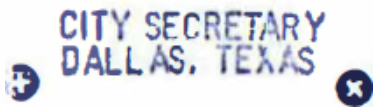


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2024 APR - PM 3:11



City of Dallas

**COMMUNITY POLICE OVERSIGHT BOARD
REGULAR MEETING**

Public Notice

2 4 0 3 6 5

**POSTED CITY SECRETARY
DALLAS, TX**

April 9, 2024 at 5:30 P.M.

Dallas City Hall, 6EN Council Chambers and Videoconference

Video Conference Link: dal.city/43wTm9N

Access Code: CPOBAPRIL2024

Telephone: (408) 418-9388 Access Code: 2490 008 1577

The City of Dallas will make Reasonable Accommodations/Modifications to programs and/or other related activities to ensure any and all residents have access to services and resources to ensure an equitable and inclusive meeting. Anyone requiring auxiliary aid, service, and/or translation to fully participate in the meeting should notify the Office of Community Police Oversight by calling (214) 671-8283, three (3) business days prior to the scheduled meeting. A video stream of the meeting will be available twenty-four (24) hours after adjournment by visiting

<https://dallastx.new.swagit.com/views/113>.

Individuals and interested parties wishing to speak must register with the Office of Community Police Oversight at [Dallascityhall.com/OCPO](https://dallascityhall.com/OCPO) or call (214) 671-8283, twenty-four (24) hours prior to the meeting date and time.

La Ciudad de Dallas llevará a cabo Adecuaciones/Modificaciones Razonables a los programas y/u otras actividades relacionadas para asegurar que todos y cada uno de los residentes tengan acceso a los servicios y recursos para asegurar una reunión equitativa e inclusiva. Cualquier persona que requiera asistencia adicional, servicio y/o interpretación para poder participar de forma íntegra en la reunión debe notificar a Office of Community Police Oversight llamando al (214) 671-8283, tres (3) días hábiles antes de la reunión programada. Una transmisión en video de la reunión estará disponible dos días hábiles luego de la finalización de la reunión en

<https://dallastx.new.swagit.com/views/113>.

Las personas y las partes interesadas que deseen hacer uso de la palabra deben registrarse en Office of Community Police Oversight en enlace [Dallascityhall.com/OCPO](https://dallascityhall.com/OCPO) o llamando al (214) 671-8283, veinticuatro (24) horas antes de la fecha y horario de la reunión.

AGENDA

Call to Order

John Mark Davidson, Chair

Public Comment (Minutes and Action Items)/Open Microphone

I. Approval of Minutes – March 12, 2024

II. Action Items

2.

a. Review External Administrative Complaint Filed By Dynell Lane

b. Review External Administrative Complaint Filed By William Black

III. Staff Reports/Briefings

3.

a. UPDATE: Director Recruitment Update [Deputy City Manager, Kimberly Tolbert]

Attachment: Memo

b. BRIEFING: Constitutional Policing [DPD]

Attachment: Memo

c. BRIEFING: Questions and Answers with the Dallas Police Chief [Chief Garcia]

Attachment: Memo

d. BRIEFING: Chapter 8, "Boards and Commissions" [City Attorney's Office]

e. REPORT: Meeting with Deputy City Manager Recap [CPOB Member, Brandon Friedman]

Attachment: Memo

f. UPDATE: CPOB Chair & OCPO Director Monthly Meeting with DPD Chief of Police, Eddie Garcia [CPOB Chairman, John Mark Davidson OCPO Interim Director, Elaine Chandler]

Attachment: Memo

g. REPORT: DPD Monthly Arrest Data [CPOB Chairman John Mark Davidson]

Attachment: Memo

IV. **Monthly Activity Report** [OCPO Intake, Specialist James Griffin]

Attachments: Monthly Activity Report Memo
Monthly Activity Chart
Monthly Complaint Summaries

V. **UPCOMING MEETING**

May 14, 2024

Public Comment/Open Microphone

Adjournment

Handgun Prohibition Notice for Meetings of Governmental Entities

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistola oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."

"Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

"De acuerdo con la sección 30.07 del código penal (ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."

"Pursuant to Section 46.03, Penal Code (places weapons prohibited), a person may not carry a firearm or other weapon into any open meeting on this property."

"De conformidad con la Sección 46.03, Código Penal (coloca armas prohibidas), una persona no puede llevar un arma de fuego u otra arma a ninguna reunión abierta en esta propiedad."

EXECUTIVE SESSION NOTICE

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]

Community Police Oversight Board

Meeting Minutes Agenda Items

The Community Police Oversight Board meetings are recorded. Agenda materials and recordings may be reviewed/copied by contacting the Board Coordinator at 214-671-8283.

Meeting Date: March 12, 2024

Convened: 5:37 p.m.

Adjourned: 9:50 p.m.

Board Members present:

Jose Rivas, Vice Chair- District 7

Jonathan E Maples -District 2

Walter Higgins -District 3

Brian Bah - District 5

Derric Pegram - District 6

Judge Lander-District 8

Alison Grinter Allen -District 9

Deatra Wadsworth -District 12

David Kitner – District 13

Brandon Friedman -District 14

Dr Loren Gilbert-Smith - District 4

Board Members Absent

Vacant- District 10

John M Davidson, Chairman - District 15

A. Steinfeld - District 11

Call to Order & Roll Call- Jose Rivas, Vice Chair - District 7

Public Comment (Minutes and Action items)/ Open Microphone:

Speaker D. Philips (materials given to the Board)

Approval of Minutes –

Moved to approve the minutes David Kitner, District 13. Jonathan Maples District 2 - second the motion. Voted on. Revised Minutes approved.

