



GENEVA POLICE DEPARTMENT

EMPLOYEE WARNING RECORD



Employee Name: PO Jordan Dobies

Shift: Afternoons 2:30p-11p Time: 1500 PM

Date of Warning: 2/3/2020

RECEIVED MAR 12 2020

WARNING

Date of Violation:

[REDACTED]

Nature of Violation: Substandard Work

Time of Violation:

18:19

(If Other – Explain): GO 305 A11A Unsatisfactory work

GO 615 A3,A4, A5, DWI investigations

Place of Violation:

[REDACTED]

COMPANY REMARKS

: On [REDACTED] at approximately 18:41 PO Dobies was detailed to a leaving the scene of a MVA with the complainant following the suspect vehicle to [REDACTED]. The vehicle returned to an [REDACTED] of that address. The driver of the suspect vehicle made it inside his residence prior to police arrival. The original complainant stayed on scene awaiting police arrival. After a few minutes the girlfriend of [REDACTED] came home and went inside to get suspect while PO Dobies stayed outside. PO Dobies should have asked for consent to go with the girlfriend so he could speak with suspect immediately as it was a was potentially a DWI investigation. After a few minutes the suspect comes outside and speaks with PO Dobies. Based on the slurred speech, impaired motor coordination it appeared the suspect was very intoxicated and was highly unlikely the suspect consumed that much alcohol in such a short period of time. The original call came in at approximately 18:41 with PO Dobies on scene at 18:44 and the suspect exiting his house at 18:51 a very short period of time. The time frame does not match the suspects account for the level of intoxication. The suspect also lies about how long he has been home based on the complainant's observations and fails to notice this and follow-up. The suspect also says he is sorry multiple times, implying he did something wrong and PO Dobies should have followed-up with this. PO Dobies let the suspect go back inside his house after speaking with him potentially allowing him to consume more alcohol and could have refused to exit his residence. The above actions are in violation of GO 305 unsatisfactory work by failing to take the appropriate actions based on the facts at hand. Also, the failure to notice the signs of intoxication as listed in GO 615 as the subject should have been placed through field sobriety tests for further investigation. Based on the fact the suspect admitted to driving and does admit to having alcohol after operation, but the amount of alcohol he admits to drinking does not corelate with the suspects observed signs of intoxication.

Employee Has Been Warned Previously: ☐ YES ☒ NO

Form of Warning: written

Date of Previous Warnings:

Warned by Whom: Sgt. Felice

EMPLOYEE'S REMARKS RE: VIOLATION

ACTION TO BE TAKEN

Counseling Memo + Sit Down w/ Supervisor

Approved by: Michael J. Passalunghi
Name

[Signature]
Signature

Chief of Police
Title

Date: 2/3/2020

I have read this "warning" and understand it.

P.O. [Signature] 828 2/3/20
Employee Signature Date

Det. [Signature] 865 2/3/20
Supervisor Signature Date

DISTRIBUTION OF COPIES:

☐ Employee ☐ Chief of Police ☐ Personnel Dept. ☐ Supervisor ☐ Union Rep.

EMPLOYEE COUNSELING MEMO

TO: PO Jordan Dobies

FROM: Sgt. Felice

RE: [REDACTED]

DATE: 2/3/2020



You must understand that this counseling memo is being completed so that you may take immediate corrective measures so it does not happen again. You must take precautions as stated in: On [REDACTED] at approximately 18:41 PO Dobies was detailed to a leaving the scene of an MVA with the complainant following the suspect vehicle to [REDACTED]. The vehicle returned to an [REDACTED] of that address. The driver of the suspect vehicle made it inside his residence prior to police arrival. The original complainant stayed on scene awaiting police arrival. After a few minutes the girlfriend of [REDACTED] came home and went inside to get suspect with PO Dobies stayed outside. PO Dobies should have asked for consent to go with the girlfriend so he could speak with suspect immediately as it was a was potentially a DWI investigation. After a few minutes the suspect comes outside and speaks with PO Dobies. Based on the slurred speech, impaired motor coordination it appeared the suspect was very intoxicated and was highly unlikely the suspect consumed that much alcohol in such a short period of time. The original call came in at approximately 18:41 with PO Dobies on scene at 18:44 and the suspect exiting his house at 18:51 a very short period of time. The time frame does not match the suspects account for the level of intoxication. The suspect also lies about how long he has been home based on the complainant's observations and fails to notice this and follow up. The suspect also says he is sorry multiple times implying he did something wrong and PO Dobies should have followed up with this. PO Dobies let the suspect go back inside his house after speaking with him potentially allowing him to consume more alcohol and could have refused to exit his residence. The above actions are in violation of GO 305 unsatisfactory work by failing to take the appropriate actions based on the facts at hand. Also, the failure to notice the signs of intoxication as listed in GO 615 as the subject should have been placed through field sobriety tests for further investigation. Based on the fact the suspect admitted to driving and does admit to having alcohol after operation but the amount of alcohol he admits to drinking does not correlate with the suspects observed signs of intoxication.

