



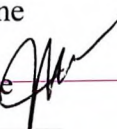
**CITY OF GENEVA
POLICE DEPARTMENT**

255 EXCHANGE STREET
GENEVA, NEW YORK 14456



FRANK T. PANE
Chief of Police

Phone: (315) 789-1111
Fax: (315) 789-1814

To: Chief Frank Pane
From: Lt John Cataline 
Date: December 18, 2009
Subject: Internal Investigation 2009-18217

Introductory Paragraph

Information was received through the Ontario County District Attorney's Office reported allegations of police misconduct by members of the Geneva Police Department made by PO Raul Arroyo to the Greece Police Department on October 23, 2009.

Findings Section for the Specific Allegations

All but two of the allegations reported by PO Arroyo had been dealt with through internal discipline procedures. The other two allegations were investigated. The facts of those investigations support the findings of unfounded. However, the allegations made by PO Arroyo constituted a number of violations of the Geneva Police Department General Orders as follows:

1. Violation of Rules of Conduct.
2. Conduct Unbecoming.
3. Failed to notify supervisor of a personnel complaint.
4. Making Disparaging Public Statements.
5. Gossip.
6. Dissemination of Information.

7. Intervention.
8. Abuse of Process.
9. Disclosing Confidential Information.
10. Conflict of Interest.

The facts of the investigation support the finding of **SUSTAINED** on nine violations and **NOT SUSTAINED** on one violation.

Incident Synopsis

On or about October 26, 2009, ADA William Hart brought to my attention a letter submitted by Lt Patrick Phelan of the Greece Police Department to District Attorney R Michael Tantillo. The letter indicated that Police Officer Raul Arroyo was interviewed by Lt Phelan regarding a possible transfer to the Greece Police Department. After the interview was concluded, PO Arroyo spontaneously made allegations of police misconduct by members of the Geneva Police Department to Lt Phelan. Lt Phelan submitted a letter to his Acting Chief and was later advised to report these allegations to the Ontario County District Attorney. The allegation made were:

1. [REDACTED]
[REDACTED] PO Arroyo did not witness this allegation.
2. [REDACTED]
[REDACTED] PO Arroyo did not witness this allegation.
3. [REDACTED]
[REDACTED] PO Arroyo did not
4. [REDACTED]
[REDACTED] PO Arroyo did not witness this allegation.

5.

PO Arroyo stated that when he and another officer went to Lt Trickler, nothing was done and [REDACTED] retaliated by making PO Arroyo walk a beat for 8 hours during a snowstorm and not issued a car. PO Arroyo also stated that currently an officer is being made to walk a beat in the Charter Home project, left without a car. It was not stated that PO Arroyo witnessed any of these allegations.

Evidence to Support the Specific Allegations

The ten (10) allegations against PO Arroyo were reviewed by him and his union representative, PO Michael Passalacqua. After reading the allegations and their context in the Geneva Police Department General Orders Manual, he acknowledged that he had violated them except for one.

Evidence to Refute the Specific Allegations

1. None

Identification & Explanation of Allegations & Recommended Findings

1. PO Arroyo violated Geneva Police Department General Order 305 Section III, A 1, **Violation of Rules: Officers and employees shall not commit any acts or omit any acts which constitute a violation of any of the rules, regulations, directives or orders of the department, whether stated in this General Order or elsewhere.**

Complainant and Involved Witnesses:

By making the allegation to Lt Phelan of the Greece Police Department, PO Arroyo violated this General Order.

Officer and Involved Personnel:

PO Arroyo after reading this section admitted that he violated it.

Independent Witnesses:

None

Recommended Findings:

The finding is **SUSTAINED.**

2. PO Arroyo violated Geneva Police Department General Order 305 Sect III, A 2a, **Unbecoming Conduct: Officers shall conduct themselves at all times, both on and off duty, in such a manner as to reflect most favorably on the department. Conduct unbecoming an officer include that which brings the department into disrepute or reflects discredit upon the officer as a member of the department, or that which impairs the operation or efficiency of the department or officer.**

Complainant and Involved Witnesses:

By making the allegation to Lt Phelan of the Greece Police Department, PO Arroyo violated this General Order.

Officer and Involved Personnel:

PO Arroyo, after reading this section admitted he violated it.