III. Staff Reports/Briefings

a. Update: DPD Updates

1. The Internal Affairs Division commander, Major Irene Alanis response update on Lane Investigation. Major Alanis stated that the hearing for Lane the case was set and discipline was rendered for all four officers involved.

Open Discussion and comments from board members Deandra Wadsworth - District 12 regarding training procedures and officers knowledge of the law, and Brandon Friedman - District 14 regarding DPD response and communication to Mr. Lane in form of apology. Major Alanis stated that she will be working with her staff to draft the letter.

2. CPOB Vice Chair & OCPO Interim Director Monthly Meeting with the DPD Chief of Police Eddie Garcia [CPOB Vice Chairman Rivas. and OCPO Interim Director Chandler]

a. The Board expressed concerns about transparency with DPD's IAD and with requests to receive data and documentation.

b. Letter to City Council

1. Motion by Dr. Loren Gilbert-Smith - District 4, to send a follow up letter asking for a response by next Board meeting. Alison Grinter Allen - District 9, seconds.

c. Update: OCPO Director Selection and Staff Updates, Board Participation [CPOB Vice Chair Rivas]

City of Dallas has been unable to find a candidate for OCPO Director, opened to two search firms. Special Investigator role approved. Policy Analyst Siara Obasuyi introduced. Follow up on budget allocation.

d. E-CPOB Summit [OCPO Interim Director Chandler]

Survey on dates available for Board members to be sent out, initially looking towards July-September timeframe.

3. OCPO Office Updates & Monthly Activity Report

a. Community Outreach [CPOB Community Outreach, Kevin Williams]

1. Increase number of community organizations serving as OCPO complaint intake sites

b. Monthly Activity Report [Intake Specialist, James Griffin]

1. 30 complaints filed directly with OCPO office
2. Board speaks on body worn camera footage - Griffin responded with clarification that most investigations have body worn camera footage, those that do not are noted, and review of footage is prioritized for those determined to need it.
3. Question of board having zero investigations to review in previous 2 months - addressed by Interim Director Chandler; the Board should not be reviewing investigations until they have first been reviewed by DPD's IAD.

c. Complaint Review Process [OCPO Interim Director Chandler, Major Irene Alanis]

1. Board discussion on vetting and investigation process conducted by IAD and OCPO office
2. Clarification by Major Alanis and OCPO on vetting process, and weekly Wednesday meeting discussing individual findings on each complaint.

UPCOMING MEETING April 9th, 2024

Motion to adjourn meeting - David Kitner. District 13. Second by Loren Gilbert-Smith, District 4

Vote to adjourn meeting - 2 nays: Alison Grinter Allen, District 9, Walter Higgins, District 3.

Meeting adjourned 8:41pm.

**Office of Community Police Oversight
Chairman John Mark Davidson**

 X _____

Memorandum Item 2(a)



DATED: April 3, 2024
TO: Community Police Oversight Board
SUBJECT: Review External Administrative Complaint Filed By
Dynell Lane

Part A: Background

Mr. Lane filed a complaint with DPD on June 3, 2023. After reviewing the case IAD determined that the case would be classified as a “No Investigation.” After receiving the results of the investigation from DPD’s Internal Affairs Division (IAD), Mr. Lane filed an appeal with the CPOB. At the August 8, 2023, CPOB meeting, the Board reviewed the complaint of Mr. Dynell Lane and voted for OCPO to do an independent investigation into the case. Following the CPOB Meeting, IAD opened a formal investigation into Mr. Lane’s complaint.

Part B: Allegations and Findings

Four Officers were alleged to have violated the DPD General Orders in the following ways:

PO Smith #11827	2 Allegations	1) Failure to Activate BWC ¹ while off-duty ² 2) Misconduct by Mocking a Citizen ³
PO Figueroa-Luna #11821	2 Allegations	1) Failure to Activate BWC while off-duty 2) Misconduct by Mocking a Citizen
PO Charmoli #11216	1 Allegation	1) Misconduct by Mocking a Citizen
PO Zarate #11013	1 Allegation	1) Misconduct by Mocking a Citizen

All allegations against all officers were sustained.

¹ BWC means Body Worn Camera

² Alleged conduct is a violation of Section 332 of DPD General Orders and Dallas City Code Art. 5 Rules of Conduct.

³ Alleged conduct is a violation of Chapters 3 of DPD Code of Conduct, Chapter 4 of Professional Conduct and Personal Bearing, and Dallas City Code Art. 5 Rules of Conduct.

Part C: Disciplinary Recommendations

The findings of the IAD investigation was reviewed by the DPD Chain of Command. Each member of the officer's Chain of Command made recommendations for discipline.

PO Smith received a recommendation of a 1-Day Suspension from two members of the Chain of Command. One member of the Chain of Command recommended a 3-Day Suspension. One Member of the Chain of Command recommended a Supervisor's Report and Sensitivity Training.

PO Figueroa-Luna received a recommendation of a Written Reprimand from two members of the Chain of Command. One member of the Chain of Command recommended Documented Counseling. One Member of the Chain of Command recommended a Supervisor's Report and Sensitivity Training.