GO 615 III 3,4 Alcohol and drug related Traffic Enforcement.

2. Confirm the identity of the person operating the vehicle and gather evidence to show that the suspect is the only person who could have operated the vehicle. This is especially important in cases involving motor vehicle accidents when operation of the vehicle has not been witnessed by the officer.
3. Note all indications of intoxication exhibited by the suspect. Indications may include:
 - a. Odor of alcoholic beverage on the operator's breath
 - b. Impaired speech (e.g., slurred, thick-tongued, poorly enunciated)

EMPLOYEE COUNSELING MEMO

- c. Facial coloring (e.g., pale, flushed, ruddy)
- d. Clothing condition (e.g., dirty, disheveled, sloppy, unkempt)
- e. Appearance of eyes (e.g., watery, bloodshot, glassy, squinting, dilated pupils)
- f. Unusual demeanor (e.g., belligerent, excited, sleepy, polite, fighting, crying)
- g. Inaccurate orientation (e.g., time, place, destination)

GO 305 sub 11

11. Unsatisfactory Performance

- a. Officers shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. Officers shall perform their duties in a manner which will maintain the highest standards of efficiency in carrying out the functions and objectives of the department. Unsatisfactory performance may be demonstrated by a lack of knowledge of the application of laws required to be enforced; an unwillingness or inability to perform assigned tasks; the failure to conform to work standards established for the officer's rank, grade, or position; the failure to take appropriate action, the occasion of a crime, disorder, or other condition deserving police attention; or absence without leave. In addition to other indicia of unsatisfactory performance, the following will be considered prima facie evidence of unsatisfactory performance; repeated poor evaluations or a written record of repeated infractions of rules, regulations, directives or orders of the department.

As you may or may not be aware, further violation of this General Order may result in disciplinary action taken against you.

My signature acknowledges that I have read and received a copy of this counseling memorandum. It does not mean I agree or disagree with the contents. I know I have the right to attach a rebuttal.

DATED: 2/3/20

P.O. [Signature] 828
Employee's Signature

[Signature] 885
Supervisor's Signature



**GENEVA POLICE
DEPARTMENT
EMPLOYEE WARNING
RECORD**



Employee Name: Jordan Dobies

Shift: Afternoon

Time: 4:40 PM

Date of Warning: 4/16/2020

WARNING

Date of Violation:



Nature of Violation: Substandard Work

Time of Violation:

1640

(If Other – Explain): GO 500 IV E

GO 505 IV A e, IV A 1 d 2, V A 1

Place Violation Occurred:

Geneva Police Dept

COMPANY REMARKS

On [REDACTED] Officer Dobies had a male under arrest for DWI at the [REDACTED] Hospital ER. The male was being treated for injuries from a motor vehicle crash. While the male was being treated by a physician, PO Dobies left the arrested male unattended, while not handcuffed, to go to his patrol vehicle to complete paperwork. The prisoner then ran from the hospital with an IV still in his arm. It took approximately an hour to locate the prisoner. Officer Dobies did not take steps to prevent the escape, did not remain immediately outside of the examination room while the prisoner was not restrained, and did not notify E911 immediately upon learning of the prisoner escape.

Employee Has Been Warned Previously: ☐ YES ☒ NO

Form of Warning:

Date of Previous Warnings:

Warned by Whom:

EMPLOYEE'S REMARKS RE: VIOLATION

****The absence of any statement on the part of the EMPLOYEE indicates his/her agreement with the report as stated****

ACTION TO BE TAKEN

Approved by: _____
Name Title Date

I have read this "warning" and understand it.