Independent Witnesses:

None

Recommended Findings:

The finding is **SUSTAINED.**

3. PO Arroyo violated Geneva Police Department General Order 305 VI E 1 a & c, **Failed to notify supervisor of an internal complaint: If the complaint is internal, whereby a member of the department is lodging a complaint against another member, the same basic process outlined in (VI A 1 & 2) above will be followed. The following additional procedures will be followed: a. The department member wanting to file the complaint shall notify his immediate supervisor. C. In the event the member wishing to file the complaint believes that it is inappropriate to approach his/her supervisor with the complaint, the member may contact the duty Lieutenant, LT/DB or Chief of Police to file the complaint.**

Complainant and Involved Witnesses:

Of the allegations made my PO Arroyo, he admitted that he did not notify his supervisor or next level supervisor except in the case with [REDACTED]. He stated that he went to Lt Trickler and nothing was done. He was later "closely supervised" by [REDACTED].

Officer and Involved Personnel:

PO Arroyo after reading this section, admitted he violated it.

Independent Witnesses:

None

Recommended Findings:

The finding is **SUSTAINED.**

4. PO Arroyo violated Geneva Police Department General Order 305 III 30 a, **Public statements and Appearances: Officers and employees shall not publicly criticize or ridicule the department, its policies, or other officers by speech, writing, or other expression, where such speech, writing or other expression is defamatory, obscene, unlawful, undermines the effectiveness of the department, interferes with the maintenance of discipline, or is made with reckless disregard for truth or falsity.**

Complainant and Involved Witnesses:

By making the allegations to Lt Phelan of the Greece Police Department, PO Arroyo violated this General Order.

Officer and Involved Personnel:

PO Arroyo after reading this section, admitted that he violated it.

Independent Witnesses:

None

Recommended Findings:

The finding is **SUSTAINED.**

5. PO Arroyo violated Geneva Police Department General Order 305, III 32, a **Gossip: A member or employee of the department shall refrain from participating in the receipt or transmission of groundless rumor of a person, sensational or intimate in nature.**

Complainant and Involved Witnesses:

By making the allegations to Lt Phelan of the Greece Police Department, PO Arroyo violated this General Order.

Officer and Involved Personnel:

PO Arroyo, after reading this section admitted that he violated it.

Independent Witnesses:

None

Recommended Findings:

The finding is **SUSTAINED.**

6. PO Arroyo violated Geneva Police Department General Order 305 Section III, 34, **Dissemination of Information: Officers and employees shall treat the official business of the de[part]ment as confidential. Information regarding official business shall be disseminated only to those for whom it is intended in accordance with established department procedures. Officers may remove or copy official records or reports from a police installation only in accordance with established departmental procedures. Officers and employees shall not divulge the identity of persons, organizations, or other entities giving confidential information except as authorized by proper authority.**

Complainant and Involved Witnesses:

By making these allegations to Lt Phelan of the Greece Police Department, PO Arroyo violated this General Order.

Officer and Involved Personnel:

PO Arroyo after reading this section admitted that he violated it.

Independent Witnesses:

None

Recommended Findings:

The finding is **SUSTAINED.**

7. PO Arroyo violated Geneva Police Department General Order 305, III 35 b, **Intervention: Officers shall not undertake any investigation or other official action not part of their regular duties without obtaining permission from their superior officer unless the exigencies of the situation require immediate police action.**

Complainant and Involved Witnesses:

By making the allegations to Lt Phelan of the Greece Police Department there was a possibility that PO Arroyo conducted his own internal investigation and made notes mainly due to the time that the allegations were made and the date that PO Arroyo made the allegations to Lt Phelan.

Officer and Involved Personnel:

During the interview, PO Arroyo read this section and denied that he had conducted any internal investigation. He also denied making any notes regarding the allegations that he relayed to Lt Phelan.

Independent Witnesses:

None

Recommended Findings:

The finding is **NOT SUSTAINED.**

8. PO Arroyo violated Geneva Police Department General Order 305, III, 38, **Abuse of Process: Officers shall not make false accusations of a criminal or traffic charge.**

Complainant and Involved Witnesses:

By making the accusations to Lt Phelan of the Greece Police involving [REDACTED]
[REDACTED] this would violate
this General Order.

Officer and Involved Personnel:

PO Arroyo after reading this section admitted that he violated it.

Independent Witnesses:

None

Recommended Findings:

The finding is **SUSTAINED.**

9. PO Arroyo violated Geneva Police Department General Order 305, III, 6 a ii, **Disclosing confidential information learned in the course of official duties GML, 805-a(1)(b).**

Complainant and Involved Witnesses:

By making these accusations to Lt Phelan of the Greece Police Department, PO Arroyo violated this General Order.

