ADMINISTRATIVE INSIGHT FOR SERGEANT GAXIOLA

Employee Development Plan

Captain Alex Baez, Serial No. 26623, Newton Area, Commanding Officer, conducted an employee interview with Gaxiola. Gaxiola was reminded of the Department's expectations of it's personnel pertaining alcohol consumption. His development plan will consist of his continuance of attending both AA (Alcoholics Anonymous) and Behavior Science Service (BSS) to help in his recovery.

Penalty

After a complete review of the investigation and Gaxiola's work and complaint history it is recommended that he be ordered to a **BOARD OF RIGHTS (BOR)**. Gaxiola has a previous incident of Driving Under the Influence where he received a 22-Days Suspension. In accordance with the Department's Penalty Guide, a BOR is appropriate in this matter.

Work History Analysis

Sergeant I Joseph Scida, Serial No. 36457, Newton Area Complaint Unit, reviewed the Gaxiola's TEAMS II report. Gaxiola has been with the Department since October 26, 1998 and has been assigned to Newton Area since August 30, 2020. He currently has four sustained complaints.

CF No. 16-001876. Date of Incident: July 10, 2016. Alcohol Related-Driving While Impaired. **Sustained/22-Days Suspension.**

CF No. 04-1816. Date of Incident: April 19, 2004. Department alleges that Gaxiola inappropriately transported a citizen and submitted an in accurate Daily Field Activity Report (DFAR). **Sustained/Official Reprimand.**

CF No. 03-1751. Date of Incident: May 12, 2003. Failure to Appear. **Sustained/Admonishment.**

CF No. 01-4443. Date of Incident: September 9, 2001. CP alleged Gaxiola damaged their door when he knocked on it **Sustained/Admonishment** and failed to provide a business card upon request. **Not Resolved.**

CF No. 13-003352. Date of Incident: December 6, 2013. Unbecoming Conduct and Discourtesy. CP alleged that Gaxiola stated, "Like I give a shit" and dropped CP's phone, causing damage. **Not Resolved.**

CF No. 09-003863. Date of Incident: September 20, 2009. CP alleged Gaxiola stated, "Turn the fucking music down and step out of the fucking car" and "You're an ass hole foreman." **Not Resolved.**