer the sergeant's MDC messages supports the conclusion that Respondent was being deceitful and trying to hide the fact that he was the one who stopped the complainant in front of the Commerce Casino.

The respondent's claim that he had no idea what traffic stop his supervisors were asking him about is further refuted by the fact that approximately 35 minutes prior to meeting with his supervisors, he called the East LA Station and spoke to Deputy Strelow on a recorded line.

Deputy Strelow told Respondent that the watch sergeant was inquiring about a stop in front of the Commerce Casino.

This provides clear and convincing evidence that Respondent knew exactly what traffic stop he was being asked about during his meeting with supervisors.

The Respondent's claim during his second IA interview that he did not remember the conversation with Deputy Strelow is not believable, particularly as the respondent was able to provide details about a conversation he claimed to have had with Deputy Palacios early -- earlier during that same shift about a different stop allegedly in Montebello.

Further, the respondent lied to IA investigators when he stated he received information that supervisors were inquiring about a traffic stop that occurred in Montebello.

During his IA interviews, Respondent tried to claim that he didn't lie to his supervisors because he thought they were asking him about a stop that occurred in Montebello.

It has already been established that based on the supervisor's testimony, the MDC messages, and the Respondent's phone conversation with Deputy Strelow, that he knew his supervisors were inquiring about a stop in front of the Commerce Casino.

When asked by IA investigators why he thought they were talking about a stop in Montebello, he said he received one or two MDC messages inquiring about a Montebello stop.

He also claimed that he called Deputy Manuel

Palacios on his cell phone, and Palacios told him that someone was calling in about a stop in Montebello.

Respondent's statements are refuted by indisputable facts:

One, there's no record of any MDC messages being sent out about a stop that occurred in Montebello;

And, two, when Deputy Palacios was interviewed, he stated he had no recollection of a phone conversation with the respondent.

There is clear and convincing evidence to support the conclusion that Respondent created a narrative about a fictitious Montebello traffic stop to cover up the fact that he lied to his supervisors and to disingenuously claim to IA investigators that his previous denial to his supervisors did not constitute dishonesty because he allegedly believed they were asking him about a stop in Montebello.

However, the clear and convincing evidence shows that Respondent lied to IA investigators when he claimed he received MDC messages about a Montebello stop; and when he later claimed that Deputy Palacios gave him information about a Montebello traffic stop.

Outside of the respondent, no one else had any knowledge of an alleged traffic stop in Montebello.

Respondent lied to IA investigators when he stated

he was not aware the watch sergeant was trying to contact him. Respondent told IA investigators that he was not aware that the watch sergeant was trying to contact him.

This statement is disputed by indisputable facts:

One, the respondent sent that message that I discussed to the watch sergeant on the MDC that said "CALLED YOU SARGE."

This message was sent approximately 12 minutes after the respondent received a direct MDC message from the watch sergeant asking if he had recently stopped the complainant in front of the Commerce Casino.

Two, during his recorded phone conversation with Deputy Strelow, Respondent stated he and the other Commerce units received a text from the watch sergeant.

This provides clear and convincing evidence that Respondent lied when he said he was not aware that the watch sergeant was trying to contact him.

The respondent lied to IA investigators when he stated he deleted the MDC messages from the watch sergeant without reading them.

The evidence clearly proves the respondent did read the MDC messages from the watch sergeant.

As we discussed, approximately 12 minutes after receiving the watch sergeant's second MDC message, he

sent an MDC message to the watch sergeant saying, "CALLED YOU SARGE."

Two, during his recorded conversation with Deputy Strelow, Respondent told Strelow that he and the other Commerce units received a text from the watch sergeant.

This provides clear and convincing evidence that the respondent lied to IA investigators when he stated he deleted the sergeant's MDC messages without reading them.

The respondent lied to IA investigators when he stated he never responded to any of the sergeant's MDC messages.

Just for clarification, I want to -- I just want to put to the point here, I am reciting each instance of an act of dishonesty. So there are certainly some of these that overlap. And I'm -- I'm noticing that I'm sounding like a broken record. So bear with me. We're just making the point to each one of these instances of dishonesty.

Approximately 12 minutes after receiving the watch sergeant's second MDC message, Respondent replied via MDC stating "CALLED YOU SARGE."

This provides clear and convincing evidence that Respondent lied when he stated he never responded to any of the sergeant's MDC messages.

Respondent lied to IA investigators when he stated he never called the East LA Station and spoke to a deputy on a recorded line regarding a traffic stop in front of the Commerce Casino.

As we've discussed, that was a recorded conversation.

So the facts that I've just recited support the Division's finding that Braulio Robledo was involved in serious misconduct, specifically dishonesty.

For purposes of the Division's analysis, clear and convincing evidence means evidence of a charge is clear and convincing so long as there's a high probability that the charge is true. The evidence need not establish a fact beyond a reasonable doubt.

The Division recommends that Mr. Robledo's POST certifications be revoked. And the Division's recommendations based on the clear and convincing evidence, that the respondent lied to his supervisors about the traffic stop and subsequently repeatedly lied during his IA interviews.

The facts fully support Respondent knew exactly which traffic stop his supervisors were inquiring about and lied to them about his involvement.

In addition, Respondent lied several times during his IA interviews when he:

Number one, stated that his supervisors never asked him specifically about the traffic stop he conducted in front of the Commerce Casino;

Two, stated he was not aware that the watch sergeant was trying to contact him;

Three, stated he deleted the MDC messages from the watch sergeant without reading them;

Four, stated he never responded to any of the watch sergeant's MDC messages;

Five, stated he received MDC messages about a stop in Montebello;

Six, stated he was told by Deputy Palacios that there was an inquiry being made about a stop that occurred in Montebello;

Seven, stated he did not call and speak to Deputy Strelow;

And, eight, stated that no one gave him information that the watch sergeant was inquiring about a stop that occurred in front of the Commerce Casino.

With that, I'm happy to attempt to answer any questions that the Board may have regarding LEC Evenson's case.

CHAIRPERSON DUDLEY: I just have a couple of, I think, quick questions.

It seemed to me in my initial reading that there

was another prior instance in which he lied. So was there first -- aside from the three you mentioned, was there one even before that?

MR. BRINGOLF: That's unclear, ma'am. I cannot specifically answer that question.

I don't know if Carrie can.

MS. WOOLLEY: I can answer that question.

Yes. So there's an earlier case in which he lied.

And if you look at the timeline for LASD, what happened was, is they did do an investigation about an earlier dishonesty case, and they did not sustain it.

POST did not decide to move forward on that. They issued a finding that it was not clear and convincing evidence, so it is not before this Board.

There were some evidentiary problems with that case. The witnesses took a -- about a year to come forward. There was some delays there.

So that's why it didn't meet the clear and convincing standard.

CHAIRPERSON DUDLEY: Okay. Just because I didn't want to do any independent investigation, what's the approximate distance between Commerce Casino and Montebello?

MS. WOOLLEY: It's about a ten-minute drive.

CHAIRPERSON DUDLEY: Okay.

MS. WOOLLEY: But it looks significantly different.

CHAIRPERSON DUDLEY: I understand.

MS. WOOLLEY: Yes.

CHAIRPERSON DUDLEY: Did he ever indicate that there was another reason why he typed the words, "CALLED YOU SARGE"?

MS. WOOLLEY: No.

CHAIRPERSON DUDLEY: How did the respondent/civilian/victim know about the gang allegation? Do we know?

MS. WOOLLEY: Yes.

CHAIRPERSON DUDLEY: Okay.