Officer and Involved Personnel:

PO Arroyo after reading this section admitted that he violated it.

Independent Witnesses:

None

Recommended Findings:

The finding is **SUSTAINED.**

10. PO Arroyo violated Geneva Police Department General Order 305, III. 49A **Conflict of Interest: Officers will not take police action, whether on duty or off duty, in cases that involve a conflict of interest, potential conflict of interest, or that may have the appearance of a conflict of interest or other impropriety. For the purposes of this section, circumstances involving a “Conflict of interest, potential conflict of interest, or that may have the appearance of a conflict of interest or other impropriety” include but are not limited to situation involving circumstances or persons in which the officer has a personal or family relationship with one or more of the involved parties, or has a personal, family or financial, business or other private interest in the matter or its outcome. If such circumstances exist or may exist the officer will refrain from taking any police action and refer the matter to a supervisor, except that officers may take action in an emergency situation to deal with an imminent threat to the safety of any person or to prevent the imminent damage, destruction, or theft of property.**

Complainant and Involved Witnesses:

By making these accusations to Lt Phalen of the Greece Police Department, PO Arroyo attempted to salvage his position for possible lateral transfer. That constitutes a violation of this General Order.

Officer and Involved Personnel:

PO Arroyo after reading this section admitted that he didn't think he violated it.

Independent Witnesses:

None

Recommended Findings:

The finding is **SUSTAINED.**

Scope of the Investigation

- October 26, 2009 Received a letter from ADA William Hart that was provided to Ontario County District Attorney R Michael Tantillo from the Greece Police Department stating that on October 23, 3009, PO Raul Arroyo made allegations of police misconduct to Greece Police Department Lieutenant Patrick Phalen after completing an interview for possible lateral transfer.
- October 30, 2009 Lieutenant Jeffrey Trickler notified PO Arroyo about the letter and required a response in writing from him no later than November 02, 2009.
- November 01, 2009 PO Arroyo responded to Lt Trickler.
- November 04, 2009 Interviewed YO Patrick Nolin regarding the circumstances in the arrest of [REDACTED]. YO Nolin was listed as a witness by PO Arroyo. The context of the interview was that nothing out of the ordinary occurred and [REDACTED].
- November 05, 2009 Received a copy of an email from Chief Pane sent to him by DA Tantillo in response to an email from PO Arroyo on November 02, 2009 requesting a meeting to discuss his situation.
- November 05, 2009 Interviewed PO Steven Vine regarding the circumstances in the arrest of [REDACTED]. PO Vine was listed as a witness by PO Arroyo. The context of the interview was that there was [REDACTED].
- November 06, 2009 Interviewed PO Randall Grenier and PO Richard Regan regarding the circumstances in the arrest of [REDACTED]. They were also listed as witnesses by PO Arroyo. The contezxt of their statements was that nothing out of the ordinary occurred and there was [REDACTED].

November 06, 2009 Interviewed PO Bret Steve regarding the circumstances in the arrest of [REDACTED] and the allege [REDACTED]

November 07, 2009 Sgt Heieck interviewed PO Jeffrey Mortier and PO Stephanie Megliore regarding the circumstances in the arrest of [REDACTED] and the alleged [REDACTED]. The context of their statements was that [REDACTED]

November 24, 2009 A letter of a Geneva Police Department Investigation was served on PO Arroyo.

November 27, 2009 PO Arroyo requested a change of time for the scheduled December 01, 2009 interview. The change was granted.

December 01, 2009 PO Arroyo was interviewed by myself and Sgt Heieck. He was represented by PO Michael Passalacqua. He stated that he made the allegations to Lt Patrick Phalen after his interview was completed. He stated that he made them out of frustration due to the interview for his lateral transfer to the Greece Police Department going badly because of his financial situation. He felt that by making these allegations, he might improve his situation with Greece. He admitted that he was not present for any of the allegation that he made and that information he had about them was hearsay. I showed him and PO Passalacqua highlighted copies of the each of Geneva Police Department General Order that were violated. In all but two sections he admitted that he violated them. In one section denied it and there was no other evidence to refute it and the other section he felt that he did not violate it but the evidence did not support his feeling.

Ancillary/Satellite Issues

There were no ancillary/satellite issues discovered during this investigation.

