



# GENEVA POLICE DEPARTMENT

## EMPLOYEE WARNING RECORD



Employee Name: Travis Farmer

Shift: Nights 10:30p-7a

3/5/19  
Time: 1:15 AM

Date of Warning:

### WARNING

Date of Violation:

Nature of Violation: Substandard Work

Time of Violation: 02:43

(If Other – Explain): CPL 100.15 (1)

Place of Violation:

### COMPANY REMARKS

Officer Farmer assisting in arresting [redacted] for harassment 2nd and never secured a signed information from the complainant, [redacted]

Officer Farmer violated Criminal Procedure Law 100.15 (1) an information, a misdemeanor complaint and a felony complaint must each specify the name of the court with which it is filed and the title of the action, and must be subscribed and verified by a person known as the "complainant." The complainant may be any person having knowledge, whether personal or upon information and belief, of the commission of the offense or offenses charged. Each instrument must contain an accusatory part and a factual part. The complainant's verification of the instrument is deemed to apply only to the factual part thereof and not to the accusatory part.

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

Warning Record Signed + Filed / Roll Call Training

Approved by:

Michael J. Passalacqua

Name

[Signature]

Signature

Chief of Police

Title

Travis Farmer

Violation offenses and arrest procedures quiz

Date: 03/05/19

1. Define violation?

An offense, other than a "traffic infraction," for which a sentence to a term of imprisonment in excess of fifteen days cannot be imposed.

2. Who signs an information for a violation that occurs in an officer's presence?

The officer

3. Who signs an information for a violation that doesn't occur in an officer's presence?

Victim/complainant

4. Who tells the suspect they are under arrest for a violation that doesn't occur in an officer's presence?

Victim/complainant

5. You arrive at a physical disturbance and a victim wants a suspect arrested for harassment 2<sup>nd</sup>, what three things does that victim have to sign/do for that arrest?

A. Sign a supporting deposition

B. Sign an information

C. Tell the suspect they are under arrest





# GENEVA POLICE DEPARTMENT

## EMPLOYEE WARNING RECORD



Employee Name: Officer Travis N Farmer

Shift: Nights 10:30p-7a

Time: 0531 AM

Date of Warning: 12.25.19

### WARNING

Date of Violation: December 25, 2019

Nature of Violation: Other

Time of Violation: 0531 (If Other – Explain): Sleeping While On-Duty

Place of Violation: [REDACTED]

### COMPANY REMARKS

On December 25, 2019, this Lieutenant began a CAD conversation at 0526 with Officer Eveland and yourself (on-duty assigned to the East Patrol) discussing coffee at [REDACTED]. Officer Eveland answered immediately, but no response from yourself. I had noticed that your patrol vehicle, on the CAD mapping system had not moved from the [REDACTED] area since I relieved Sgt. Bielowicz around 0437. My concern as the command officer was that you were hurt or sleeping. Your vehicle was located in the [REDACTED] parking lot, facing east and parked on the western side, as far north as possible. I was unable to pull driver's window to driver's window, but observed your window was down about 2" and clearly your head was back and you were asleep. I backed up, keeping my headlights on your vehicle while I pulled up your contact on my phone. Not once did you move or acknowledge my presence. Once our call connected at 0531, I had vacated the parking lot, advising you via phone to compose yourself and meet me at [REDACTED] for some coffee. At [REDACTED] you acknowledged you were sleeping and that your lack of sleep off-duty was the reason for sleeping on-duty.

#### G.O. 305 Rule of Conduct, III, 8. Lounging/Sleeping on Duty

- Officers and employees shall at all times be attentive to their duties and by their alertness and observations demonstrate an interest in their work. They shall act with dignity, maintain a professional image and avoid a slouchy, slovenly attitude of mind or body. They shall not show a lazy disposition, lounge around or sleep while on duty.

Employee Has Been Warned Previously: ☐ YES ☒ NO

Date of Previous Warnings:

Form of Warning:

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

Counseling Memo

Approved by:

Michael J. Passanigarda

*[Signature]*

Chief of Police

Name

Signature

Title

Date:

I have read this "warning" and understand it.

*[Signature]*

01/07/20

*[Signature]*

1/7/20

Employee Signature

Date

Supervisor Signature

Date

DISTRIBUTION OF COPIES:

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



## EMPLOYEE COUNSELING MEMO

**TO:** PO Travis N. Farmer  
**FROM:** Lt. Jeffrey M Potter  
**RE:** On- Duty Sleeping  
**DATE:** December 25, 2019



PO T. Farmer,

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:

You were observed by this Lieutenant asleep while on-duty, in a marked patrol vehicle at [REDACTED] violating:

**G.O. 305 Rule of Conduct, III, 8. Lounging/Sleeping on Duty**

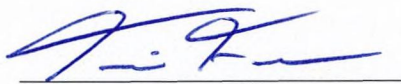
- Officers and employees shall at all times be attentive to their duties and by their alertness and observations demonstrate an interest in their work. They shall act with dignity, maintain a professional image and avoid a slouchy, slovenly attitude of mind or body. They shall not show a lazy disposition, lounge around or sleep while on duty.


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

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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: 01/07/20

  
Employee's Signature

  
Supervisor's Signature