



MITCHELL J. LANDRIEU
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

P.O. Box 51480
New Orleans, Louisiana 70151

"to protect and to serve"



RONAL W. SERPA
SUPERINTENDENT

March 15, 2011

OUR REF: 27051 AA

Police Dispatcher Dianne LaRose
SS# [REDACTED]
Communications Division
New Orleans Police Department

RE: P.I.B. Case # 2010-0431R

Dispatcher LaRose,

An administrative investigative report alleging a violation of Departmental Rule and/or Procedure regarding New Orleans Police Department Operations Manual, Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty, has been submitted to my office for the determination of disciplinary action. This investigation was conducted by Assistant Police Communications Supervisor (APCS) Cheryl Jacobs, assigned to the Communications Division.

This investigation determined that on Sunday, March 29, 2010, at about 4:50a.m., you were observed sleeping on duty at the console position. Your eyes were closed which prevented you from seeing incoming Calls for Service. You were inattentive to your duties which could have resulted in you not being able to assist police officers effectively and efficiently. As such, you neglected your duties and responsibilities which is a violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty.

To afford you an opportunity to present facts in mitigation or to explain your conduct, a hearing was held before Captain Bruce E. Adams, on Thursday, November 4, 2010. At that hearing you offered nothing which would tend to mitigate, justify or explain your behavior as heretofore outlined.

Captain Adams has recommended the following disposition and penalty for the sustained violation.

Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty: Sustained, Letter of Reprimand

After a thorough and complete review of the entire investigation report, I find that your conduct, as outlined above, constitutes a violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty. This Rule read as follows:

RULE 4 PERFORMANCE OF DUTY

4. Neglect of Duty

a. Each employee, because of his grade and assignment, is required to perform certain duties and assume certain responsibilities. An employee's failure to properly function in either or both of these areas constitutes a neglect of duty.

5. Unauthorized sleeping on duty.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1., paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule prescribes:

RULE IX
DISCIPLINARY ACTIONS
Section 1. MAINTAINING STANDARDS OF SERVICE

1.1 When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner, or has committed any act to the prejudice of the service, or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following:

- (1) removal from the service.
- (2) involuntary retirement.
- (3) reduction in pay within the salary range for the employee's classification, subject to the provisions of Rule IV, Section 8.
- (4) demotion to any position of a lower classification that the employee is deemed by the appointing authority and the Director to be competent to fill, accompanied by a reduction in pay, which is within the salary range for the lower classification, subject to the provisions of Rule IV, Section 8.
- (5) suspension without pay not exceeding one hundred twenty (120) calendar days.
- (6) fine

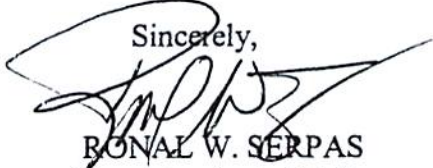
(as amended June 10, 1982, effective June 10, 1982)

LaRose
P.I.B. #10-0431R
Page 3 of 3

Additionally, I approve the disposition and penalty recommended by Captain Adams. Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified that for the **sustained** violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty, you are discipline with a **Letter of Reprimand**. This letter shall serve as your official Letter of Reprimand.

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Refer to New Orleans Police Department Operations Manual Chapter 26.2, Appendix D for information on Civil Services Rules governing appeals.

You are also advised that any future violations of a similar nature will result in far more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,

RONAL W. SERPAS
Superintendent of Police

RWS:bag
cc: Department of City Civil Service
NOPD Personnel Office
Field Operations Bureau
Commander, Communications Division
Public Integrity Bureau



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RONAL W. SERPA
SUPERINTENDENT

March 16, 2011

OUR REF: 27051 AA

Police Dispatcher Elmaree Thomas
SS# [REDACTED]
Communications Division
New Orleans Police Department

RE: P.I.B. Case # 2010-0574R

Dispatcher Thomas,

An administrative investigative report alleging violations of Departmental Rule and/or Procedure regarding New Orleans Police Department Operations Manual; Rule 2: Moral Conduct, paragraph 3 – Truthfulness and Rule 4: Performance of Duty, paragraph 4 – Neglect of Duty, paragraph c5, Unauthorized sleeping on duty, has been submitted to my office for the determination of disciplinary action. This investigation was conducted by Assistant Police Communications Supervisor (APCS) Annie F. Lockett, assigned to the Communications Division.