ATTACHMENTS

1. Copy of the letter from Lt Phalen of the Greece Police Department.
2. Copy of the memo from Lt Trickler to PO Arroyo dated October 30, 2009.
3. Copy of the response letter from PO Arroyo dated November 01, 2009.
4. Copy of the email from DA Tantillo responding to PO Arroyo.
5. Copy of notification letter to PO Arroyo dated November 24, 2009.
6. Copy of CR 2009-19677 made by Sgt Cirone on service of letter.
7. Copy of Disciplinary/Counseling Interview Advisement of Rights dated December 01, 2009 signed by PO Arroyo and witnessed by PO Michael Passalacqua and Lt John M Cataline.



GREECE POLICE DEPARTMENT
400 ISLAND COTTAGE ROAD
ROCHESTER, NY 14612
(585) 865-9200

Brian Uhrmacher
ACT. CHIEF OF POLICE

To: Acting Chief Uhrmacher
From: Lieutenant Patrick Phelan
RE: Follow Up to Raul Arroyo Background Investigation

On 10/23/2009 I met with Raul Arroyo at the Greece Police Department with regard to his background investigation. I interviewed Arroyo with regard to unresolved questions pertaining to his background. At the conclusion of the interview Arroyo spontaneously made statements indicating that he had concerns about illegal and improper activity taking place at the Geneva Police Department where he is employed. The concerns related to three supervisory officers. Arroyo stated that approximately three to four months ago

[REDACTED]

[REDACTED] Arroyo did not witness this incident either.

Arroyo also related concerns about Sgt. Turner. [REDACTED]

[REDACTED]

[REDACTED] Arroyo did not witness either incident.

Finally Arroyo related a concern about Sgt. Cerrone. Arroyo states Cerrone is a sexual deviant with a foot

[REDACTED]

Arroyo states that he and another officer went to Lt. Trickler and expressed concerns about [REDACTED] behavior. Arroyo states that no action was taken and that he and the other officer have been the subject of retaliation since that time by [REDACTED]. Arroyo states that on one occasion he was made to walk a beat for 8 hours during a snowstorm and was not issued a car. Arroyo states that currently another officer is being made to walk a beat in the Charter Homes housing project as retaliation. Arroyo states the officer is dropped off, left without a car, and left by himself for four hours at a time. Arroyo states that one officer asked [REDACTED] how do I get that assignment" to which [REDACTED] replied "piss me off."

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "P. Phelan", followed by a long horizontal line extending to the right.

1

FROM THE DESK OF LT. JEFFREY E TRICKLER

TO: PO ARROYO
FROM: LT. JEFFREY E TRICKLER
SUBJECT: ALLEGATIONS MADE TO GREECE PD
DATE: 10-30-09
CC: COP/LT CATALINE



On 09-21-09 you were advised that we received information that Greece PD met with the District Attorney's Office regarding allegations that you made concerning members of the Geneva Police Department. We also received a written report from members of the Greece PD detailing your allegations. You are to put in written form a detailed report concerning all allegations that you made to the Greece Police Department. The report should list anything you may know or heard regarding [REDACTED]. Include also the date and time you were made to walk a beat for eight hours in a snow storm. Due to your statements that you were not witness to some of the incidents, we will need to know the officers that you have gained this information from so that they may be interviewed. Again please be very specific so that this matter can be resolved.

This report is due in my office by the morning of 11-02-09, whether or not you are working. As you may, or may not be aware, this office takes every allegation made against members of the department very seriously and they are investigated to the full extent possible. Thank you for your cooperation in this matter.

Thank-you



City of Geneva POLICE DEPARTMENT

255 Exchange Street
Geneva, New York 14456
Phone: (315) 789-1111 Fax: (315) 789-1814

Frank T. Pane
Chief of Police

November 1, 2009

To: Chief Frank T. Pane, Lt. Trickler
From: P.O. R. Arroyo #834

On October 28, 2009 at about 11:26 AM this Officer was informed by Lt. Trickler, that per Chief Frank T. Pane I was [REDACTED]

[REDACTED] This incident was witnessed by Officers Steve, Vine, Mortier and Megliore.