MS. WOOLLEY: So to give you a bit of background information on this, because there was an allegation that Deputy Robledo had stolen from this victim, the Los Angeles Sheriff's Department referred this to the district attorney for a criminal investigation.

And when they did that, the District Attorney's Office attempted to contact the victim for further information and cooperation.

During that time period, the victim had seen a "Los Angeles Times" article which named Deputy Robledo as one of the deputies that was involved -- or was a member of the Banditos law enforcement gang.

In addition, that victim has a brother-in-law who

is an Inglewood police officer.

CHAIRPERSON DUDLEY: I saw that in the notes.

MS. WOOLLEY: Yes. And had said that Robledo apparently was some sort of gang member.

CHAIRPERSON DUDLEY: Okay. I was just wondering if he got it from his brother-in-law --

MS. WOOLLEY: Correct.

CHAIRPERSON DUDLEY: -- or whether he got it from some newspaper article. But I now understand.

MS. WOOLLEY: Yes.

CHAIRPERSON DUDLEY: Now, I was a little confused about the MDC messages system in general, and a little confused about what he said.

Did he say -- I read these words, but I don't know if it was out of context -- that he never reads the MDC messages?

MR. BRINGOLF: That's not how I interpreted it.

CHAIRPERSON DUDLEY: I thought there was a sentence that said he never reads them.

No? Okay.

MS. WOOLLEY: In his transcript, he says both. He tends not to, but then he says he did not on that particular date.

And then, at some point, he also said he was having difficulty with his MDC messages on this particular

date. Yes.

CHAIRPERSON DUDLEY: Does he have a duty to read his MDC messages?

MS. WOOLLEY: There's no policy on point on that, that we're aware of.

CHAIRPERSON DUDLEY: Okay. Is there any proof either way that the MDC messages wasn't working that day during that time?

MS. WOOLLEY: What we have on point for that is that he is on a recorded conversation with Deputy Strelow referring to these MDC messages that he received, telling Deputy Strelow that he received those MDC messages, and also that he then successfully sent an MDC message back to the watch sergeant.

CHAIRPERSON DUDLEY: So my question was -- maybe I wasn't clear -- was there any evidence that the MDC system wasn't working?

MS. WOOLLEY: There's no evidence that it was not working that day. That's correct.

CHAIRPERSON DUDLEY: At all?

MS. WOOLLEY: It may have been sporadically not working.

But at the times that those MDC messages that are at issue were sent, they appear to have -- the system appears to have been working.

CHAIRPERSON DUDLEY: Okay. And is there any -- with text messages, you could certainly -- unless they have been deleted, and they are gone forever -- find proof that something went out and find proof sometimes that says "delivered" at the bottom.

Is MDC set up like that?

MR. BRINGOLF: I've used -- MDCs are different programs and different vendors, and so I wouldn't be able to answer this specifically.

The one indication on here and he says that his MDC was in the red.

Just my own experience, as somebody who has used an MDC in a pretty rural area, sometimes those things go in and out of service. There could have been some -- something that caused that.

I mean, again, this is a bit of supposition, but he could have been out of service, and those things could have delivered again once they came into service. That's one way it could be out. Or it could be a network failure, right?

So it is hard to say, and we don't know specifically which --

CHAIRPERSON DUDLEY: What does "MDC" stand for?

MR. BRINGOLF: Mobile data computer.

CHAIRPERSON DUDLEY: Okay. So what's the

difference between an MDC messages and a text message?

MR. BRINGOLF: A text message would be done through a phone -- at least colloquially how we call a text message.

But you could -- you could say in an MDC that you are getting a text, because an MDC is essentially just a laptop computer --

CHAIRPERSON DUDLEY: Okay.

MR. BRINGOLF: -- or an analog.

And it has a program running that you can run CLETS inquiries through. You -- it may have a mapping program on them. And it may have a texting program, where you can send text messages.

So it would not be unreasonable to say that sending a message, a written message, over your MDC was a text, because it is a texting function of that MDC.

CHAIRPERSON DUDLEY: I believe that at some point there was some discussion that there -- there was a transcript, or there was a recording of the phone call that he made into the station.

MR. BRINGOLF: That's correct.

CHAIRPERSON DUDLEY: Did I understand this correctly? When the -- when the receiver of that call, that was a recorded line. And he said later that he did not remember the call.

Is that correct?
MR. BRINGOLF: He said that it didn't happen.
CHAIRPERSON DUDLEY: It didn't happen.
MS. WOOLLEY: He --
CHAIRPERSON DUDLEY: Okay. And then -- no. Let's get our "he's" straight. I'm talking about the other person on the phone. He was interviewed.
MR. BRINGOLF: Different person.
CHAIRPERSON DUDLEY: Right.
MR. BRINGOLF: Different person.
CHAIRPERSON DUDLEY: Right.
MR. BRINGOLF: So there's one conversation to a Deputy Strelow --
CHAIRPERSON DUDLEY: Right.
MR. BRINGOLF: -- on a recorded line.
CHAIRPERSON DUDLEY: Right.
MR. BRINGOLF: Another conversation to a Deputy Palacios.
CHAIRPERSON DUDLEY: Right.
MR. BRINGOLF: Who said --
CHAIRPERSON DUDLEY: Palacios was at the station.
MR. BRINGOLF: -- he didn't remember talking to him.
CHAIRPERSON DUDLEY: Okay. So Palacios was at the station. Strelow was when he was still in his car or

someplace away.

MR. BRINGOLF: That's not how I understand it.

CHAIRPERSON DUDLEY: There -- so just focus on --

MR. BRINGOLF: Sure.

CHAIRPERSON DUDLEY: -- the recorded statement.

So was there a recording? And who was it between?

MS. WOOLLEY: So the recording is with Deputy Strelow, who was working dispatch at the time. He's a deputy sheriff, but he's working dispatch, which happens when they're on limited duty usually.

CHAIRPERSON DUDLEY: Right.

MS. WOOLLEY: And it was with Deputy Robledo. So Deputy Robledo called in to the station. He got Deputy Strelow, who was working dispatch. It's a recorded line because dispatch is always recorded.

And that's the call that's the recorded call.

And during his IA interview, Deputy Robledo said he did not call into the station and speak to anybody. He repeatedly denied that. They then played the recording for him.

And then at that point, he said, "I do not remember that call."

CHAIRPERSON DUDLEY: Okay. So the "he" who did not remember was?

MS. WOOLLEY: Deputy Robledo.

CHAIRPERSON DUDLEY: Okay.

MS. WOOLLEY: Yes.

CHAIRPERSON DUDLEY: Thank you.

MS. WOOLLEY: You are welcome.

CHAIRPERSON DUDLEY: Okay. So other questions? Yes.

MEMBER LARA: Just maybe not a question, but an answer about MDCs and how they work.

If you are looking for indicia of a system working, the systems that we use, that if you -- if he's successfully running a subject on the car computer, it is indicative that the computer system is sending and receiving information because they are all on a related trunk.

Also that he said that he sent and received messages is other indicia of it working.

And then the vehicle tracking system also placing him at the place where the traffic stop was made is other indicia that that system is operating successfully, and particularly so at the operative time.

MEMBER DOYLE: Also, Madam Chair, you were -- I don't know the distinction between a duty and a responsibility. But a lot of agencies use MDC to dispatch lower priority calls.

So I don't know if there's a difference between

duty and responsibility. But you certainly have a responsibility to respond to the MDC.

CHAIRPERSON DUDLEY: Thank you.

Other questions or comments for the...