Employee Signature Date Supervisor Signature Date

DISTRIBUTION OF COPIES: ☐ Employee ☐ Chief of Police ☐ Personnel Dept. ☐ Supervisor ☐ Union Rep.

EMPLOYEE COUNSELING MEMO

TO: Officer Jordan Dobies

FROM: Sgt Jeffrey Keyser

RE: Prisoner Escape



On [REDACTED], Officer Dobies had a male under arrest for DWI at the [REDACTED] Hospital ER. The male was being treated for injuries from a motor vehicle crash. While the male was being treated by a physician, PO Dobies left the arrested male unattended, while not handcuffed, to go to his patrol vehicle to complete paperwork. This is in violation of section 500 (IV E) and 505 (IV. A. e) of the Geneva Police Department General Orders. Officer Dobies did not take steps to prevent the escape of the arrested subject. The prisoner then ran from the hospital with an IV still in his arm. It took approximately one hour to locate the prisoner. Officer Dobies did not stay in the examination room or immediately outside of the room while the arrested subject was not restrained in violation of General Order 505 (IV A 1 d 2). After the arrested subject did escape from the hospital, Officer Dobies did not notify the E911 center prior to notifying his supervisor in violation of General Order 505 (V A 1).

You must understand that this counseling memo is being completed so that you may take immediate corrective measures so it does not happen again. You must take precautions as stated in GO 500 (IV E) & 505 (IV. A. e, & V A 1, & IV A 1 d 2), so that this type of situation does not occur again.

As you may or may not be aware, further violation of this General Order may result in disciplinary action taken against you.

My signature acknowledges that I have read and received a copy of this counseling memorandum. It does not mean I agree or disagree with the contents. I know I have the right to attach a rebuttal.

DATED: _____

Employee's Signature

Supervisor's Signature



City of Geneva POLICE DEPARTMENT

255 Exchange Street
Geneva, New York 14456
Phone: (315) 828-6771 Fax: (315) 789-1814

Michael Passalacqua
Chief of Police

TO: Sergeant Keyser
FROM: PO J. Dobies
DATE: [REDACTED]
RE: [REDACTED] (Escape 3rd)

On [REDACTED] at approximately 16:40 hours, I was investigating a rollover crash where victim and defendant, [REDACTED], was being treated for his injuries at the [REDACTED] emergency room. [REDACTED] at the time was currently under arrest for driving while intoxicated and informed of such at approximately 15:56 hours. [REDACTED] received medical care from [REDACTED] doctors and nurses and also required a CAT scan due to the severity of the vehicle accident. As a result, [REDACTED] was not handcuffed to the gurney and was also being cooperative with both law enforcement and medical staff. [REDACTED] returned from his CAT scan and was placed back in his emergency room. [REDACTED] Doctor [REDACTED] arrived and briefly spoke with [REDACTED] about his current condition. [REDACTED] required stitches to his lower lip as a result from the vehicle accident. Dr. [REDACTED] began to suture the laceration to [REDACTED]'s lower lip while he was on the gurney. [REDACTED] was still not handcuffed at the time and was still being cooperative. I asked [REDACTED] staff if [REDACTED] was going to be discharged, to which they informed me that they still needed to give him medical treatment. I returned to my patrol vehicle parked in the rear of the emergency department to start the paperwork, such as UTT's, for [REDACTED]. I then returned to the emergency department and observed [REDACTED] no longer on his gurney. I asked a charge nurse where he was and she told me he went to the bathroom. The charge nurse then checked the bathroom and did not observe [REDACTED]. The nurse then went to the front of the emergency department and informed me that security observed a male leave on foot from the emergency room and continue onto [REDACTED]. I was advised that [REDACTED] left without being properly discharged from the emergency department and still had his IV in his arm. [REDACTED] also took his personal belongings from his room. The nurse checked the front hospital area while I returned to my patrol vehicle and notified my supervisor, Sergeant Keyser, of the incident. I was directed to check [REDACTED]'s home address which resulted in negative results. Road patrol officers were notified of such incident and attempted to locate [REDACTED].

[REDACTED] was located at his residence approximately one hour after he left the emergency department. [REDACTED] could not remember who took his IV out of his arm. [REDACTED] was transported back to [REDACTED] to be properly discharged and then brought to the PSB for processing on his arrest for Escape 3rd and Driving while Intoxicated.