PO Charmoli received a recommendation of Documented Counseling from one member of the Chain of Command. Another member of the Chain of Command recommended a Written Reprimand. Two members of the Chain of Command recommended a Supervisor's Report.

PO Zarate received a recommendation of Documented Counseling from two members of the Chain of Command. The other two members recommended a Supervisor's Report.

A Hearing was held on this matter on March 12, 2024. The final disciplinary action reached after the hearing was a **Written Reprimand and Sensitivity Training** for all officers.

Part C: Review Request

March 25, 2024, IAD sent a letter to Mr. Lane disclosing the outcome of investigation, the findings, and DPD's regret that Mr. Lane's experience with DPD officers was unsatisfactory. Mr. Lane was invited to contact Lieutenant Peebles if he would like to discuss the findings of the investigation. Mr. Lane was specifically told how the officers would be punished. Mr. Lane was also directed to OCPO if he wanted his case reviewed.

March 29, 2024, Mr. Lane requested a review from OCPO of the findings. Mr. Lane informed our

office he was dissatisfied with the results. The Intake Specialist asked what Mr. Lane believed would be a fair outcome and he informed OCPO that he believed the officers should be fired.

Part C: Complications

In 2023, CPOB opened an independent investigation into Mr. Lane's complaint. After CPOB opened its independent investigation, IAD reopened its investigation, and the independent investigation was paused in accordance with the ordinance.

Prior to this meeting, Mr. Lane's Independent Investigation was statutorily barred from resuming until the conclusion of the IAD investigation and DPD Disciplinary process. As of now, the independent investigation automatically resumes since the statutory bar no longer applies. In most cases, no additional vote would be required from the CPOB for OCPO to resume its investigatory function, however, this case is not most cases.

Mr. Lane's review request presents issues; the most important issue to address is that OCPO Independent Investigations have a limited scope that will not provide Mr. Lane the review he desires.

Mr. Lane requests a review of DPD disciplinary decision for the officers, not the finding of IAD liability. City Ordinance 31192 §37-32(a)(3) limits the CPOB's power to initiate an independent investigation to circumstances where the CPOB is not satisfied with the findings of the IAD investigation. Here, the IAD investigation found that the allegations against the officers were sustained by the evidence because the officers committed misconduct. An OCPO investigation would likely find the same findings as the IAD investigation and not fulfill Mr. Lane's desired outcome which is a review of the discipline. Further, with any case that OCPO investigates, the independent, impartial, and objective methodology of OCPO investigations means that there is always the chance that OCPO's investigation may return findings that are not the same as IAD. In most cases, the complainant desires that outcome, but in a case like Mr. Lane's, where the desired outcome is not a reversal of IAD's findings, CPOB must carefully weigh if an OCPO investigation is the appropriate avenue.

Further, like any investigation, OCPO's independent investigation will require time and prolong the final disposition of Mr. Lane's case for another month. As CPOB members have already expressed exhaustion at the length of time used for the DPD process, it is worth weighing further delay against the expected benefit from CPOB future action.

Finally, the Ordinance provides a more appropriate avenue for review than an OCPO independent investigation. Ordinance §37-32(a)(6) empowers CPOB to request the city manager to review disciplinary action by the chief in a case when the board considers it appropriate. This case is appropriate for such review, if the CPOB is not satisfied with the discipline. It also better speaks to Mr. Lane's specific review request.

Therefore, the CPOB should consider the following two questions:

- 1) Should the Board invoke §37-32(a)(6) to formally request a review of the disciplinary action and rationale in the matter of Dynell Lane CN 2023-162?
- 2) Should the CPOB formally close its independent investigation into the Dynell Lane case and hold that the IAD investigation's findings of sustained allegations against all officers were sufficient conclusions based on the facts and evidence presented?

Christopher Ray Clark, Esq.
OCPO Mediation Manager

Cc: T.C. Broadnax, City Manager

Office of Community Police Oversight

City of Dallas



OCPO REVIEW REQUEST

DATE: 3-29-2024

COMPLAINANT NAME: Dynell Lane

IAD NUMBER: CN2023-162

CELL PHONE: [REDACTED]

EMAIL: [REDACTED]@[REDACTED].COM

IAD Investigation Concluded on _____

Letter from IAD dated 3-25-2024

I hereby formally request the Office of Community Police Oversight for the City of Dallas review the IAD investigation and finding of my complaint. I understand that the review may return the same of similar finding that the original investigation concluded. I understand that the review is conducted as an objective review of the facts, conduct, policies, and procedures used by DPD; that is the sole purpose of the review. I understand the review may result in my case being brought before the Community Police Oversight Board for further action and consideration. I understand I may be called as a witness to share my experience with the board.

Signature Dynell Lane

Date March 29, 2024

Additional Information Provided:

Full Sworn Statement	<input type="checkbox"/>	Notes: _____
Witness Statement(s)	<input type="checkbox"/>	Notes: _____
Documents	<input type="checkbox"/>	Notes: _____
Evidence	<input type="checkbox"/>	Notes: _____



Office of Community Police Oversight
1500 Marilla Street, Room 5CS | Dallas, Texas | 75201
Phone (214) 671- 8283 | Email OCPO@dallascityhall.com

CITIZEN'S COMPLAINT FORM

Complaint Number: _____

(To be assigned by I.A.D.)