(No response.)

CHAIRPERSON DUDLEY: No? Okay.

Before we get to the public comment or the comment from Mr. Robledo or his attorney, we're going to take a break. This will be our last break. It is now 3:04. If everyone could be back at 3:15, that would be terrific. Thank you.

(Break taken in proceedings.)

CHAIRPERSON DUDLEY: It's 3:15, and we have had our last break.

Let's see. At this time, does the subject officer and/or counsel wish to make public comments?

If so, you will each be given four minutes to speak, and the time limits will be strictly enforced. So please ensure that you complete your comments within the allotted time. While commenting, keep in mind that the Board will only consider the facts as presented during the Division today and will not consider any additional facts or defenses at this time.

The sole question before the Board today is the following: If the facts offered by the Division today

are, in fact, proven at a later hearing, do those facts demonstrate a high probability that serious misconduct as defined in Penal Code section 13510.8 and Commission Regulations 1205 occurred?

Is there anyone from the public who either -- oh, there you are. There's someone on the screen.

Please introduce yourself.

MS. GIBBONS: Thank you. My name is Elizabeth Gibbons, and I am the attorney for Deputy Robledo.

And thank you. I thank you for giving me the opportunity to address you about this very important case.

A couple of things that I wanted to address first, with regard to the questions that you had asked.

The city of Montebello, I don't believe, is 10 miles away from the city of Commerce. And that's not to nitpick that. But the significance of it is that Montebello is directly adjacent city. So the city of Montebello borders on the city of Commerce. But the city of Montebello has a separate police department.

So when Deputy Robledo was concerned or believed that he was being asked about a traffic stop in Montebello, he -- his reaction to that was, "Well, I didn't stop anybody in Montebello because that's not my jurisdiction."

So it wasn't -- there wasn't any issue about any misconduct related to the stop in Montebello. That was just information that he had that, frankly, just confused him that night.

The incident that we're talking about happened in the 15th and 16th hour of Deputy Robledo being on a double shift that day. So this was the end of a double shift for him.

When he stopped the gentleman from the casino and conversed with him, talked to him, searched his car, it was a lawful search because that gentleman's registration had expired. So there was no misconduct involved at all in conducting the traffic stop.

He asked for and obtained consent to search the car. And he searched the car pretty "rudimentarily" because the car was clean. The driver of the car had been very cooperative with him. There was nothing that sent up any bells or whistles for Deputy Robledo; that there was any problem with the person that he stopped.

So he looked through the car, but didn't thoroughly search it. He let the driver go with just a warning about the registration. He didn't cite him. He just let him go.

So in Deputy Robledo's mind, there was nothing about that traffic stop that his supervisors would be

asking him about. He didn't anticipate that the person he stopped would have made a complaint or anything like that. He didn't look in any bag. He didn't know the man had any money with him.

And he did not steal any poker chips. There is no evidence that he stole the poker chips.

With regard to the complainant's later assertion that he didn't want to go forward because he feared that -- he feared the Banditos, there never, ever has been any published "LA Times" article that says Deputy Robledo is a member of the Banditos. He is not. That allegation is completely and entirely false.

And the sheriff's department supervisors have recognized that.

What he said was, my brother, who works in Inglewood Police Department, told me not to go forward because the -- because there are Banditos. He never said he was afraid of Deputy Robledo. He, in fact, said he couldn't even identify Deputy Robledo.

The -- under the regulations --

CHAIRPERSON DUDLEY: Let me just tell you. You are at four minutes, but I'm going to give you another minute. Okay? But this is public comment, limited.

Go ahead, please.

MS. GIBBONS: I appreciate that. Can I take Deputy

Robledo's four minutes away from him?

(No response.)

MS. GIBBONS: Sorry. That was just a little attempt at humor, and I'm wasting my time.

The -- so Deputy Robledo never stole any poker chips.

The definition in the regulation of false statements to be a violation or to be significant misconduct under the POST statute requires that the statements be made for the purpose of preventing the detection of misconduct.

And he engaged in no misconduct in relationship to this traffic stop. Either the stop itself or the alleged theft. He didn't do either one of those.

With regard to the allegation that he lied about saying he didn't -- he didn't remember the phone call with Deputy Strelow, or he didn't read the text message -- the MDC messages, the fact of the matter is he wasn't questioned about the MDC messages, about Strelow, about any of that, until four years after the fact.

This incident happened in January of 2020. He wasn't interviewed by IAB until December of 2024. He wasn't shown the MDC messages before the interview. He wasn't shown -- he wasn't played the phone call until

the second interview, which was six weeks later.

So his -- his failure to recall these details is not the same as intentionally, knowingly, lying about them. All that he did was fail a memory test that the sheriff's department gave him four years after the fact. And he couldn't remember the details of who he talked to or who he called.

But he very, very clearly said when he was asked by IAB: "Did you see these messages from the watch sergeant?" He said, "No. I was out of my car."

He never said, "I routinely don't read messages. I just didn't read these messages."

He said, "I was outside of my car. It was the tail end of my double shift. I was hungry. I was eating dinner, and I was writing a report."

So he did not see those messages.

He also said very clearly in his interview, that Deputy Palacios called him and told him, "Hey, the watch sergeant is looking for you."

And he said, "Why?" And -- Robledo said, "Why?" because he didn't read the messages; he wasn't aware of the messages.

It was in response to the phone call from Palacios that he called the station, which he didn't remember doing. He didn't even remember doing that even after

they played him the message, the recorded message, he didn't remember doing that.

But his -- his MDC messages that says, "Sarge, I called you," was in response to the phone call from Palacios. It wasn't in response to him seeing the MDC messages.

CHAIRPERSON DUDLEY: Okay. I understand. Thank you.

Other board members may have questions. Let me just pause. I believe your client also wanted to speak.

And we'll see if the Board has any questions for you, or you can wait until you can see if they have questions after your client speaks.

What would you like us to do?

MS. GIBBONS: I don't think he wanted to add anything.

But Braulio, do you want to add anything to what I have said?

MR. ROBLEDO: (Unintelligible) -- hear me now?

CHAIRPERSON DUDLEY: I'm sorry. Go ahead.

MS. GIBBONS: We can hear you.

MR. ROBLEDO: Yeah. No. First of all, I appreciate you guys here. And, obviously, I appreciate Ms. Gibbons always being there for me.

But yeah. It's just -- I was never given that

information when I went up to the watch sergeant's office, let alone when he took me to the Lieutenant Easter's office.

The other important thing that I want to shed light on is the fact that the same thing that Manny Palacios had mentioned to me saying, this gentleman, I was on the phone with him for 40 -- about 40 minutes. He doesn't know where he got pulled over. I'm trying to figure it out from him.

He's giving me uniforms from blue over blue, tan over tan, which are CHP officer uniforms and different agency uniforms.

He's mentioning the 605 freeway, which is about 15, 20 minutes from East Los Angeles.

And then also the -- Montebello, which is the closest city to where I was working.

And that's the reason I attached myself to Montebello, because, obviously, that's the closest city to LA Commerce. So I said, "No, there's no reason why I would stop anybody in Montebello."

But he was like, "Yeah, I was just trying to figure out where this guy got pulled over."

So I was under the impression at that moment that that's what the complaint was about. So when I went up to my watch sergeant's office, all he said -- "Well, it

was you."

And I said, "It was me. What, Sarge? I didn't pull anybody over in Montebello."

He's like, "No, no, no. Come with me."

And when we stepped into my lieutenant's office, he is like, "Oh, look, there was Robledo."