[REDACTED] incident was witnessed by Officers Grenier, Nolin, and Regan. Later that same night as I was entering the dispatch area [REDACTED]

[REDACTED] our female dispatcher (January Snow) [REDACTED]

[REDACTED] our female officer (P.O. S. Megliore) and an Ontario County female deputy (Deputy Rebecca Eddington). On February 19, 2009 from 6:00-8:00 PM this officer had training and from 8:00 PM to 10:30 PM this officer was made to walk the beat in freezing, windy and cold weather without a car while there were 4 cars available. The temperature was 18 degrees with the wind-chill at 2 degrees. On October the 13th and the 16th Officer Colton was made to walk the Courtyards for several hours both days without a patrol car. Talk about throwing someone to the wolves. Thank God nothing happened, but what if something would have happened. Then on the first night [REDACTED] states to Officer Winter that if you don't want to walk the beat at the Courtyard, "don't piss me off."

Respectfully,
P.O. R. Arroyo #834

cc: District Attorney Mike Tantello

Frank Pane

From: Tantillo, R. Michael [Michael.Tantillo@co.ontario.ny.us]

Sent: Wednesday, November 04, 2009 3:51 PM

To: Raul Arroyo

Cc: Frank Pane; Hart, William J

Subject: RE: Letter to Chief about allegations

These allegations should appropriately first be the subject of internal investigations. It's my understanding that that process has already occurred regarding some allegations, and is underway regarding others. At the conclusion of that process, if the Chief, members of the department, or anyone else, public or private, wishes to request the involvement of my office or the Grand Jury in these matters, they have an absolute right to do so.

From: Raul Arroyo [mailto:rarroyo71@yahoo.com]

Sent: Monday, November 02, 2009 8:20 AM

To: Tantillo, R. Michael

Subject: Letter to Chief about allegations

Sir I will be available if needed. You may contact me at [REDACTED]
May we arrange an interview to further discuss this situation. I am available for an interview at a mutually convenient time. Thank you for your time and attention in this matter. P.O. R. Arroyo #834



**CITY OF GENEVA
POLICE DEPARTMENT**

255 EXCHANGE STREET
GENEVA, NEW YORK 14456

FRANK T. PANE
Chief of Police

Phone: (315) 789-1111
Fax: (315) 789-1814

November 24, 2009

To: Police Officer Raul Arroyo

Re: **Geneva Police Department Investigation**

You are hereby ordered to report to LT John M Cataline
of the Geneva Police Department on December 01, 2009 at
1500 at the Public Safety Building.


The purpose of the appearance is for questioning in regards to a
departmental investigation. The complainant in this matter is
_____.

This investigation, of which you are a target, is of an administrative
nature. You are entitled to all the rights afforded you by the Constitution of
the United States, the State of New York and you are entitled to all the rights
afforded you outlined in Article XVI of the City of Geneva and Local 3471
Council 82, contract agreement.

You may have an attorney, union representative or both present
during the questioning, if you desire. The interview may be recorded.

A member of the Geneva Police Department will conduct the
questioning.

Sincerely,


Lt John M Cataline

GENERAL INFORMATION

Supervisor: JCAT CATALINE Dispatcher: MCIR CIRONE Call Taker: MCIR CIRONE
Date/Time: 11/24/09 22:24 Reported Signal: POLICE INFORMATION 04
Actual Signal: POLICE INFORMATION 04 Received By: WALK-IN
Received: 22:24:20

Vehicle Description:

Plate No.: State: NY Report Taken: NO
Dispositions: H, H Disp. Date: 11/24/09 22:24
Action Taken: Reference No. 2:
Reference No. 1:

LOCATION

Location Name: PUBLIC SAFETY BUILDING Zone: EAST
Address: 255 EXCHANGE ST
Alt. Address: Direction:
Apt. No.: City: GENEVA Intersection:
Phone No.: () -

CALLER INFORMATION

Last Name: CIRONE First Name: SGT Middle Name/Suffix:
Alias/Maiden Name: DOB:
Address: GPD Zip: 14456
City: GENEVA State: NY
Phone: (315) 789-1111 Anonymous: NO

RESPONDING UNITS/OFFICERS

<u>Unit/Officer</u>	<u>Dispatched</u>	<u>En Route</u>	<u>Arrived</u>	<u>Cleared</u>
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ASSOCIATED PERSONS

<u>Name</u>	<u>Alias</u>	<u>DOB</u>	<u>Address</u>	<u>Phone</u>	<u>Inv.</u>
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NOTES

AN ENVELOPE FROM LT. CATALINE HAS BEEN SERVED ON PO ARROYO.

Disciplinary/Counseling Interview Advisement of Rights

The purpose of this interview is to solicit responses that will assist in determining whether disciplinary action or counseling is warranted. The answers furnished may be used in disciplinary proceedings that could result in administrative action against you, including dismissal.