This form is provided to assist citizens with the formal complaint process. Witnesses may also use this form to provide information on incidents.

Citizen Name: Lane, Dynell ☒ Complainant ☐ Witness
 Race/Sex/Date of Birth B / M / 1-15-1989
 Driver License or ID Number # _____ /State: _____
 Home Street Address [REDACTED]
 City/State/Zip Code [REDACTED]
 Contact Phone Number [REDACTED] ☐ home ☒ cell
 E-Mail [REDACTED] best times to call _____
 Date of Incident 6/10/2023
 Time of Incident 2:15a - 2:45a
 Location of Incident (address) 2807 Elm St

In your own words, describe the exact nature of the complaint. Begin with the date and location of the incident, then construct the facts in chronological order. Include description of officer (name and badge # if known). Please print or write legibly.

On June 10, 2023 at around 2:15a - 2:45a at Serious Pizza, I spoke with officer Smith #11827 and a second officer regarding ADA American Disability Act Restroom use. I provided documents in PDF form on my phone and had my ID to show proof of that it was me. He brushed me off and told me he did not want to look at it. He told me that the restaurant said no one could use the restrooms. I repeatedly showed the paperwork from my provider that I need to use the restroom in public places. I wanted to give it to the staff so have access to the restroom. He refused to assist me. The second officer refused to help me as well. I called 911 to get assistance. Within 10 minutes I called to 911 to cancel my original call because I

(Additional pages can be printed and attached-please sign and date each page)

Ways to register your complaint. Sign the completed form and return to the Dallas Police Department by:

E-Mail: OPDIAD@dallascityhall.com

Fax: 214-670-8219

Mail: Dallas Police Department

Internal Affairs Division

1400 Bolham Jean Blvd

Dallas, Texas 75215

[Signature]
 Signature
6/12/23
 Date

Logged in by: [Signature] #85277
 Employee Name, ID#

*You may also give your signed letter to an on-duty police supervisor at any City of Dallas police facility.

CITIZEN'S COMPLAINT FORM

Complaint Number: _____

(To be assigned by I.A.D.)

This form is provided to assist citizens with the formal complaint process. Witnesses may also use this form to provide information on incidents.

Citizen Name: Lane, Dymell ☐ Complainant ☐ Witness
 Race/Sex/Date of Birth _____
 Driver License or ID Number # _____ /State: _____
 Home Street Address _____
 City/State/Zip Code _____
 Contact Phone Number _____ ☐ home ☐ cell
 E-Mail _____
 Date of Incident _____
 Time of Incident _____
 Location of Incident (address) _____

best times to call

In your own words, describe the exact nature of the complaint. Begin with the date and location of the incident, then construct the facts in chronological order. Include description of officer (name and badge# if known). Please print or write legibly.

used the restroom on myself. I left the restaurant
and told the officer I had used the restroom
on myself and he said "sorry" sarcastically and
continued his conversation with an unknown
individual.

This statement was handwritten by Officer Garza 8547,
for Mr. Dymell Lane.

(additional pages can be printed and attached-please sign and date each page)

Ways to register your complaint. Sign the completed form and return to the Dallas Police Department by:

E-Mail: DPOIAD@dallascityhall.com

Fax: 214-670-8219

Mail: Dallas Police Department

Internal Affairs Division

1400 Bolham Jean Blvd

Dallas, Texas 75215

[Signature]
 Signature
10/13/2023
 Date

Logged in by: Angel Mif #8547
 Employee Name, ID#

*You may also give your signed letter to an on-duty police supervisor at any City of Dallas police facility.



City of Dallas

March 25, 2024

Dynell Lane
[REDACTED]
[REDACTED]

Dear Mr. Lane:

The complaint you filed against a member of the Dallas Police Department has been thoroughly investigated. We regret that your contact with the Police Department was less than satisfactory. It is our goal that each contact with a member of our department be one in which we display the highest degree of professionalism possible. In the case of your particular complaint, the investigation did establish a violation of departmental rules or other issues needing to be addressed by the Chain of Command. The investigation will be reviewed by the employee's supervisors for their action. The Chief of Police, or his designee, will make the final disciplinary decision on sustained complaints.

You are encouraged to contact Lieutenant Matthew Peebles, at [REDACTED] if you would like to discuss the findings of your investigation. Again, we regret any unsatisfactory contact that you have had with our department.

You may also request a review by the Office of Community Police Oversight if you are dissatisfied with the Dallas Police Department's investigation. Please be advised that you have 30 days from the date of this letter to make your request to the board to review findings of the investigation. Should you have any questions concerning the Office of Community Police Oversight, please feel free to call (214) 671-8283, Monday through Friday.

Sincerely,

EDDIE GARCIA
CHIEF OF POLICE

A handwritten signature in dark ink, appearing to read 'Eddie Garcia'.