And I told my lieutenant, "What's up, Lieutenant?" I said, "Am I good, or what's going on?"

He reiterated everything Manny Palacios had said. He's like, "Don't worry about this, bro." He's like, "This guy doesn't even know where he got pulled over. He's talking about blue over blue, tan over tan. He doesn't even know what uniform personnel pulled him over."

And I asked him again, "So am I good, LT, or what?"

And he said, "You are back for p.m. shift, right?"

And I said, "Yes, sir."

And he's like, "Yeah, get out of here. Get some rest." He said, "You only have a couple hours before you get back."

And I said, "Okay." And I left.

And that was the last I had heard in regards to this matter until maybe a couple months later where ICIB showed up at the station.

But my whole thing that night, like Ms. Gibbons

said, I had no issues with that gentleman. It was just a simple expired registration stop for about a month. The car was clean. There was no debris anywhere. It was a fast, quick stop. And I let him off with a warning, which he was very appreciative of. And that was -- that was the last time I had a contact with that gentleman.

And that was it, ma'am.

CHAIRPERSON DUDLEY: Okay. Mr. Robledo, you said that you had this conversation and it ended with, "Go home, bro, and get some sleep."

And then you said something about a couple of months later?

I thought your attorney was saying four years had gone by. So I'm confused. And we can let your attorney -- hang on. We can let your attorney respond to that question or you.

MS. GIBBONS: I will respond to it, Braulio.

So what happened was immediately after the incident, he went home. He came back to work the next day. He worked for four months without any problem.

About three or four months later, ICIB came to the station while he was still working regular duty.

And they asked him, you know, "We have this allegation. Do you want to talk to us?"

And he said, "No, I don't want to talk to you without my attorney."

So we didn't make a statement to the criminal investigators.

When he was asked any questions about any details about the incident was four years later, in December of 2024, when he was interviewed by IAB.

So I didn't mean to confuse you about that. But he didn't make a statement to the criminal investigators.

And the other thing was that he wasn't relieved of duty by the sheriff's department immediately after the conversation with the two supervisors that they later said he lied in.

CHAIRPERSON DUDLEY: Okay.

MS. GIBBONS: The fact that --

CHAIRPERSON DUDLEY: All right. You -- you answered my question.

You had said something about four years. He had said something about four months.

We have the information now.

Let me see. Does any board member have any questions?

MS. WOOLLEY: Chair Dudley, may I make a clarifying comment?

CHAIRPERSON DUDLEY: Yeah.

MS. WOOLLEY: Mr. Robledo was actually terminated from his employment in August of 2024. His interview did not happen in December of 2024.

CHAIRPERSON DUDLEY: Okay.

MS. WOOLLEY: I'm trying to locate the date. And once I locate the date, I will let you know.

CHAIRPERSON DUDLEY: Okay.

MS. GIBBONS: I think it was December 2023. I apologize. It was four years after 2020, or January of 2020 to December of 2023. I apologize.

CHAIRPERSON DUDLEY: Okay. Any other questions from any board members?

Yes. Please.

MEMBER CLAVO: I have one. I am just curious.

What was the -- I guess what was the -- what caused you -- if you pulled him over for expired tags, why did you search the car?

MR. ROBLEDO: I usually search vehicles. It is common in where I work at, we search vehicles obviously, to make sure that everything is okay.

He had expired registration, and there was also a different name on the registration, which was his cousin. So I just wanted to make sure everything was valid for him, and there was no weapons, nothing visible that I could see.

Usually, with someone that's cooperative like that, and it's a clean car, I get a good rapport -- I had been on the streets at that time on patrol about ten years. So I kind of get that feeling of, okay, this guy is like cooperative. This is just a -- we don't like to call routine traffic stop, but it wasn't a simple traffic violation traffic stop.

So there was nothing for me to pursue looking under anything or any of that nature, ma'am.

But I had asked him --

CHAIRPERSON DUDLEY: So let me ask you, just to clarify the question that's been asked of you.

Is it your habit -- when you are stopping someone for registration, is it your habit or your training to search the car? That's, I think, the question that was asked of you.

MR. ROBLEDO: Yeah. Because I had asked him if there was anything illegal in the car. "Is it okay if I search your vehicle?"

He said, "No, that's not a problem. Everything is fine."

CHAIRPERSON DUDLEY: So is it your habit or your training to ask for consent in every situation where you are looking for -- where someone has an expired registration?

MR. ROBLEDO: Yes. For me, it's my habit. I always have to ask for consent unless I see something in plain sight that's illegal, unless, obviously, I believe the person is under the influence of narcotics or some type of substance or I know --

CHAIRPERSON DUDLEY: Okay. I'm just checking now to see if a board member has a follow-up question to that.

MEMBER CLAVO: I do. Thank you, Chair.

Is it policy, or is it supported by law that you pull someone over for expired tags, and you ask for consent to search the vehicle?

MR. ROBLEDO: It always has to be consent as far as searching the vehicle, ma'am. Like I said, obviously, if I see something in plain sight, if I see drugs in plain sight, I'm not going to ask for consent because now my attention is going to start turning into something more to see if there's something else that might be illegal or if he's transporting anything of that nature.

But my --

CHAIRPERSON DUDLEY: I think the question was asked of you: Was it your habit, or is it part of your training --

MR. ROBLEDO: Yes.

CHAIRPERSON DUDLEY: -- that when someone has -- hang on.

-- when someone has an expired registration, do you ask for consent and search their car? So it is not a question of did you ask for consent, or do you, but is it your habit or your training to ask someone for consent if they have an expired registration?

MR. ROBLEDO: Yes. Both. The training I have gone through and my habit after ten years on patrol.

CHAIRPERSON DUDLEY: Okay. Any further questions?

MEMBER CLAVO: Yes. He still didn't answer my initial question.

Is it supported by law, or is it policy of your agency that you search vehicles for an expired registration stop? You stated yourself that nothing seemed out of the ordinary. Nothing was suspicious. You didn't smell anything. You didn't see anything in plain sight.

So is it supported by law, is it supported by your agency's policy, that you search vehicles behind a expired registration?

MR. ROBLEDO: Yeah. It's both, ma'am. If it's an expired vehicle, then it should not be on the road. So it's against the law to be driving a vehicle that has expired registration. So it is by law.

And it is common practice for me to be asking for consent, also.

CHAIRPERSON DUDLEY: Okay. Thank you.

Anything follow-up? Or Lara would like to speak.

MEMBER CLAVO: No. He didn't answer the questions still.

CHAIRPERSON DUDLEY: I know. I know.

Yes.

MS. GIBBONS: If I could try to answer that question.

CHAIRPERSON DUDLEY: One moment. I'm going to stop you, and I'm going to -- I called on a board member.

Go ahead.

MEMBER LARA: Just so it's clear: It is not illegal to ask for consent even from a person I -- consensually, I'm having conversation with, say at a Starbucks or any context where I have -- if I'm chatting with somebody, it is legal to ask a person for consent.

My agency goes beyond the law which requires, you know, the person to say yes or no, understanding the rights. We go a little further saying, you can -- you don't have to say yes. You can withdraw it at any time. They have to be present while I'm conducting the search to reduce the scope or end it even after the search has begun.

But as a matter of law, it is perfectly legal to ask a person during a consensual contact or in a vehicle stop; it is a detention based on reasonable suspicion. The reasonable suspicion being the expired registration.

It can be done, even in the absence of any particularized suspicion. That's the -- that's the nature of the law on -- on that.