This investigation determined that on Friday, April 23, 2010, at about 5:15a.m., you were observed sleeping on duty at the console position or giving the appearance of sleeping. Your eyes were closed which prevented you from monitoring your work station. PCS Deal observed you for several minutes before you became alert. You were inattentive to your duties which could have resulted in you not being able to assist police officers effectively and efficiently. When questioned about sleeping on duty, you denied sleeping in the Communications Center. Additionally, you were untruthful when you stated you were allowed to watch programs on EMS television. You were not grant permission at any time to watch EMS television. Dispatchers' responsibility is to monitor their work station at all time. As such, you violated Rule 2: Moral Conduct, paragraph 3 – Truthfulness and Rule 4: Performance of Duty, paragraph 4 – Neglect of Duty, paragraph c5, Unauthorized sleeping on duty.

To afford you an opportunity to present facts in mitigation or to explain your conduct, a hearing was held before Captain Bruce E. Adams, Commander of the Communications Division, on Thursday, November 4, 2010. At that hearing you offered nothing which would tend to mitigate, justify or explain your behavior as heretofore outlined.

Captain Adams has recommended the following dispositions and penalties for the violations.

Rule 2: Moral Conduct, paragraph 3 – Truthfulness: Not Sustained.

Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty: Not Sustained.

Assistant Superintendent Kirk M. Bouyelas, of the Field Operations Bureau, received and reviewed the Disciplinary Hearing Form submitted by Captain Adams. Assistant Superintendent Bouyelas did not concur with Captain Adams' recommendation that Rule 2: Moral Conduct, paragraph 3 – Truthfulness and Rule 4: Performance of Duty, paragraph 4 – Neglect of Duty, paragraph c5, Unauthorized sleeping on duty should be Not Sustained. Assistant Superintendent Bouyelas submitted an Interoffice Correspondence coversheet dated December 9, 2010, and recommended the following:

Rule 2: Moral Conduct, paragraph 3, Truthfulness: Sustained, three (3) working day suspension.

Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty: Sustained, Letter of Reprimand.

After a thorough and complete review of the entire investigation report, I find that your conduct, as outlined above, constitutes a violation of Rule 2: Moral Conduct, paragraph 3 – Truthfulness and Rule 4: Performance of Duty, paragraph 4 – Neglect of Duty, paragraph c5, Unauthorized sleeping on duty.

These Rules read as follows:

RULE 2 MORAL CONDUCT

3. Truthfulness

Upon order of the Superintendent of Police, the Superintendent's designee, or a superior officer, employees shall truthfully answer all questions specifically directed and narrowly related to the scope of employment and operations of the Department which may be asked of them.

RULE 4 PERFORMANCE OF DUTY

4. Neglect of Duty

c. The following act or omissions to act, although not exhaustive, are considered neglect of duty:

5. Unauthorized sleeping on duty.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1., paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule prescribes:

RULE IX
DISCIPLINARY ACTIONS
Section 1. MAINTAINING STANDARDS OF SERVICE

1.1 When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner, or has committed any act to the prejudice of the service, or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following:

- (1) removal from the service.
- (2) involuntary retirement.
- (3) reduction in pay within the salary range for the employee's classification, subject to the provisions of Rule IV, Section 8.
- (4) demotion to any position of a lower classification that the employee is deemed by the appointing authority and the Director to be competent to fill, accompanied by a reduction in pay, which is within the salary range for the lower classification, subject to the provisions of Rule IV, Section 8.
- (5) suspension without pay not exceeding one hundred twenty (120) calendar days.
- (6) fine