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police

Enclosure

CN2023-162

Memorandum



DATE March 12, 2024

TO Eddie Garcia
Chief of Police

SUBJECT Executive Briefing
Control Number **2023-162**

City Attorney Review N
Probationary Period N

<u>EMPLOYEE (S)</u>	<u>ID#</u>	<u>DATE OF APPOINTMENT</u>	<u>DATE OF CURRENT ASSIGNMENT</u>	<u>DIVISION</u>
P.O. James Smith	11827	09/18/19	03/01/23	Southwest
P.O. Juan Figueroa-Luna	11821	09/18/19	11/01/22	South Central
P.O. Nicole Charmoli	11216	09/07/16	12/21/22	Central
S.C. Jonathan Zarate	11013	05/06/15	11/09/22	Central

SYNOPSIS:

On June 10, 2023, Mr. Dynell Lane was a customer of Serious Pizza and needed to use the restroom. Serious Pizza closed their restroom at 2:00 a.m., preventing Mr. Lane from using the restroom. Mr. Lane approached Officers Smith and Figueroa-Luna, who were working off-duty for Serious Pizza, requesting to use the restroom. Mr. Lane stated that he told the officers that he had a disability and attempted to show the officers medical documentation related to his disability that would allow him to use the restroom of any open business. Mr. Lane stated that the officers failed to review his documentation and would not allow him to use the restroom in violation of the Americans with Disabilities Act. Mr. Lane placed a 911 call requesting officers to the location to assist in allowing him to use the restroom. Mr. Lane placed a second call to 911 stating that he no longer needed officers to the location because he had used the restroom on himself. Senior Corporal Zarate and Officer Charmoli responded to the 911 call and made contact with Officers Smith and Figueroa-Luna at Serious Pizza. Body Worn Camera footage showed all four officers laughing at and mocking the 911 call made by Mr. Lane.

There are two allegations against Police Officer James Smith, #11827, two allegations against Police Officer Juan Figueroa-Luna, #11821, one allegation against Police Officer Nicole Charmoli, #11216, and one allegation against Senior Corporal Jonathan Zarate, #11013:

1. It is alleged on June 10, 2023, Police Officer James Smith, #11827, failed to activate his body worn camera during a citizen-initiated request for public safety service while working Off-Duty.

2. It is alleged on June 10, 2023, Police Officer James Smith, #11827, engaged in misconduct when he mocked a citizen who called 911 to report he soiled himself after officers refused to help him.
3. It is alleged on June 10, 2023, Police Officer Juan Figueroa-Luna, #11821, failed to activate his body worn camera during a citizen-initiated request for public safety service while working Off-Duty.
4. It is alleged on June 10, 2023, Police Officer Juan Figueroa-Luna, #11821, engaged in misconduct when he mocked a citizen who called 911 to report he soiled himself after officers refused to help him.
5. It is alleged on June 10, 2023, Police Officer Nicole Charmoli, #11216, engaged in misconduct when she mocked a citizen who called 911 to report he soiled himself after officers refused to help him.
6. It is alleged on June 10, 2023, Senior Corporal Jonathan Zarate, #11013, engaged in misconduct when he mocked a citizen who called 911 to report he soiled himself after officers refused to help him.

SUMMARY:

- Mr. Lane approached Officers Smith and Figueroa-Luna and requested a public safety service regarding the use of the restroom at Serious Pizza and attempted to show the officers documentation on his cell phone describing what steps a business should take to accommodate his disability in accordance with the Americans with Disabilities Act.
- A Body Worn Camera audit of Axon Evidence documents Officers Smith and Figueroa-Luna failed to activate their Body Worn Cameras during this interaction with Mr. Lane.
- Officers Smith and Figueroa-Luna admitted that they did not activate their Body Worn Cameras during their interaction with Mr. Lane due to the contact being short and not having any evidentiary value. On August 18, 2023, the officers documented their failure to activate their Body Worn Cameras on Miscellaneous Incident Reports #148547-2023 and 148566-2023.
- Mr. Lane called 911 and requested officers and an ambulance to Serious Pizza. The call comments were that Mr. Lane had a documented medical condition, and the manager would not let him use the restroom. Mr. Lane also reported that there were officers at the scene, later identified as Officers Smith and Figueroa-Luna, who would not listen to him, and he needed someone to respond and help him. Mr. Lane later

called 911 again and reported that he had soiled himself and no longer needed assistance.

- Senior Corporal Zarate and Officer Charmoli responded to the call for service placed by Mr. Lane.
- Upon arrival at Serious Pizza the business was still open, and employees were present.
- Body Worn Camera footage documented Senior Corporal Zarate and Officers Charmoli, Smith and Figueroa-Luna mocking Mr. Lane related to the 911 call he had made. Mr. Lane was not present at the location at this time.
- The Body Worn Camera footage documented an unknown employee of Serious Pizza saying, "He called 911 on the police?"
- The Community Police Oversight Board Meeting and Dallasnews.com news article document officers mocking Mr. Lane after he called 911 for assistance. The outrage over the Body Worn Camera footage was documented in the news article and at the Community Police Oversight Board meeting where the Body Worn Camera footage was played publicly.
- Officers Smith and Figueroa-Luna stated that they were laughing at the fact that Mr. Lane called 911 on uniformed officers.
- Officer Charmoli stated she was laughing because it was intended to be a stupid joke regarding the officers not allowing Mr. Lane to use the restroom and him soiling himself. The intention was to make fun of the officers and not Mr. Lane.
- Senior Corporal Zarate stated he did not believe he was mocking Mr. Lane's 911 call but was just asking the officers questions regarding the comments on the call. Due to it being a private conversation among officers, he did not see anything about the officers' conduct that would cause him alarm.

FINDINGS:

Allegations #1, #2, #3, #4, #5, and #6 are **Sustained**.