CHAIRPERSON DUDLEY: I don't think the question has been, can you ask for consent?

The question has been: In situations like this, where someone has an expired registration, does that compel you to ask you for consent? Anybody can ask consent about anything.

Do you understand the distinction?

MEMBER LARA: Yes. I just -- I thought it would be useful to understand that there's -- there's nothing untoward in asking.

MEMBER CLAVO: And I didn't think that.

CHAIRPERSON DUDLEY: I know. Yeah.

Okay. Yes.

MEMBER HATCHER-CRAWFORD: And I think, to go along with Board Member Nicole, as he said, routinely that he will search -- ask permission to search a car based on expired tags. That's concerning to me.

I mean, I know you were polite, Board Member

Nicole, about it. But it is concerning that this seems to -- that this was a routine of a stop.

Although -- although, to your point, Captain Lara, that maybe routine is still concerning to the community. And a lot of times people are afraid to say no.

It is just my comment.

CHAIRPERSON DUDLEY: Thank you.

Any other -- yes, Mr. Johnson.

MEMBER JOHNSON: Johnson.

The -- there are prior allegations of dishonesty. And for the Division, help me understand the prior allegations of dishonesty compared to where we are at today, in the past, and also the fact that the defendant, or the person that claimed he had stole the $500 worth of chips, gave a statement that -- and they tried to twist the words, maybe, but that he belonged to a gang called the Banditos. And I'm reading that two officers also alleged that he belonged to this gang called the Banditos.

So could we get clarity on both of those?

MR. BRINGOLF: Sure. Help me understand that what clarity looks like so I can provide it. What --

MEMBER JOHNSON: These officers alleged that he belonged to Banditos.

MR. BRINGOLF: Okay.

MEMBER JOHNSON: I think the attorney said that it wasn't that the person that he stopped that alleged that he had stole his chips said he belonged to the Banditos, but he was afraid of the Banditos.

So now there's a question of whether he said that he felt that he belonged to the Banditos because his uncle or his cousin, whoever is with the police force knows that, and stated it to him, and repeated it.

So I just wanted to make sure we got clarity that it sounded like they are saying that he didn't say he belonged to the Banditos. But he's got a history of being alleged to belong to the Banditos.

MR. BRINGOLF: So there were two cases that the undersheriff of LASD found in which the respondent was alleged to be a member of the Banditos. Those cases were filed by two separate deputies.

I don't know the relationship to Deputy Robledo. There was no information in the record or in the reports provided to POST with that allegation that substantiated the claim that Mr. Robledo is a Bandito.

So in that case, there's not -- there's no evidence to support that allegation.

As far as the previous dishonesty case, there is a agency finding of dishonesty and of policy violations related to dishonesty. And an agency -- I believe an

agency finding of -- I think there's an agency finding of dishonesty.

That dishonesty finding was provided to POST, and we did a independent investigation. And we were unable to make -- we were unable to bring that allegation forward with a clear and convincing standard.

So there was likely a preponderance standard of evidence that would allow the agency to make an affirmative finding of dishonesty, but we as the Division were not able to reach clear and convincing evidence as a standard.

So that case was closed at POST with no further action.

So there is a prior dishonesty allegation. There is a prior dishonesty finding at the agency level. And there is a prior -- there are two prior allegations at the agency level that Mr. Robledo was or is part of the Banditos law enforcement subgroup or gang.

So that -- is that helpful in clarifying? We don't have any cases that we are -- can bring forward with those allegations substantiated.

MEMBER JOHNSON: Right.

So if I'm understanding the law right, clear and convincing evidence, so there has been allegations made, but nothing that was sustained.

Is that what I'm hearing?

MR. BRINGOLF: There were allegations that were sustained on dishonesty. Those were sustained at the agency level. So we were not able to reach a clear and convincing standard of evidence to present those and make a finding of dishonesty, by our standard. So our standard being a little bit higher than the preponderance standard.

There is no -- POST takes no issue with the findings. We don't have any comment on the findings. They seem to be appropriate -- other than they seem to be appropriate at the agency level and under the preponderance standard of evidence.

MEMBER JOHNSON: So the last part. When he made the stop, it says that it was either in front or next to the Commerce Casino.

MR. BRINGOLF: Yes, sir.

MEMBER JOHNSON: And I'm sure that him being a patrol officer in that area knew where the casino or knew what city it was located in.

And if I remember reading it correctly and hearing it right, he alleged that he didn't know he was in the city where the Casino was at; and he stated that he was in a different city.

Is that correct?

MR. BRINGOLF: That's not how I interpreted the record, no. No. That's not how I interpreted it.

MEMBER JOHNSON: I thought I heard --

CHAIRPERSON DUDLEY: I think, Mr. Johnson, tell me if you heard it this way.

MEMBER JOHNSON: Yeah.

CHAIRPERSON DUDLEY: He never said that he was in Montebello. He said people were asking about Montebello. He felt he was not in Montebello at any point. Therefore, he didn't think the questions are relevant to him.

MR. BRINGOLF: That's how I understood it as well, Chair.

CHAIRPERSON DUDLEY: Yes.

MEMBER LARA: I have a question --

CHAIRPERSON DUDLEY: I want to make sure, Mr. Johnson, anything else for now?

MEMBER JOHNSON: No.

CHAIRPERSON DUDLEY: Okay. Thank you.

Mr. Lara.

MEMBER LARA: So I have a question and a point of clarity for the -- either the Officer Robledo or his counsel.

I am hearing two things that I want clarity on:

One, I understand that the -- Officer Robledo was

at the end of a double shift. I have worked double shifts. I understand that.

I'm curious as to why Officer Robledo has clarity with regard to items that are complimentary to his situation, but has a lack of clarity with regard to anything that pertains to accountability.

So I just wanted to see why the clarity level is different given the end of the same eight -- the end of the double shift, and the things that are not complimentary to his shift seem to be a little murkier.

MS. GIBBONS: So I will be glad to answer that for you.

CHAIRPERSON DUDLEY: I'm going to give you one minute for that answer. Because you are given four. I have already given you six. You have been asked a question, but you have got one minute.

Thank you.

MS. GIBBONS: Thank you.

The only thing that Deputy Robledo didn't remember from the incident that happened four years ago, when he was interviewed by IAB, was the phone call with Deputy Strelow. He didn't remember that happening at all. He was never shown the MDC messages.

I would also mention that the sheriff's department and in the documents that were provided by the sheriff's

department to the Board, they did not provide you with all the MDC messages from that shift.

So there's no evidence to say there was no MDC discussion about Montebello.

The only thing he didn't remember was that phone call, which was less than 15 seconds long and in which he was told the sergeant wasn't there.

So there wasn't anything memorable about that conversation that would have stuck in his head.

Whereas, the conversation with Palacios, he didn't remember that initially, but as they kept asking him questions in the interview, it came back to him.

But he didn't remember, even after they played it, the 15-second-or-less conversation with Deputy Strelow.

So that's the only reason why; because the conversation with Palacios became significant as they asked more questions.

CHAIRPERSON DUDLEY: Okay. Thank you.

Board Member Lara, do you have any more questions?

MEMBER LARA: No.

CHAIRPERSON DUDLEY: Anybody else have any questions for Mr. Robledo or his attorney?

Mr. Glaser? Board Member Glaser? No?

Okay.

Thank you both.

Is there anyone else who has public comment on this case? On the phone? Here?

(No response.)

CHAIRPERSON DUDLEY: Okay. Thank you.

Thank you very much for appearing. Thank you, Mr. Robledo.

MR. ROBLEDO: Thank you, ma'am.

