



GENEVA POLICE DEPARTMENT

EMPLOYEE WARNING RECORD



Employee Name: PO Randall Grenier

Shift:

Cover Shift

Time:

8:00 PM

Date of Warning:

10/5/12

WARNING

Date of Violation:

Time of Violation:

Place Violation Occurred:

Nature of Violation: Other

(If Other – Explain): False Arrest

COMPANY REMARKS

Officer asked a warrant suspect their name but not their DOB. Which resulted in the individual to be arrested. The individual was found to be the wrong individual. The arrested person had a different DOB and a hyphenated last name and was released.

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

COUNSELING MEMO + TRAINING

Approved by: J. TRICHELLO

Name

[Signature]

Signature

Chief of Police

Title

Date: 10-25-12

I have read this "warning" and understand it.

[Signature] 827 10-31-12

Employee Signature

Date

[Signature]

Supervisor Signature

10/31/12

Date

DISTRIBUTION OF COPIES:

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

EMPLOYEE COUNSELING MEMO



TO: PO Randall Grenier

FROM: Sgt. M. Passalacqua & Sgt. M. Valenti

RE: [REDACTED]



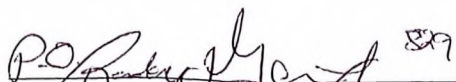
On [REDACTED] you were attempting to locate a female named [REDACTED] with a [REDACTED]. However you who arrested a female by the name [REDACTED] with a DOB of [REDACTED]. You indicated that you asked [REDACTED] if her name was [REDACTED] and when she stated it was you placed her under arrest. At no time did you confirm her DOB with the Communication Center. This action resulted in an unlawful arrest of [REDACTED] which violated her Civil Rights.

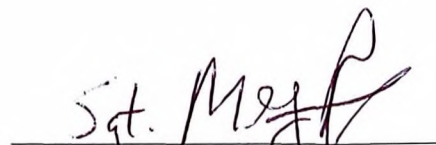
You must understand that this counseling memo is being completed so that you may take immediate corrective measures so it does not happen again. You must take precautions as stated in GO 535, LEGAL PROCESS, SECTION X, SUB A(1), so that this type of situation does not occur again.

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: 10-31-12


Employee's Signature


Supervisor's Signature



**GENEVA POLICE
DEPARTMENT
EMPLOYEE WARNING
RECORD**



Employee Name: P.O. Randall Grenier
Shift: 8:00 p.m. to 4:00 a.m. Time: 11:00 PM Date of Warning: 07-10-2012

WARNING

Date of Violation: [REDACTED] Nature of Violation: Substandard Work
Time of Violation: [REDACTED] (If Other – Explain):
Place Violation Occurred: [REDACTED]

COMPANY REMARKS

On July 09,2012 you were assigned to the East patrol in GV-7 and were tasked to patrol your assigned patrol area during your shift from 8:00p.m. until 4:00 a.m. on July 10,2012. During your shift you did not document any property checks at all. You have been previously warned that you must physically complete and document property checks on your post.

Employee Has Been Warned Previously: ☒ YES ☐ NO
Date of Previous Warnings: 03-24-2012

Form of Warning: Written
Warned by Whom: Sgt. Turner

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: [Signature] CHIEF 07-12-12
Name Title Date

I have read this "warning" and understand it.

P.O. Grenier 8-01-12 [Signature] 08-01-2012
Employee Signature Date Supervisor Signature Date

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

EMPLOYEE COUNSELING MEMO

To: P.O. Randall Grenier

From: Sergeant Turner

Re: Property checks

07-10-2012

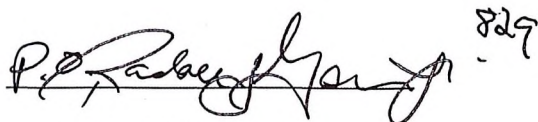
Written narrative: On July 9th, 2012 you were assigned to the East patrol in GV-7 and were tasked to patrol your assigned patrol area during your shift from 8:00p.m. until 4:00a.m. on July 10, 2012. During your shift you did not document any property checks at all. You have been previously warned that you must physically complete and document property checks on your post. Property checks are an important aspect of Police patrol duties. Your failure to document property checks is a direct violation of General order 415, Post Assignments and patrol procedures section III B 5 of the Geneva Police Departments General Orders manual.

You must understand that this counseling memo is being served upon you so you may take immediate corrective measures so it does not happen again.

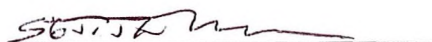
As you may or may not be aware further violation of this General order may result in disciplinary action taken against you.

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: 8-1-12

 829

Employee Signature



Supervisor Signature