RULE VIOLATIONS, CATEGORIES:

CITY OF DALLAS
PERSONNEL RULES
CHAPTER 34, DALLAS CITY CODE
ARTICLE V.
RULES OF CONDUCT.

SEC. 34-36. RULES OF CONDUCT.

(b) Unacceptable conduct. The following types of conduct are unacceptable and may be cause for corrective discipline in the form of reprimand, suspension, demotion, or discharge depending upon the facts and circumstances of each case. The examples given are typical but not all-inclusive.

(14) Misconduct is any conduct or criminal offense, during or off working hours, that, on becoming public knowledge, could have an adverse effect on the city or on the confidence of the public in city government.

(15) Disregard of public trust is any conduct, during or off working hours, that, on becoming public knowledge, could impair the public's confidence or trust in the operation of city government.

DALLAS POLICE DEPARTMENT **CODE OF CONDUCT** **CHAPTER III** **GENERAL REQUIREMENTS**

3.2 Employees shall observe and give effect to the policies of the Department.

CHAPTER IV **PROFESSIONAL CONDUCT AND PERSONAL BEARING**

4.11 No employee shall at any time ridicule, mock, deride, taunt, or belittle any person.

DALLAS POLICE DEPARTMENT **GENERAL ORDERS** **SECTION 300 – OPERATIONS**

332.00 Body Worn Cameras

332.03 General Procedures

- A. All audio/video captured during the scope of a personnel's duties are the property of the Dallas Police Department and are subject to Departmental policies and applicable laws regarding viewing, release, retention, and destruction.
- 8. Personnel assigned a body worn camera will use their assigned body worn camera at approved off-duty employment.

332.04 When and How to Use the Body Worn Camera

- A. Personnel will utilize the BWC in the following circumstances:
 - 1. Personnel shall record with their body worn camera all incidents that are conducted within the scope of an official law enforcement capacity and,

- while actively participating in an investigation, keep the camera activated for the entirety of the personnel's active participation in the investigation.
2. Personnel shall begin recording as soon as practical and safe to do so in the following incidents/events and continue recording until the incidents/event is concluded:
 - c. Anytime personnel are in contact with a citizen or suspect, when it is feasible that the video system may record all or part of the contact.
 - k. Citizen-initiated contacts or flagged down requests for public safety services.
 - D. If personnel fail to activate the BWC or fails to record the entire contact, personnel shall document the reasons in a MIR or offense supplement report by the end of their tour of duty.

PRIOR DISCIPLINE:

P.O. James Smith, #11827:
REDACTED FOR RELEASE

P.O. Juan Figueroa-Luna, #11821:
REDACTED FOR RELEASE

P.O. Nicole Charmoli, #11216:
REDACTED FOR RELEASE

S.C. Jonathan Zarate, #11013:
REDACTED FOR RELEASE

RECOMMENDATIONS BY EMPLOYEES' CHAINS OF COMMAND:

P.O. James Smith, #11827:

Sergeant Teft, #9249	1 Day Suspension
Lieutenant Tovar	1 Day Suspension
Major Swyers	3 Day Suspension
Deputy Chief Foy	Supervisor's Report & Sensitivity Training

P.O. Juan Figueroa-Luna, #11821:

Sergeant Maldonado, #10714	Written Reprimand
Lieutenant Foster	Written Reprimand
Major Nelson	Documented Counseling
Deputy Chief Foy	Supervisor's Report & Sensitivity Training

P.O. Nicole Charmoli, #11216:

Sergeant Todd, #8947	Documented Counseling
Lieutenant Barker	Written Reprimand
Major Madison	Supervisor's Report
Deputy Chief Herrera	Supervisor's Report

S.C. Jonathan Zarate, #11013:

Sergeant Todd, #8947	Documented Counseling
Lieutenant Barker	Documented Counseling
Major Madison	Supervisor's Report
Deputy Chief Herrera	Supervisor's Report

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police

DISCIPLINARY HEARING NOTES

March 12, 2024

CONTROL NUMBER: 2023-162

EMPLOYEE RANK/NAME/BADGE/DIVISION:

Police Officer James Smith, #11827, Southwest Patrol Division
Police Officer Juan Figueroa-Luna, #11821, South Central Patrol Division
Police Officer Nicole Charmoli, #11216, Central Patrol Division
Senior Corporal Jonathan Zarate, #11013, Central Patrol Division

AUTHORITY TAKING ACTION: Assistant Chief Ramirez

CHAIN-OF-COMMAND PRESENT: Chief Villareal, Chief Foy, Chief Palk, Major Allen, Major Madison, Major Swyers, Major Nelson, Lt. Tovar, Lt. Barker, Lt. Foster, Sgt. Quoc Le, Sgt. Teft, Sgt. Todd, Sgt. Fox

CHIEFS PRESENT: Ch. Alex, Ch. Shaw, Ch. Ramirez, Chief Shead, Chief Reyes

OTHERS PRESENT: Kristin Lowman, PIO

ATTORNEY/REPRESENTATIVE: P.O. Demarcus Turner

IAD REPRESENTATIVE CONDUCTING BRIEFING: Lt. Peebles

IAD STAFF PRESENT: Major Alanis, Lt. Peebles, Sgt. Etchieson, Sgt. Harper, C. Gray, M. Alex

DISCIPLINARY ACTION:

P.O. Smith:	Written Reprimand & Sensitivity Training
P.O. Figueroa-Luna:	Written Reprimand & Sensitivity Training
P.O. Charmoli:	Written Reprimand & Sensitivity Training
S.C. Zarate:	Written Reprimand & Sensitivity Training

IAD PERSONNEL TAKING NOTES: Mgr. Cathy Gray, #29978

CONFIDENTIAL

Memorandum



DATE: August 17, 2023

TO: Police Officer Nicole Charmoli, #11216
Central Division

SUBJECT: Notification of Internal Affairs Division Investigation
Control Number: 2023-162

The Internal Affairs Division has initiated the above numbered investigation involving you. It is alleged you were disrespectful and unprofessional during a conversation with other officers regarding a citizen who called 911. This notification is for your information only. If you have any questions concerning this investigation, please feel free to contact Sergeant James Etchieson, #9897, at 214-671-3981.

At a date in the near future, the assigned investigator will notify you to report to Internal Affairs Division to respond to the allegation(s).

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police

cc: Lieutenant Sonya Barker
Sergeant Christopher Todd, #8947

Memorandum



DATE: August 17, 2023

TO: Assistant Chief Michael T. Igo
Patrol Bureau

SUBJECT: Notification of Internal Affairs Division Investigation
Control Number: 2023-162

The Internal Affairs Division has initiated the above numbered investigation involving Senior Corporal Jonathan Zarate, #11013, and Police Officer Nicole Charmoli, #11216, assigned to the Central Division. It is alleged Senior Corporal Zarate and Officer Charmoli was disrespectful and unprofessional during a conversation with other officers regarding a citizen who called 911. This notification is for your information only. If you have any questions concerning this investigation, please feel free to contact Sergeant James Etchieson, #9897, at 214-671-3981.

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police

cc: Deputy Chief Israel Herrera
Major John Madison

Memorandum



DATE: August 17, 2023

TO: Assistant Chief Michael T. Igo
Patrol Bureau

SUBJECT: Notification of Internal Affairs Division Investigation
Control Number: 2023-162

The Internal Affairs Division has initiated the above numbered investigation involving Police Officer Juan Figueroa-Luna, #11821, assigned to the South Central Division. It is alleged Officer Figueroa-Luna failed to activate his body worn camera and was disrespectful and unprofessional during a conversation with other officers regarding a citizen who called 911. This notification is for your information only. If you have any questions concerning this investigation, please feel free to contact Sergeant James Etchieson, #9897, at 214-671-3981.

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police

cc: Deputy Chief Richard Foy
Major Yancey Nelson

INTERNAL STATEMENT

Control Number: 2023-162

Date: September 13, 2023

Time: 5:08 p.m.

Place: 1400 Botham Jean Blvd.

I, Senior Corporal Jonathan Zarate, #11013 am giving this statement at the direction of Sergeant James Etchieson, #9897, who has identified himself as a Peace Officer of the City of Dallas and is conducting an Internal Investigation. He has ordered me to submit this Internal Statement as required by General Orders, describing my actions during the incident or any knowledge that I have of the incident. He has informed me that my failure to do so may subject me to disciplinary action, including discharge from employment with the Dallas Police Department. He has informed me that any information or evidence which is gained through this statement cannot be used against me in any criminal proceeding, except that I may be subject to any false statement which I make in this statement.

He has also informed me that I am required to be truthful in my statement and if it is determined that I have been untruthful in my responses, I could be subject to disciplinary action up to, and including, discharge from employment with the Dallas Police Department. In response to this lawful order I submit the following to the Chief of Police.

I, Senior Corporal Jonathan Zarate, #11013, stand by my provided oral statement and interview answers provided to Sergeant James Etchieson, #9897, on September 13, 2023.

Respectfully submitted,

Jonathan Zarate, #11013
Senior Corporal
Central Division
Patrol Bureau

INTERNAL STATEMENT

Control Number: 2023-162

Date: September 18, 2023

Time: 10:00 a.m.

Place: 1400 Botham Jean Blvd.

I, Police Officer James Smith, #11827 am giving this statement at the direction of Sergeant James Etchieson, #9897, who has identified himself as a Peace Officer of the City of Dallas and is conducting an Internal Investigation. He has ordered me to submit this Internal Statement as required by General Orders, describing my actions during the incident or any knowledge that I have of the incident. He has informed me that my failure to do so may subject me to disciplinary action, including discharge from employment with the Dallas Police Department. He has informed me that any information or evidence which is gained through this statement cannot be used against me in any criminal proceeding, except that I may be subject to any false statement which I make in this statement.

He has also informed me that I am required to be truthful in my statement and if it is determined that I have been untruthful in my responses, I could be subject to disciplinary action up to, and including, discharge from employment with the Dallas Police Department. In response to this lawful order I submit the following to the Chief of Police.

I, Police Officer James Smith, #11827, stand by my video interview that took place on September 18, 2023, at 1400 Botham Jean Boulevard, Dallas, Dallas County, Texas.

Respectfully submitted,

James Smith, #11827
Police Officer
Southwest Division
Patrol Bureau

INTERNAL STATEMENT

Control Number: 2023-162

Date: September 18, 2023

Time: 11:55 a.m.

Place: 1400 Botham Jean Blvd.