CHAIRPERSON DUDLEY: Okay.

MS. GIBBONS: Thank you.

CHAIRPERSON DUDLEY: You are welcome.

So now deliberation? You guys want deliberation? Okay. Here we go. Let's go deliberate.

(Time noted: 3:46 p.m.)

---o0o---

(Closed session was held:
3:49 to 4:16 p.m.)

---o0o---

(Time noted: 4:20 p.m.)

CHAIRPERSON DUDLEY: Back on the record.

In the case of POST2309558, Braulio Robledo, who, at the time of the events at issue in this case, was employed with the Los Angeles County Sheriff's Department.

Does anyone want to make a comment at this point or does someone want to make a motion?

MEMBER DOYLE: I will make a motion. I will make a motion that the Board would like more information because we all seem to be -- it's just not me. So -- that we all seem to be confused on things.

Now, I can't speak -- all of us might have something different. But in terms of just it's about interviews when --

CHAIRPERSON LONG: Before we get to the -- what we want, let's just do the motion first.

MEMBER DOYLE: The motion is -- is -- is that I -- the motion for more information before we make a final decision.

CHAIRPERSON DUDLEY: Is there a second?

MEMBER PENA: Second.

CHAIRPERSON DUDLEY: Okay. Roll call, please.

MR. KNAPP: Clavo.

MEMBER CLAVO: Aye.

MR. KNAPP: Clavo, aye.

Crawford.

MEMBER HATCHER-CRAWFORD: Aye.

MR. KNAPP: Crawford, aye.

Doyle.

MEMBER DOYLE: Yes.

MR. KNAPP: Doyle, aye.

Dudley.

CHAIRPERSON DUDLEY: Aye.
MR. KNAPP: Dudley, aye.
Glaser.
MEMBER GLASER: Yeah.
MR. KNAPP: Glaser, aye.
Johnson.
MEMBER JOHNSON: Aye.
MR. KNAPP: Johnson, aye.
Lara.
MEMBER LARA: Aye.
MR. KNAPP: Lara, aye.
And Pena.
MEMBER PENA: Aye.
MR. KNAPP: Pena, aye.
Motion passes unanimously.
CHAIRPERSON LONG: Okay. So that motion -- so go ahead and speak into the record.
MR. BEATTY: Just to interpret the intent of this motion, and what would actually happen in this relationship to that particular hearing, I think what we're talking about is a continuation of this hearing; And that certain items would be investigating or details provided to the Board to make a final conclusion of determination.
Is that fair?

MEMBER DOYLE: That's correct.

CHAIRPERSON DUDLEY: Okay.

MEMBER DOYLE: That's fair.

CHAIRPERSON DUDLEY: Yes. That is fair.

And let me tell you the second part and then you can hear that.

There was confusion on several issues. And I -- and what I had assured the Board when we were discussing this is that each one of them could talk about the issues they are seeking further investigation on so that the motion didn't have to include all of that.

So as we understand the motion now, we are asking for a continuation of this matter. We are asking for further investigation as to the continuance. And we could explain what it is we would like.

But go ahead.

MS. DEL MUGNAIO: So just a matter of authority of the Board. The Board has the jurisdiction to recommend to the Commission that the Division conduct further investigation. So you would actually be making this recommendation to the Commission -- Commission, excuse me, to direct the Division to conduct further investigation.

You can also line out what you would like clarified. But that is your recommendation before the

Commission.

MEMBER DOYLE: Okay.

CHAIRPERSON DUDLEY: Okay. So if that's what we can do, then it is not a continuance.

MS. DEL MUGNAIO: Hmm-hmm.

CHAIRPERSON DUDLEY: Okay. We're never going to see this case again.

MEMBER DOYLE: Okay.

CHAIRPERSON DUDLEY: What we're going to do is ask that the Board request further investigation. Then we're going to articulate for the record what further investigation would be helpful to us.

Is that correct?

MS. DEL MUGNAIO: I believe the Commission can, if they so choose, after granting -- you know, if they agree that there needs to be further investigation to complete the record, the Commission could allow the Board to hear this matter again.

But at this point, the recommendation before the Commission just remains to be seen what the Commission is going to do with that recommendation.

It is, the Division conduct additional information to bring the case back. Whether the Commission says it needs to go back through the Board or go directly to the Commission, they can make that decision.

MEMBER CLAVO: Just a question. And maybe this information is readily accessible and so I would just like to pose a question.

For us -- for me -- I will speak for Nicole -- there was confusion on timelines.

And so the offense occurred on January 2nd, 2020.

We know that the attorney and -- alluded that four years had passed prior to this being brought forth to the -- what's it -- the officer. I'm sorry. The officer.

Do you all know if it was from 2020 to 2024 before he ever was interviewed, talked to, spoke with about this case?

MS. WOOLLEY: I can answer that question.

So because there was an allegation of theft, the Los Angeles County Sheriff's Department made a referral to the District Attorney's Office. And as part of that, they did a criminal investigation. Mr. Robledo was offered or was -- they attempted to interview him as part of the criminal investigation through the Los Angeles County Sheriff's Department. He declined to be interviewed. That would have been in 2020.

What happens when this -- when this sort of an incident occurs, when there's is a criminal allegation made, they will conduct the full criminal investigation,

see if the district attorney is going to file charges, and then it is not until the DA either files charges or declines to file charges that they pick back up the administrative investigation.

That's what happened here.

CHAIRPERSON DUDLEY: Which explains the four years.

MEMBER CLAVO: So four years went by?

MS. WOOLLEY: No. Three years went by.

CHAIRPERSON DUDLEY: Okay. So 2020 was the offense. It was then sent to the DA's Office to make a decision about whether to file charges. And then it wasn't until when that he was interviewed?

MS. WOOLLEY: It was in 2023. He was interviewed on or about December 14, 2023, for the first interview.

CHAIRPERSON DUDLEY: So that's almost four years.

MS. WOOLLEY: Correct.

CHAIRPERSON DUDLEY: We have February of 2020. Then we have December of 2023. So that February would have been -- those two months later would have been February '24, so it would have been almost four months [sic].

MS. WOOLLEY: Correct.

CHAIRPERSON DUDLEY: Okay. Does that answer your question?

MEMBER CLAVO: I believe. Well, one already

questioning clarifying questioning.

So for my own edification, is my understanding that because the DA had the case, the case was placed on pause with the agency. When the DA did not pursue, then it went back to the agency to pursue how it felt.

MS. WOOLLEY: For the administrative portion, yes. The Internal Affairs investigation, it was tolled.

CHAIRPERSON DUDLEY: When did it go back to the agency?

MS. WOOLLEY: In 2023.

CHAIRPERSON DUDLEY: So it took the District Attorney's Office almost four years to decide whether to file these charges?

MS. WOOLLEY: About three years. Yes.

CHAIRPERSON DUDLEY: Right. But three years -- two months short of four years.

MS. WOOLLEY: No. It went back shortly before then. I believe it's Attachment I is the refusal -- the DA's refusal -- in your ISF. That would show you the date that --

CHAIRPERSON LONG: Okay.

MS. WOOLLEY: -- there was a refusal.

CHAIRPERSON DUDLEY: Okay. So sometime later -- we'll average it out to be three years now.

Certainly during COVID, lots of cases laid around

and weren't looked through. But so I'm not blaming any DA's Office or anybody else. There was a lot of pausing involved.

But the concern of the Board, if I could speak for the Board, is when he's first asked about this in 2020, he refuses to be interviewed, and then it's not until 12/14 of 2023, the first time that he's ever confronted with facts, video -- audio tape, and transcripts.

