

City of Canandaigua

New York

WILLIAM R. BRIDGEO
CITY MANAGER

716-396-5000

August 10, 1990

TO: Police Officer Ralph J. Liberatore
Shield No. 101
Patrol Division - Squad II

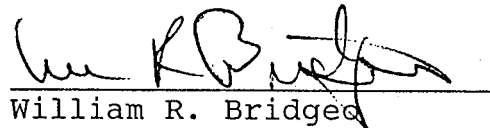
FROM: William R. Bridgeo
City Manager

SUBJECT: NOTICE OF DETERMINATION

Disciplinary action related to your acknowledgement of your violation of Article V - 2.1, Article VII - 1.14, 1.27 and Article VIII - 6.

Upon your election not to challenge allegations that you did violate the rules as specified in the attached affidavit, the corrective action to be imposed is as follows:

1. That you be formally reprimanded for failure to comply with Departmental regulations.
2. That you be suspended from duty without pay for three (3) days in the year 1990.
3. That you be issued a warning letter regarding your future conduct.


William R. Bridgeo
City Manager

Attachment

CANANDAIGUA POLICE DEPARTMENT

21 ONTARIO STREET
CANANDAIGUA, NEW YORK 14424

PATRICK W. MCCARTHY
CHIEF OF POLICE

DATE: August 10, 1990
TO: Police Officer Ralph J. Liberatore
FROM: Chief of Police Patrick W. McCarthy
SUBJECT: Letter of Reprimand

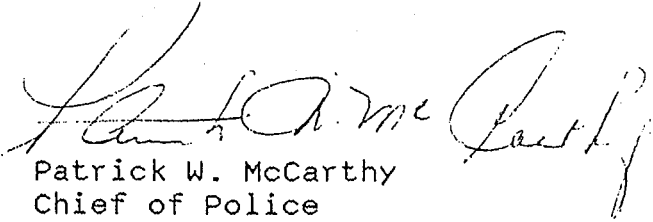
This letter is intended to serve as a formal rebuke for your conduct relating to the distribution of a letter dated January 23, 1990 to members of the Canandaigua City Council, the New York State Department of Civil Service, Robert Flavin, and Lipsitz, Green, Fahringer, Roll, Salisbury, and Cambria.

Although your right to circulate a letter in this case is not in question, the inclusion of privileged information concerning the identity of a juvenile taken into custody and related departmental communications are cause for grave concern.

Your distribution of this letter as written was in flagrant disregard of a duly constitutional statute and Department regulations. Your actions in this matter have compromised your stature as a professional law enforcement officer and have jeopardized the professional integrity of the Police Department, both within and outside the community.

In view of the foregoing, you are formally admonished for your conduct in this matter and most emphatically instructed by this letter to never repeat this or any similar conduct as long as you are employed as an officer in this Department. A breach of the contents of this letter will subject you to formal disciplinary action.

PWM:cb


Patrick W. McCarthy
Chief of Police

CANANDAIGUA POLICE DEPARTMENT

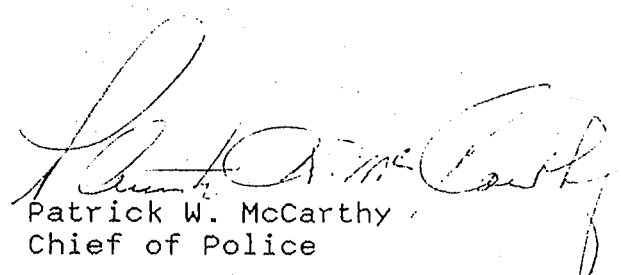
21 ONTARIO STREET
CANANDAIGUA, NEW YORK 14424

PATRICK W. MCCARTHY
CHIEF OF POLICE

DATE: August 10, 1990
TO: Police Officer Ralph J. Liberatore
FROM: Patrick W. McCarthy, Chief of Police
SUBJECT: Notice of Suspension from Duty Without Pay

Based upon your election to waive an Article 75 hearing in connection with disciplinary charges placed against you on June 1, 1990, you are hereby notified that you are suspended without pay on September 26th, 27th, and 28th, 1990.

PWM:cb



Patrick W. McCarthy
Chief of Police

CANANDAIGUA POLICE DEPARTMENT

21 ONTARIO STREET
CANANDAIGUA, NEW YORK 14424

PATRICK W. MCCARTHY
CHIEF OF POLICE

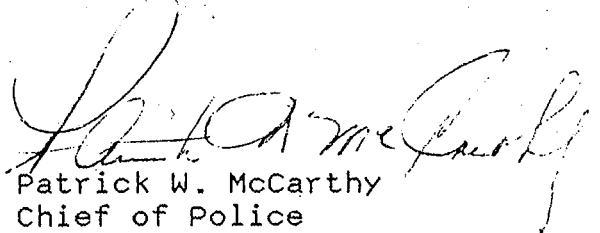
DATE: August 10, 1990
TO: Police Officer Ralph J. Liberatore
FROM: Chief of Police Patrick W. McCarthy
SUBJECT: Letter of Warning

This letter is intended to inform you that in view of your disciplinary record of this date, any future misconduct or failure by you to carry out the lawful directives of your superiors, or your failure to comply with established rules, regulations and policies of this Department will be deemed sufficient cause to seek your termination as a police officer of the City of Canandaigua.

This letter is not intended to intimidate you, nor to infer that you will be deprived of access to your rights of redress as provided by State Law. It is intended, however, to alert you to your current standing as an employee of this organization and hopefully to motivate you to establish a positive mindset that is consistent with adherence to duly established laws, rules, regulations and policies of this Department.

Your potential as a law enforcement officer is very high. I urge you to realize this fact and to strive to improve your standing within the Department. Anything less will be an injustice to yourself.

PWM:cb


Patrick W. McCarthy
Chief of Police