

# NOTICE OF DISCIPLINARY ACTION

Date Prepared

4/15/02

Employee Name <b>BUNCAN, David K.</b>	Employee No. <b>44916</b>	Social Security No. <b>On File</b>	Position Title <b>Police Officer</b>	Pay Grade <b>P-1</b>
------------------------------------------	------------------------------	---------------------------------------	-----------------------------------------	-------------------------

Dept./Div. Name <b>Police / District II</b>	Dept. Hearing Date (If applicable)
------------------------------------------------	------------------------------------

<b>EMPLOYEE STATUS</b>				<b>BARGAINING UNIT STATUS</b>	
<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Entrance	<input type="checkbox"/> Seasonal	<input type="checkbox"/> Other (Specify)	<input type="checkbox"/> A.T.U.	<input checked="" type="checkbox"/> P.B.A.
<input type="checkbox"/> Probationary	<input type="checkbox"/> Promotional	<input type="checkbox"/> Temporary		<input type="checkbox"/> I.A.F.F.	<input type="checkbox"/> None

<b>REASONS FOR DISCIPLINARY ACTION</b>		
<input type="checkbox"/> Incompetence	<input type="checkbox"/> Neglect of Duty	<input type="checkbox"/> Breach of Peace
<input checked="" type="checkbox"/> Insubordination	<input type="checkbox"/> Moral Turpitude	<input type="checkbox"/> Other (Specify) <b>1.0</b>

State specific reasons and circumstances of the incident(s) which led to this action. Include names of any witnesses, time, location of incident and what happened and specific improvements expected, and what further action may be taken if improvements don't occur. This action should include accompanying documentation of previous written warnings, admonishments and suspensions.

### DISCIPLINARY HISTORY

4/01/01      REPRIMAND      MR# 1402, 1102, & 1005      DEPT. PROPERTY RESTRICTION, STANDARD OF CONDUCT

On December 23, 2000 at approximately 1622 hours, Officer David Duncan was on duty in his marked unit riding with a reserve officer when they observed a white GMC Yukon matching the description of a stolen vehicle. Officer Duncan pulled behind the vehicle to verify that it was stolen. As he awaited confirmation from Communications, the passenger of the suspect vehicle exited the vehicle and ran away. Officer Duncan's reserve officer immediately exited the marked unit and gave chase. With the driver remaining in the suspect vehicle, Officer Duncan exited the marked unit, drew his service weapon and approached the driver in an attempt to gain compliance.

Officer Duncan's actions were in violation of SOP 831: Vehicle Stops - Felony/High Risk as he gave up his cover position and approached the driver on foot. SOP 831 requires that "both officers (two officer unit) remain at the cover position of their patrol car until all occupants are removed."

This disciplinary action is based on the nature of the violation and Officer Duncan's previous disciplinary history. Future violations similar in nature will be dealt with in a more stringent and progressive manner.

(ATTACH ADDITIONAL SHEETS)

**Disciplinary Action to be Taken:**

<input checked="" type="checkbox"/> Reprimand	<input type="checkbox"/> Quit Without Notice (AWOL)
<input type="checkbox"/> Suspension - Number of Work Days _____ Effective Date _____ Date Scheduled to return to work _____	<input type="checkbox"/> Disciplinary Demotion - Effective Date _____ New Position Title _____ New Pay Range _____
<input type="checkbox"/> Dismissal - Effective Date _____	<input type="checkbox"/> Other _____

Supervisor's Name <i>John R. Smith</i>	Date <b>5/11/02</b>	Department Director or Designee's Signature <i>Carl C. Davis</i>	Date <b>5/18/02</b>
Note to Employee: 1. This is to inform you that disciplinary action is being taken for the above reasons. 2. Your acknowledgement of receipt does not indicate agreement. 3. See the reverse side for important information about your rights.		Employee Signature <i>David K. Buncan</i>	Date <b>5-11-02</b>