MS. WOOLLEY: That's correct.

But I do want to point out that at no time during his interview does he appear to show any fault in his memory. He does --

CHAIRPERSON DUDLEY: He said he didn't remember the call.

MS. WOOLLEY: No. No. He does not appear to show any fault in his memory as to the conversations between him and the watch sergeant and the watch commander. He does not tell the IA investigators that he did not remember the conversation. He never says that to the IA investigator.

CHAIRPERSON DUDLEY: Did he say -- didn't he say he didn't have a conversation?

MS. WOOLLEY: No. He says they did not ask --

CHAIRPERSON DUDLEY: So let's be sure -- we're using "he's."

When he was in the field, he allegedly had a conversation with the stand-in watch officer. That was allegedly taped, so there's a tape of this conversation.

When he was asked about it later, didn't he say he didn't remember that call?

MS. WOOLLEY: No. We're getting a little bit confused here.

So when he was -- after he had received the MDC messages, he called into the station, spoke with a Deputy Strelow, who was working dispatch --

CHAIRPERSON DUDLEY: Right.

MS. WOOLLEY: -- to ask about why the watch sergeant, whose name is Sergeant Inital, called or was contacting him.

Deputy Strelow told him it was because a complainant called in because he had been stopped outside of Commerce Casino and had had some money stolen from him.

CHAIRPERSON DUDLEY: Was that call recorded?

MS. WOOLLEY: Yes.

CHAIRPERSON DUDLEY: Okay.

MS. WOOLLEY: This is the recorded call.

CHAIRPERSON DUDLEY: Okay. So now -- so now tell me what happened then. Okay. The recorded call -- he was asked about the recorded call close to four years

later.

And?

MS. WOOLLEY: He was asked if he called into the station he -- to ask about the stops. He said he did not call in.

CHAIRPERSON DUDLEY: Okay.

MS. WOOLLEY: And it was not until he was played that recording that he said he did not remember that call.

He was also, however, asked about his conversations with Sergeant Inital and Lieutenant Easter. And instead of saying I do not recall that conversation, he said they did not ask me about that stop in front of Commerce Casino. They asked me about a stop in Montebello.

CHAIRPERSON DUDLEY: Now, are we on the conversation or when he walked into the watch officer's room?

MS. WOOLLEY: This is when he was walked into the watch commander's office.

CHAIRPERSON DUDLEY: And when allegedly there was a screen up and they said -- somehow referred to the screen and said "that call" or something like that. It was -- it -- I never heard anybody say that the sergeant said "the call at Commerce."

MS. WOOLLEY: No. There wasn't a screen.

They call -- this would have been a preliminary conversation about a complaint that had come in. So because there's -- the Public Safety Officer Bill of Rights at issue, the watch sergeant and the watch commander would not have made too many inquiries here. They would have simply asked Deputy Robledo -- and this is all part of the transcripts. This is --

CHAIRPERSON DUDLEY: Right.

MS. WOOLLEY: They asked him, "Did you make this stop in front of Commerce Casino?"

Deputy Robledo said, "No."

And they stopped the conversation.

CHAIRPERSON DUDLEY: When -- this is important to us.

Who -- and who asked him the question, "Did you make the stop in front of Commerce Casino?"

And who made it? What time did they make it? Tell us more about that.

MS. WOOLLEY: So it was either Sergeant Inital or Lieutenant Easter who asked him. I believe it was Sergeant Inital. So this would have been the watch sergeant. And this would have been right as Deputy Robledo was calling -- coming off of shift. So after he had received those MDC messages; after he had called in and spoke with Deputy Strelow on the recorded line;

after he had responded to the MDC messages by saying to Sergeant Inital by saying, "Called you, Sarge."

CHAIRPERSON DUDLEY: I'm sorry. It must be late in the day. I still don't know when that conversation occurred. Was it the end of his shift?

MS. WOOLLEY: Yes. This would have been approximately just before 6:00 a.m.

CHAIRPERSON DUDLEY: Okay. So there's no recording of that conversation.

MS. WOOLLEY: No.

CHAIRPERSON DUDLEY: So who remembers them specifically saying "Commerce"?

MS. WOOLLEY: Lieutenant Easter and Sergeant Inital.

CHAIRPERSON DUDLEY: Okay. So both of them remember him being asked about Commerce.

He says, "I wasn't asked Commerce."

MS. WOOLLEY: Correct.

CHAIRPERSON DUDLEY: I was at -- I was asked -- at that point is he saying, "I was asked about some confusion"? Or "I was asked about Montebello"?

MS. WOOLLEY: He says he was asked about a stop in Montebello.

CHAIRPERSON DUDLEY: Okay. So he was the only one that heard the word "Montebello" in that conversation.

MS. WOOLLEY: Correct.
CHAIRPERSON LONG: Two other people heard "Commerce."
MS. WOOLLEY: Correct.
CHAIRPERSON DUDLEY: Okay. Where are we, hearing board?
MS. GIBBONS: Excuse me, Board Members. I'm probably speaking out of turn. But if I could --
CHAIRPERSON DUDLEY: Excuse me. No.
Okay.
MS. GIBBONS: So I can't correct the false statements that were --
CHAIRPERSON DUDLEY: Right. Right now we're -- right now you are not a part of this conversation.
MS. GIBBONS: Okay.
CHAIRPERSON DUDLEY: So just stand by.
MS. GIBBONS: Thank you.
CHAIRPERSON DUDLEY: You are welcome.
What do you think?
MEMBER DOYLE: I think that provides some clarity to some. I don't speak for everybody. But that does -- some of my board members. I'm sure that does provide some clarity.
CHAIRPERSON DUDLEY: Are there any -- let me ask, then, if there's any other questions anybody wants to

ask the attorney or the investigator about the -- any other confusion that they might be able to help with.

Yes.

MEMBER HATCHER-CRAWFORD: I'm still in support of going back to further look into this case, even after the dialogue back and forth here. I think we visually needed to see some type of timeline.

And although I know we weren't in 2020 case, the criminal side of it was sent to the District Attorney's Office.

I didn't understand why consecutively they couldn't continue the administrative process. Because there -- so that was the concerning part earlier that was mentioned. And I really didn't think about it.

But it was earlier mentioned that at one point it took four months for it to ask a question. And we want clarity on --

CHAIRPERSON DUDLEY: So your position --

MEMBER HATCHER-CRAWFORD: I'm still supporting the first motion.

CHAIRPERSON DUDLEY: You still believe that, at this point, you have some questions. You want us to make a record of the questions. You want to continue the motion the way it had been written, and then give it to the Commission for the Commission to decide what they

want to do next.

You are in the same position you've been in.

MEMBER HATCHER-CRAWFORD: Yes.

CHAIRPERSON DUDLEY: Are you?

MEMBER DOYLE: Yeah. Which I think would probably require me to amend my motion.

CHAIRPERSON DUDLEY: You want to amend your motion?

MEMBER DOYLE: Well, I would have to, because I made an incorrect motion.

CHAIRPERSON DUDLEY: Okay. You know what? Just for the sake of --

MEMBER DOYLE: It was correct, and I should have been -- but the recommendation would be to send it to the POST Commission.

CHAIRPERSON DUDLEY: Okay. So we're going to start that again.

MEMBER DOYLE: Okay.

CHAIRPERSON DUDLEY: And given all the information you have been given from POST staff, is there a motion?

MEMBER PENA: Can I say something?