PO [Signature] 828



To: Police Officer Jordan Dobies

From: Chief Michael J. Passalacqua

Re: Substandard Work CR# [REDACTED]

Date: April 20, 2020

Officer Dobies,

As a result of the above listed CR number and incident which occurred on [REDACTED] I received paperwork from Sergeant Jeff Keyser which included a written warning, counseling memo and your response in writing to him regarding the incident. After reviewing this incident, I have found you to be in violation of:

1. Geneva Police Department General Order 500 IV (E)
2. Geneva Police Department General Order 505 IV A (E), A(1) D(2), AND V (A)1

Your actions during this incident allowed an arrested individual to escape from custody which turned into an approximately 1-hour search for him until he was found and taken back into custody. Your actions allowed an arrested individual to escape and this could have potentially gone in several other directions which include the suspect being harmed or killed and a potential threat to the safety of the community. As a police officer, when you have a suspect in custody, it is your responsibility to ensure not only the safety of that prisoner's well being but to also ensure you take every measure to prohibit an escape attempt or the actual escape of that prisoner. You failed to work by, and under the General Orders of the Geneva Police Department by leaving the prisoner unsecured and unattended to go to your patrol vehicle to start your paperwork which led directly to his escape from your custody and the hospital. This is a major violation of the standing General Orders of the Geneva Police Department.

Furthermore, looking through your personnel file I located a written warning issued to you for Substandard Work on August 13th, 2019 for failing to complete a Prisoner Property form and a Counseling Memo which was issued to you on February 3rd, 2020 for Substandard Work during a Motor Vehicle Accident/DWI Investigation.



Geneva Police Department

MICHAEL J. PASSALACQUA

Chief of Police

255 Exchange St. - Geneva, New York 14456

(315) 828-6771 - Fax (315) 789-1814 - cityofgeneva.ny.gov



You must understand that disciplinary action is used when the nature of one's work is not corrected by verbal or written discipline. It is my belief that the issue of Substandard Work has been an issue when it comes to your work performance and that the Geneva Police Department has made attempts to correct this with both verbal and written discipline prior to today.

Disciplinary action is based on and in accordance with current Geneva Police Department Police Officer's contract language, specifically Article 19. Summary Discipline is used in accordance with Geneva Police Department General Order 310 IV (B)1.

Conclusion of Disciplinary Action: I am offering Summary Discipline amounting to a 4-day unpaid Suspension. Any future violations of this type may result in further progressive discipline up to and including termination of employment. Please respond to my office, in writing, by the end of the business day on Thursday April 30th, 2020 regarding your decision consistent with contract language in Article 19.2 of the Geneva Police Officer's current contract.

Respectfully,

Michael J. Passalacqua
Chief of Police



City of Geneva POLICE DEPARTMENT

255 Exchange Street
Geneva, New York 14456
Phone: (315) 828-6771 Fax: (315) 789-1814

Michael Passalacqua
Chief of Police

TO: Chief Passalacqua
FROM: Police Officer Jordan Dobies
DATE: April 21, 2020
RE: Summary Discipline

Chief Passalacqua,

I have reviewed the summary discipline issued by your office on April 20th, 2020 and will accept the 4-day unpaid suspension as a result of substandard work which occurred on [REDACTED]. My conduct, which resulted in the escape of a prisoner, was inexcusable and unprofessional and I take full responsibility for the incident. The risks created by my conduct were unnecessary and were in direct violation of the General Orders of the Geneva Police Department. I made a poor decision when I left the prisoner unsecured at the hospital and I will accept the consequences with that decision. I want to assure you that it will never happen again.

I would also like to apologize to you and the entire Geneva Police Department for my actions. I would never intentionally partake in any conduct which would create a risk to the residents of the City of Geneva and other members of the Geneva Police Department. In no way do I want this incident to be a reflection of my personal and professional values as a police officer. I will take this time to reflect on my actions and remind myself how fortunate I am to work for the Geneva Police Department. Again, I want to assure you that an incident like this will never happen again. I have learned from it and will use the knowledge to better myself as a police officer.