You are advised that you are being questioned as part of an official investigation of the Geneva Police Department. You will be asked questions specifically and narrowly related to the performance of your official duties or fitness for office. You are entitled to all the rights and privileges guaranteed by the laws and Constitution of this State and the Constitution of the United States and to have an attorney (or union representative) of your choice, or both, present during the questioning.

I further advise you that if you refuse to testify or to answer questions relating to the performance of your official duties or fitness for duty, you will be subject to disciplinary charges which may result in your dismissal from the Department. If you do answer, neither your statements nor any information or evidence which is gained by reason of such statements can be used against you in any subsequent criminal proceedings, except that you may be subject to a criminal prosecution for any false answer that you may give.

P.O. R. Arango #832
(Signature)

Witness: P.O. M. R. #841

Witness: [Signature]

Date: 12/1/09



**CITY OF GENEVA
POLICE DEPARTMENT**

255 EXCHANGE STREET
GENEVA, NEW YORK 14456



FRANK T. PANE
Chief of Police

Phone: (315) 789-1111
Fax: (315) 789-1814

TO: P.O. Raul Arroyo

FROM: FRANK T. PANE, CHIEF OF POLICE

DATE: January 15, 2010

RE: **Disciplinary Action related to an
acknowledgement of your violation of
General Order 305,111,2A of the Rules of
Conduct**

Unbecoming conduct

Upon your election not to challenge allegations that you violated the rule as specified in the attached affidavit, the correctional action to be imposed is as follows:

That you forfeit fifteen (15) days of leave which can include vacation days, holidays or personal leave days or loss of fifteen (15) days pay equivalent to three weeks pay.



**CITY OF GENEVA
POLICE DEPARTMENT**

255 EXCHANGE STREET
GENEVA, NEW YORK 14456



FRANK T. PANE
Chief of Police

Phone: (315) 789-1111
Fax: (315) 789-1814

**Facts of Allegations
P.O. Raul Arroyo
General Order 305, Rules of conduct 111 2A
Unbecoming Conduct**

On October 23, 2009, Raul Arroyo met with Lieutenant Patrick Phelan of the Greece, NY, Police Department who was interviewing him for a position with the Greece Police Department. At the conclusion of the interview Officer Arroyo spontaneously made statements of alleged illegal and improper conduct taking place in the Geneva Police Department. Officer Arroyo had no personal knowledge of the majority of the accusations or whether they had been previously investigated and dealt with by the Geneva Police Department's Internal Affairs Officer.

Officer Arroyo's statement to the Greece Police Investigator has damaged the reputation of the Geneva Police Department



**CITY OF GENEVA
POLICE DEPARTMENT**

255 EXCHANGE STREET
GENEVA, NEW YORK 14456



FRANK T. PANE
Chief of Police

Phone: (315) 789-1111
Fax: (315) 789-1814

January 15, 2010

Jennifer Slywka
Assistant to the City Manager/Personnel
47 Castle St.
Geneva, NY 14456

Dear Ms. Slywka:

Having agreed not to challenge a rules violation allegation made against me, I have elected to accept the corrective action imposed – a loss of three weeks pay, while serving a fifteen-day suspension.

Sincerely,

P.O.R. Arroyo

P.O. Raul Arroyo



**CITY OF GENEVA
POLICE DEPARTMENT**

255 EXCHANGE STREET
GENEVA, NEW YORK 14456



FRANK T. PANE
Chief of Police

Phone: (315) 789-1111
Fax: (315) 789-1814

TO: FRANK T. PANE, CHIEF OF POLICE

FROM: P.O. Raul Arroyo *P.O. R. Arroyo #634*

DATE: January 15, 2010

RE: Complaint of Police Chief Frank Pane that I did
violate the Rules of Conduct to Laws of the
Geneva Police Department

Having been advised that I will not be dismissed from my position as a Police Officer, I elect not to challenge the allegations of the Chief of Police that I did violate the Rules of Conduct, which is part of the General Orders Manual of the Police Department, by certain prohibited conduct under General Order 305,111,2A Unbecoming Conduct.

Unbecoming conduct – Officers shall conduct themselves at all times, both on and off duty, in such a manner as to reflect most favorable on the department. Conduct unbecoming an officer shall include that which brings the department into disrepute or reflects discredit upon the officer as a member of the department, or that which impairs the operation or efficiency of the department or officer.

Further, I elect to accept the correctional or disciplinary actions, less dismissal as aforesaid, imposed by the Chief of Police.