CHAIRPERSON DUDLEY: Yes.

MEMBER PENA: This discussion has been helpful for me, speaking for myself only. Has been helpful for me. And I would arrive at a different decision and would not have gone forward with the motion that we went forward

with.

CHAIRPERSON DUDLEY: Okay. Let's rule on one motion at a time. But thank you for saying that.

And so -- yes, Dr. Glaser.

MEMBER GLASER: I was wondering if it's better if we delineate the informational elements that we want and put them into the motion, or if we get the motion and then we provide some --

CHAIRPERSON DUDLEY: The motion is just for the passing this on to the Commission, for the Commission to consider requesting further investigation.

MEMBER GLASER: Right. But I know also --

CHAIRPERSON DUDLEY: In which case, that won't be the end of our discussion today.

If that motion passes, as I said in chambers, each of you will have an opportunity to say the further investigation that you would recommend that the Commission recommend.

Okay. Does that make sense?

MEMBER GLASER: It does.

I'm just wondering if it is better --

CHAIRPERSON DUDLEY: No. I think that's --

MEMBER GLASER: -- to formalize it in the motion.

CHAIRPERSON DUDLEY: It definitely is -- okay.

So -- yes.

MEMBER JOHNSON: Just for clarity.

So the motion is put forth and it goes through the Commission. The Commission would then send it back down to the Division. The Division would do an investigation and then bring it back to the Board.

CHAIRPERSON DUDLEY: The Commission could do so many things, including they can just decide that there's enough evidence for them -- for them to decertify.

MEMBER JOHNSON: Okay.

CHAIRPERSON DUDLEY: They can decide to decertify. They could decide to stay. They could do all those things.

The Commission just gets advice from us and then they are the ones who make the decisions.

MEMBER DOYLE: I have one other question.

CHAIRPERSON DUDLEY: Of course. This was all your idea, so go for it.

MEMBER DOYLE: My idea. That's good.

CHAIRPERSON DUDLEY: That was a good one.

MEMBER DOYLE: This is for POST.

You know, it was in the DA; they took a long time.

How does that square with POBAR and complete -- or beginning an investigation before the year?

MS. WOOLLEY: Right.

So under POBAR, an agency is allowed to toll their

administrative investigation while there's the possibility of criminal proceedings. And that's what happened here.

So they -- rather than starting or completing an administrative investigation, they tolled it. And that's why you have this delay.

So once the DA made a final decision, decided they were not going to proceed, that started the time clock, that one-year provision. And they had to finish their investigation within that one-year period.

MEMBER DOYLE: Right.

And -- and the -- and unfortunately there's no unreasonableness built into that.

MS. WOOLLEY: Correct. Yes.

MEMBER DOYLE: Okay.

MEMBER CLAVO: And the DA did not go forward because the witness decided not to testify? Is my understanding.

MS. WOOLLEY: The witness decided not to cooperate at some point. Correct.

CHAIRPERSON DUDLEY: And I believe there was volumes of information that talked about the efforts that the District Attorney's Office had made and that he was -- that's just not interested.

Now, whether that was the sole reason they didn't

go forward or not, only the filing DA would know.

MEMBER DOYLE: Okay.

MS. WOOLLEY: You do have that as an attachment to your ISF; their reasoning.

MEMBER DOYLE: Well, I am probably not the one to make the motion because I agree with Commissioner Pena. Based on the clarification that I have received, I -- I would be able to vote.

CHAIRPERSON DUDLEY: So what?

MEMBER DOYLE: I would be able to vote.

CHAIRPERSON DUDLEY: Okay. So let's just do this in order.

Does anyone have a motion?

MEMBER JOHNSON: I would like a motion to decertify.

CHAIRPERSON DUDLEY: You make a motion to decertify.

Okay. Is there a second?

MEMBER CLAVO: I will second.

CHAIRPERSON DUDLEY: Okay. Now, roll call.

MR. KNAPP: Okay. Clavo.

MEMBER CLAVO: Aye.

MR. KNAPP: Clavo, aye.

Crawford.

MEMBER HATCHER-CRAWFORD: Aye.

MR. KNAPP: Crawford, aye.
Doyle.
MEMBER DOYLE: Yes.
MR. KNAPP: Doyle, aye.
Dudley.
CHAIRPERSON DUDLEY: Aye.
MR. KNAPP: Dudley, aye.
Glaser.
MEMBER GLASER: Nay.
MR. KNAPP: Glaser, nay.
Johnson.
MEMBER JOHNSON: Aye.
MR. KNAPP: Johnson, aye.
Lara.
MEMBER LARA: Aye.
MR. KNAPP: Lara, aye.
Pena.
MEMBER PENA: Aye.
MR. KNAPP: Pena, aye.
That's seven yeses; one no. Motion passes.
MEMBER PENA: A point of clarification.
So we had -- didn't we have an existing motion on the floor with a second?
CHAIRPERSON DUDLEY: Yeah.
MEMBER PENA: We did.

CHAIRPERSON DUDLEY: We never -- there was a first; there was a second; and then there were questions.

MEMBER PENA: Okay.

CHAIRPERSON DUDLEY: But I don't know. Do we think we need to do that again?

MS. DEL MUGNAIO: Yeah. Because you called the vote on the first one.

CHAIRPERSON DUDLEY: What?

MS. DEL MUGNAIO: We called a vote -- so we did call a vote on the first motion.

CHAIRPERSON DUDLEY: Okay.

MS. DEL MUGNAIO: And it passed.

So we would have to have Mr. Doyle or someone rescind the motion in order to take up the second motion.

MEMBER DOYLE: I make a motion to withdraw the first motion that I made.

MEMBER HATCHER-CRAWFORD: I second it.

CHAIRPERSON DUDLEY: Okay. Now let's take a roll call on that withdraw, please.

MR. KNAPP: Clavo.

MEMBER CLAVO: Aye.

MR. KNAPP: Crawford.

MEMBER HATCHER-CRAWFORD: Aye.

MR. KNAPP: Doyle.

MEMBER DOYLE: Yes.
MR. KNAPP: Dudley.
CHAIRPERSON DUDLEY: Aye.
MR. KNAPP: Glaser.
MEMBER GLASER: No.
MR. KNAPP: Johnson.
MEMBER JOHNSON: Aye.
MR. KNAPP: Lara.
MEMBER LARA: Aye.
MR. KNAPP: Pena.
MEMBER PENA: Aye.
MR. KNAPP: That's seven yeses; one no on rescinding Doyle's motion.
CHAIRPERSON DUDLEY: Okay. That motion does pass.
Well, I -- just watching all of you go through this process, it is very clear to me how important it was to you to make sure you had enough information to make a decision. And I admire all of you for taking the time that you needed to do that.
So everybody is working very hard today.
As that was the last item on the agenda, let me quickly remind everybody about the upcoming board meetings.
On April 16th through 17th at POST in West Sacramento;

CERTIFICATE OF REPORTER

I, KATHRYN S. SWANK, a Certified Shorthand Reporter of the State of California, do hereby certify:

That I am a disinterested person herein; that the foregoing proceedings were reported, to the best of my ability, in shorthand by me, Kathryn S. Swank, a Certified Shorthand Reporter of the State of California, and thereafter transcribed into typewriting.

I further certify that I am not of counsel or attorney for any of the parties to said proceedings nor in any way interested in the outcome of said proceedings.

IN WITNESS WHEREOF, I have hereunto set my hand this 5th day of February 2025.

KATHRYN S. SWANK, CSR
Certified Shorthand Reporter
License No. 13061