(as amended June 10, 1982, effective June 10, 1982)


Additionally, I approve the dispositions and penalties recommended by Assistant Superintendent Bouyelas. Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violations, you are hereby notified that for the **sustained** violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty, you are disciplined with a **Letter of Reprimand**. This letter shall serve as your official Letter of Reprimand. For the sustained violation of Rule 2: Moral Conduct, paragraph 3, Truthfulness, you are **suspended** from the New Orleans Police Department for **three (3) working days**, effective the week of **Sunday, March 27, 2011**. The actual starting day of your suspension during that week is at the discretion of your Commander. This suspension is to run without interruption and your two (2) AWP days are not counted as suspension days.

Thomas
P.I.B #10-0574R
Page 4 of 4

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Refer to New Orleans Police Department Operations Manual Chapter 26.2, Appendix D for information on Civil Services Rules governing appeals.

Further you are advised that due to your suspension, you should contact the CAO Hospitalization Office at 658-8615, to make arrangements to maintain Hospitalization Insurance payments. These payments are not paid for by the City of New Orleans while you are on suspension. You will lose those benefits if you do not arrange to pay for them yourself.

You are also advised that any future violations of a similar nature will result in far more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,

RONAL W. SERPAS
Superintendent of Police

RWS:bag

cc: Department of City Civil Service
NOPD Personnel Office
NOPD Pension Board
Field Operations Bureau
Commander, Communications Division
Public Integrity Bureau



MITCHELL J. LANDRIEU
MAYOR

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RONAL W. SERPA
SUPERINTENDENT

March 15, 2011

OUR REF: 27051 AA

Police Dispatcher Monica Stevens
SS# [REDACTED]
Communications Division
New Orleans Police Department

RE: P.I.B. Case # 2010-0705R

Dispatcher Stevens,

An administrative investigative report alleging a violation of Departmental Rule and/or Procedure regarding New Orleans Police Department Operations Manual, Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty, has been submitted to my office for the determination of disciplinary action. This investigation was conducted by Assistant Police Communications Supervisor (APCS) Cheryl Jacobs, assigned to the Communications Division.

This investigation determined that on Sunday, May 16, 2010, at about 6:29a.m., you were observed sleeping on duty at the console position. Your eyes were closed which prevented you from seeing incoming Calls for Service. APCS Jacobs had to tap you on your shoulder to get your attention. You were inattentive to your duties which could have resulted in you not being able to assist police officers effectively and efficiently. As such, you neglected your duties and responsibilities which is a violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty.

To afford you an opportunity to present facts in mitigation or to explain your conduct, a hearing was held before Captain Bruce E. Adams, on Friday, November 5, 2010. At that hearing you offered nothing which would tend to mitigate, justify or explain your behavior as heretofore outlined.

Captain Adams has recommended the following disposition and penalty for the sustained violation.

Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty: Sustained, Letter of Reprimand

After a thorough and complete review of the entire investigation report, I find that your conduct, as outlined above, constitutes a violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty. This Rule read as follows:

RULE 4 PERFORMANCE OF DUTY

4. Neglect of Duty

a. Each employee, because of his grade and assignment, is required to perform certain duties and assume certain responsibilities. An employee's failure to properly function in either or both of these areas constitutes a neglect of duty.

5. Unauthorized sleeping on duty.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1., paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule prescribes:

**RULE IX
DISCIPLINARY ACTIONS
Section 1. MAINTAINING STANDARDS OF SERVICE**

1.1 When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner, or has committed any act to the prejudice of the service, or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following:

- (1) removal from the service.
- (2) involuntary retirement.
- (3) reduction in pay within the salary range for the employee's classification, subject to the provisions of Rule IV, Section 8.
- (4) demotion to any position of a lower classification that the employee is deemed by the appointing authority and the Director to be competent to fill, accompanied by a reduction in pay, which is within the salary range for the lower classification, subject to the provisions of Rule IV, Section 8.
- (5) suspension without pay not exceeding one hundred twenty (120) calendar days.
- (6) fine