P.O. [Signature] 828

Police Officer Jordan Dobies



GENEVA POLICE DEPARTMENT

EMPLOYEE WARNING RECORD



Employee Name: Jordan Dobies

Shift: Days 6:30a-3p

Time: 0410 AM

Date of Warning: 7/2/2019

WARNING

Date of Violation: 6/28/2019

Nature of Violation: Substandard Work

Time of Violation: 0930 (If Other – Explain):

Place of Violation: Geneva Police Department

COMPANY REMARKS

PO Jordan Dobies did not have the prisoner sign the Prisoner Property Form as required per GO 510 (V.A.1)

Employee Has Been Warned Previously: ☐ YES ☒ NO

Form of Warning:

Date of Previous Warnings:

Warned by Whom:

EMPLOYEE'S REMARKS RE: VIOLATION

The absence of any statement on the part of the **EMPLOYEE indicates his/her agreement with the report as stated*

ACTION TO BE TAKEN

Written Warning

Approved by: Michael J. Passalunghi
Name

Signature

Chief of Police
Title

Date: 7/25/19

I have read this "warning" and understand it.

PO Jordan Dobies
Employee Signature

8/13/19
Date

Stefan Kerp
Supervisor Signature

8/13/19
Date

DISTRIBUTION OF COPIES:

☐ Employee ☐ Chief of Police ☐ Personnel Dept. ☐ Supervisor ☐ Union Rep.

Jeffrey C. Keyser

From: Jordan Z. Dobies
Sent: Monday, July 1, 2019 3:10 PM
To: Jeffrey C. Keyser
Subject: Property log for [REDACTED]

Sergeant Keyser,

On 06/30/2019, I was advised to complete the prisoner property log for [REDACTED] as she was brought into the Geneva PSB, cell 11, in regards to a search warrant on [REDACTED] property was accounted for by Officer Lloyd before she needed to leave to assist on another emergency call. I observed [REDACTED] property and the property log on the dispatch table in the booking area. [REDACTED] did not sign the property log showing that her property was received at the PSB while she was in custody. I did not notice that the property log was not signed by [REDACTED], and it remained unsigned until my shift ended. Because I was tasked with completing the property log, it is my fault that it did not get signed.

I apologize for the mistake; it will not happen again.

Respectfully,

PO Dobies

GENEVA PD PRISONER PROPERTY RECEIPT

CELL # 11	NAME OF SUBJECT [REDACTED]	CR. # 2019-
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CURRENCY	\$ 16.00
CHANGE	\$ 1.26
CHECKS	\$
FOREIGN MONEY	\$
TOTAL	\$ 16.26

This will acknowledge receipt or withdrawal
of funds. funds

	Bag - Hand		Clothing*		Jewelry		Papers		Tobacco
	Beer		Coat		Junk		Pen - Pencil		Toilet Articles
	Belt		Comb		Key(s)		Purse - Coin		Tools
	Billfold		Drivers License		Knife		Purse - Lady		Watch
	Boots/Shoes		Ear Rings		Liquor		Purse - Man		Whiskey
	Books		Flashlight		Lighter		Radio/TV		Wine
	Boxes		Glasses		Luggage		Razor		
	Brief Case		Gloves		Medicine		Ring(s)		
	Camera		Groceries		Money Clip		Suitcase		
	Candy		Groc. in Ref.		Nail Clip		Sweater		
	Check Book		Hat - Cap		Necklace		Tie - Neck		
	Cigarettes		ID Cards		Package		Tie - Tack/Clip		

*Clothing & shoes to be tagged and placed in locked closet in male cellblock.

Other items of Property Not Classified Above: (include storage location of, i.e. auto, bicycle, etc.)

[illegible]

Motorola cell phone / wallet

I certify that the above is a correct list of items removed from my possession at the time I was placed in jail.

PRISONER'S SIGNATURE **X**

I hereby acknowledge the receipt of the above arrested individual and his/her itemized property on this

day of _____, at _____ ☐ AM ☐ PM

SIGNATURE OF RECEIVING DESK OFFICER **X**

Received all of the above listed property (minus any property previously released as indicated on this receipt

on this _____ day of _____, at _____ ☐ AM ☐ PM

PRISONER'S SIGNATURE **X**

SIGNATURE OF RELEASING DESK OFFICER **X**

**THIS FORM TO BE ATTACHED
TO THE PROPERTY ENVELOPE.**

RELEASED ITEMS RECORD

DATE	ITEM(S) RELEASED	SIGNATURE OF PERSON AUTHORIZING RELEASE	SIGNATURE OF PERSON RECEIVING ITEM(S)	SIGNATURE OF OFFICER RELEASING ITEM(S)

REMARKS:

White — Dept. Copy
Yellow — Subject's Copy