

EMPLOYEE WARNING RECORD

Employee's Name P.O. Bret Steve Clock or Payroll No. _____ Dept. Police Dept.
Shift 11p.m. -7 a.m. Time 0354 a.m. Date of Warning 10-04-2010
p.m.

WARNING

Date of Violation _____ NATURE OF VIOLATION ☒ Substandard Work ☐ Conduct ☐ Tardiness ☐ Uncooperative
Time of Violation 0354 ☐ Carelessness ☐ Disobedience
Place Violation Occurred G.P.D.

COMPANY REMARKS

On _____ you made an arrest of _____ for Disorderly Conduct. You brought the defendant to the Police Department and completed the processing paperwork for the arrest. On _____ at approximately 0354 you released the defendant into the custody of another individual. You did not complete an appearance ticket and issue it to the defendant. Your actions are in violation of General Order #501 II A APPEARANCE TICKETS.

HAS EMPLOYEE BEEN WARNED PREVIOUSLY?	Form of Warning	WHEN WARNED and BY WHOM		
		1st Warning	2nd Warning	3rd Warning
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	Oral			
	Written			

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.

I have entered my version of the matter above.

Employee's Signature P.O. B. Steve Date 10-13-10

ACTION TO BE TAKEN

Copy placed in Personnel File. Officer directed to read General Order #501 of the Geneva Police Department General Order Manual.

Approved By Francis Pore Name Chief of Police Title 10-14-10 Date

I have read this "warning" and understand it.
Bret Steve 10-20-10
Employee's Signature Date

Steve 10-20-10
Signature of person who prepared warning Title Date

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- | | |
|--|---|
| <input type="checkbox"/> Employee | <input type="checkbox"/> Personnel Department |
| <input type="checkbox"/> Foreman or Supervisor | <input type="checkbox"/> Plant Manager |

Supervisor's Signature _____ Date _____

EMPLOYEE COUNSELING MEMO

TO: PO Bret Steve
FROM: Lt. Jeffrey Trickler
RE: Bulletin Board (04-12-09)

Written Narrative: PO Steve

On 04-12-09 I was advised by Sgt Turner, other officers and yourself that you made a derogatory remark about Sgt Turner on the PD Manager Bulletin Board. It is specifically alleged that you observed that Sgt Turner was still signed on the PD Manager and you posted the comment [REDACTED]

At no time did you have authorization to post under Sgt Turners sign in. Your derogatory posting was disrespectful, insensitive and unprofessional. Your actions are not only damaging to the individual supervisor but could hinder his ability to properly supervise those under his command.

Your actions that morning are in direct violation of General Order 305, RULES OF CONDUCT, §III (A) (18)(b) -- Insubordination, contained in the Geneva Police Departments Police and Procedural 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 the 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: 05-05-09

PO B. Steve
Employee's Signature

[Signature]
Supervisor's Signature

4-13

WALKED INTO DISPATCH.

PO STEVE ASKED ME TO DELETE
WHAT HE PUT ON TUMORS WALL
STATED HE THOUGHT HE COULD
DELETE IT. HE WROTE

HE STATED THAT HE MEANT

— JENNIFER DOES NOT HAVE MEMO
FROM CATALINE

— NEED MEMOS FROM CATALINE

— TALK TO BRET TO SEE IF HE
WAS ADVISED.

— TALK TO RYAN TO SEE IF
BRET SIGNED OFF ON MEMO

Jeff Trickler

From: Tyler Turner
Sent: Monday, April 13, 2009 6:51 AM
To: jtrickler@geneva.ny.us
Subject: pd manager bulletin

I found out earlier tonight that Brett had written [REDACTED] on the bulletin page of pd manager and when I confronted him about it, he said that he thought that I could erase it. I am not happy about it at all. I will email Lt. Cataline to delete it.

-----> BULLETIN BOARD - READ DAILY! <-----

****DATE: 04/12/09 TIME: 06:45 AUTHOR: TYLER D. TURNER****



****DATE: 03/24/09 TIME: 08:17 AUTHOR: MATTHEW J. VALENTI****



****DATE: 03/20/09 TIME: 13:59 AUTHOR: ERIC HEIECK****



****DATE: 03-24-09 TIME: 1400 AUTHOR: JOHN M. CATALINE****



EMPLOYEE COUNSELING MEMO

TO: PO Bret Steve
FROM: Lt. Peter J Liberatore
RE: Personnel Complaint of [REDACTED] and [REDACTED]
[REDACTED] alleging Unbecoming Conduct on September 21,
2004

Written Narrative: PO Steve

This memo is to serve as a counseling memo in regards to the aforementioned matter. [REDACTED] allege that on the above stated date while in [REDACTED] you did conduct yourself in other than a professional manner. Through an investigation that you were made aware of by Lt. Cataline, this allegation is sustained.

Referring to General Order 305 "Rules of Conduct" § III (A)(2)(a), "Officers shall conduct themselves at all times, both on and off duty, in such a manner as to reflect most favorably on the Department." You did not adhere to such Order as was evidenced through independent witness statements. Also, you failed to adhere to § III (49)(A) "Conflict of Interest" by becoming involved in a family matter that had no concern to you and should have been referred to the local law enforcement agency with jurisdiction. There was no "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."

Being police officers, you must realize that we are held to a higher standard than the ordinary population and when police officers become involved in matters outside of their jurisdiction especially those matters involving family, it tends to lead to the appearance of improprieties, even though none might occur.

Also, when dealing with family matters, you must realize that although people feel that they are in control, the involved person, such as yourself, would not have gotten involved unless they thought it was for a just cause whereby there is a preconceived bias in the situation to begin with. This too leads to allegations of unbecoming conduct on part of the officer.

This matter has been reduced to writing so as to bring it to your attention that this incident violated the Geneva Police Department's General Orders in the hope that nothing of this nature will happen again and any future occurrences may be cause for disciplinary action.

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

Employee's Signature

Date 2-10-05

Supervisor's Signature

Date 2-10-05