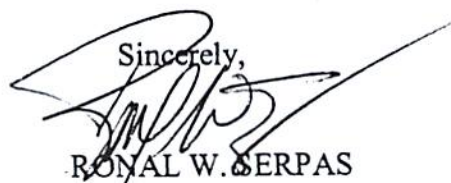
(as amended June 10, 1982, effective June 10, 1982)

Stevens
P.I.B. #10-0705R
Page 3 of 3

Additionally, I approve the disposition and penalty recommended by Captain Adams. Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified that for the **sustained** violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty, you are disciplined with a **Letter of Reprimand**. This letter shall serve as your official Letter of Reprimand.

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Refer to New Orleans Police Department Operations Manual Chapter 26.2, Appendix D for information on Civil Services Rules governing appeals.

You are also advised that any future violations of a similar nature will result in far more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,

RONAL W. SERPAS
Superintendent of Police

RWS:bag
cc: Department of City Civil Service
NOPD Personnel Office
Field Operations Bureau
Commander, Communications Division
Public Integrity Bureau



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MITCHELL J. LANDRIEU
MAYOR

RONAL W. SERPA
SUPERINTENDENT

March 16, 2011

OUR REF: 27051 AA

Police Dispatcher Qvonda Blackwell-Taylor
SS# [REDACTED]
Communications Division
New Orleans Police Department

RE: P.I.B. Case # 2010-0625R

Dispatcher Blackwell-Taylor,

An administrative investigative report alleging a violation of Departmental Rule and/or Procedure regarding New Orleans Police Department Operations Manual, Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty, has been submitted to my office for the determination of disciplinary action. This investigation was conducted by Assistant Police Communications Supervisor (APCS) Annie Lockett, assigned to the Communications Division.

This investigation determined that on Wednesday, May 5, 2010, at about 3:49a.m., you were observed sleeping on duty at the console position. You were inattentive to your duties which could have resulted in you not being able to assist police officers effectively and efficiently. As such, you neglected your duties and responsibilities which is a violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty.

To afford you an opportunity to present facts in mitigation or to explain your conduct, a hearing was held before Captain Bruce E. Adams, on Friday, November 5, 2010. At that hearing you offered nothing which would tend to mitigate, justify or explain your behavior as heretofore outlined.

Captain Adams has recommended the following disposition and penalty for the sustained violation.

Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty: Sustained, Letter of Reprimand

After a thorough and complete review of the entire investigation report, I find that your conduct, as outlined above, constitutes a violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty. This Rule read as follows:

RULE 4 PERFORMANCE OF DUTY

4. Neglect of Duty

a. Each employee, because of his grade and assignment, is required to perform certain duties and assume certain responsibilities. An employee's failure to properly function in either or both of these areas constitutes a neglect of duty.

5. Unauthorized sleeping on duty.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1., paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule prescribes:

**RULE IX
DISCIPLINARY ACTIONS**

Section 1. MAINTAINING STANDARDS OF SERVICE

1.1 When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner, or has committed any act to the prejudice of the service, or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following:

- (1) removal from the service.
- (2) involuntary retirement.
- (3) reduction in pay within the salary range for the employee's classification, subject to the provisions of Rule IV, Section 8.
- (4) demotion to any position of a lower classification that the employee is deemed by the appointing authority and the Director to be competent to fill, accompanied by a reduction in pay, which is within the salary range for the lower classification, subject to the provisions of Rule IV, Section 8.
- (5) suspension without pay not exceeding one hundred twenty (120) calendar days.
- (6) fine

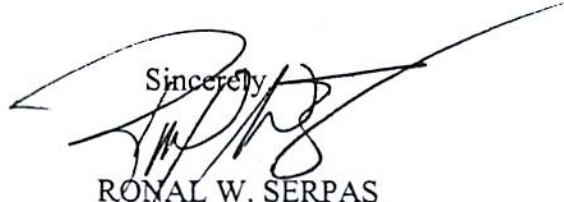
(as amended June 10, 1982, effective June 10, 1982)

Blackwell-Taylor
P.I.B. #10-0625R
Page 3 of 3

Additionally, I approve the disposition and penalty recommended by Captain Adams. Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified that for the **sustained** violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty, you are discipline with a **Letter of Reprimand**. This letter shall serve as your official Letter of Reprimand.

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Refer to New Orleans Police Department Operations Manual Chapter 26.2, Appendix D for information on Civil Services Rules governing appeals.

You are also advised that any future violations of a similar nature will result in far more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,

RONAL W. SERPAS
Superintendent of Police

RWS:bag

cc: Department of City Civil Service
NOPD Personnel Office
Field Operations Bureau
Commander, Communications Division
Public Integrity Bureau



MITCHELL J. LANDRIEU
MAYOR

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DEPARTMENT OF POLICE

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RONAL W. SERPA
SUPERINTENDENT

March 16, 2011

OUR REF: 27051 AA

Police Dispatcher Rhonda Cannon
SS# [REDACTED]
Communications Division
New Orleans Police Department

RE: P.I.B. Case # 2010-0641R

Dispatcher Cannon,

An administrative investigative report alleging a violation of Departmental Rule and/or Procedure regarding New Orleans Police Department Operations Manual, Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty, has been submitted to my office for the determination of disciplinary action. This investigation was conducted by Assistant Police Communications Supervisor (APCS) Cheryl Jacobs, assigned to the Communications Division.

This investigation determined that on Saturday, May 8, 2010, at about 3:55a.m., you were observed sleeping on duty at the console position. Your eyes were closed which prevented you from seeing incoming Calls for Service. APCS Jacobs had to tap you on your shoulder to get your attention. You were inattentive to your duties which could have resulted in you not being able to assist police officers effectively and efficiently. As such, you neglected your duties and responsibilities which is a violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty.

To afford you an opportunity to present facts in mitigation or to explain your conduct, a hearing was held before Captain Bruce E. Adams, on Friday, November 5, 2010. At that hearing you offered nothing which would tend to mitigate, justify or explain your behavior as heretofore outlined.

Captain Adams has recommended the following disposition and penalty for the sustained violation.

Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty: Sustained, Letter of Reprimand

After a thorough and complete review of the entire investigation report, I find that your conduct, as outlined above, constitutes a violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty. This Rule read as follows:

RULE 4 PERFORMANCE OF DUTY

4. Neglect of Duty

a. Each employee, because of his grade and assignment, is required to perform certain duties and assume certain responsibilities. An employee's failure to properly function in either or both of these areas constitutes a neglect of duty.

5. Unauthorized sleeping on duty.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1., paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule prescribes:

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(as amended June 10, 1982, effective June 10, 1982)

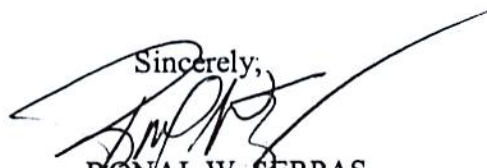
Cannon
P.I.B. #10-0641R
Page 3 of 3

Additionally, I approve the disposition and penalty recommended by Captain Adams. Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified that for the **sustained** violation of Rule 4: Performance of Duty, paragraph 4a – Neglect of Duty, paragraph 5, Unauthorized sleeping on duty, you are discipline with a **Letter of Reprimand**. This letter shall serve as your official Letter of Reprimand.

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Refer to New Orleans Police Department Operations Manual Chapter 26.2, Appendix D for information on Civil Services Rules governing appeals.

You are also advised that any future violations of a similar nature will result in far more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,



RONAL W. SERPAS
Superintendent of Police

RWS:bag

cc: Department of City Civil Service
NOPD Personnel Office
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Public Integrity Bureau