I, Police Officer Juan Figueroa-Luna, #11821, am giving this statement at the direction of Sergeant James Etchieson, #9897, who has identified himself as a Peace Officer of the City of Dallas and is conducting an Internal Investigation. He has ordered me to submit this Internal Statement as required by General Orders, describing my actions during the incident or any knowledge that I have of the incident. He has informed me that my failure to do so may subject me to disciplinary action, including discharge from employment with the Dallas Police Department. He has informed me that any information or evidence which is gained through this statement cannot be used against me in any criminal proceeding, except that I may be subject to any false statement which I make in this statement.

He has also informed me that I am required to be truthful in my statement and if it is determined that I have been untruthful in my responses, I could be subject to disciplinary action up to, and including, discharge from employment with the Dallas Police Department. In response to this lawful order I submit the following to the Chief of Police.

I stand by my previous video recorded statements made to the IAD investigator.

To clarify, Mr. Lane demanded to use the bathroom multiple times and placed his phone near my face stating that the Federal Government allows him to use the bathroom. I remember he presented to me the guidelines listed for employers to accommodate their employees with disabilities. Mr. Lane never presented to me any of the medical paperwork or ID presented to me today nor did he state that he was a disabled veteran.

Respectfully submitted,

Juan Figueroa-Luna, #11821

Police Officer

South Central Division

Patrol Bureau

INTERNAL STATEMENT

Control Number: 2023-162

Date: September 6, 2023

Time: 6:08 p.m.

Place: 1400 Botham Jean Blvd.

I, Police Officer Nicole Charmoli, #11216, am giving this statement at the direction of Sergeant James Etchieson, #9897, who has identified himself as a Peace Officer of the City of Dallas and is conducting an Internal Investigation. He has ordered me to submit this Internal Statement as required by General Orders, describing my actions during the incident or any knowledge that I have of the incident. He has informed me that my failure to do so may subject me to disciplinary action, including discharge from employment with the Dallas Police Department. He has informed me that any information or evidence which is gained through this statement cannot be used against me in any criminal proceeding, except that I may be subject to any false statement which I make in this statement.

He has also informed me that I am required to be truthful in my statement and if it is determined that I have been untruthful in my responses, I could be subject to disciplinary action up to, and including, discharge from employment with the Dallas Police Department. In response to this lawful order I submit the following to the Chief of Police.

I stand by the oral statements made to Sergeant James Etchieson, #9897, on September 6, 2023. I would like to emphasize that I did not know about Mr. Lane's military disability and military service. I have the utmost respect for military veterans and personnel and have gone out of my way to help veterans in need during my service as a police officer with the Dallas Police Department. The statements made were directed at the officers and not Mr. Lane who was not present on scene at the time.

Respectfully submitted,

Nicole Charmoli, #11216
Police Officer
Central Division
Patrol Bureau

September 13, 2023

Jonathan Zarate, #11013
Central Division
Patrol Bureau

SUBJECT: Internal Investigation
Control Number: 2023-162

Senior Corporal Jonathan Zarate, #11013:

In accordance with General Order 500.00, the following will act as a formal complaint against you:

6. It is alleged on June 10, 2023, Senior Corporal Jonathan Zarate, #11013, engaged in misconduct when he mocked a citizen who called 911 to report he soiled himself after officers refused to help him.

You are required to respond to the allegation(s) against you by submitting an Internal Statement to the Chief of Police.

James Etchieson, #9897
Sergeant of Police
Internal Affairs Division
Office of the Chief of Police

I acknowledge receipt of this letter given to me by Sergeant James Etchieson, #9897, on September 13, 2024.

Jonathan Zarate, #11013

Attachment _____

September 18, 2023

James Smith, #11827
Southwest Division
Patrol Bureau

SUBJECT: Internal Investigation
Control Number: 2023-162

Police Officer James Smith, #11827

In accordance with General Order 500.00, the following will act as a formal complaint against you:

1. It is alleged on June 10, 2023, Police Officer James Smith, #11827, failed to activate his body worn camera during a citizen-initiated request for public safety service while working Off-Duty.
2. It is alleged on June 10, 2023, Police Officer James Smith, #11827, engaged in misconduct when he mocked a citizen who called 911 to report he soiled himself after officers refused to help him.

You are required to respond to the allegation(s) against you by submitting an Internal Statement to the Chief of Police.

James Etchieson, #9897
Sergeant of Police
Internal Affairs Division
Office of the Chief of Police

I acknowledge receipt of this letter given to me by Sergeant James Etchieson, #9897, on September 18, 2024.

James Smith, #11827

Attachment _____

September 6, 2023

Nicole Charmoli, #11216
Central Division
Patrol Bureau

SUBJECT: Internal Investigation
Control Number: 2023-162

Police Officer Nicole Charmoli, #11216:

In accordance with General Order 500.00, the following will act as a formal complaint against you:

5. It is alleged on June 10, 2023, Police Officer Nicole Charmoli, #11216, engaged in misconduct when she mocked a citizen who called 911 to report he soiled himself after officers refused to help him.

You are required to respond to the allegation(s) against you by submitting an Internal Statement to the Chief of Police.

James Etchieson, #9897
Sergeant of Police
Internal Affairs Division
Office of the Chief of Police

I acknowledge receipt of this letter given to me by Sergeant James Etchieson, #9897, on September 6, 2024.

Nicole Charmoli, #11216

Attachment _____

Memorandum



DATE: March 12, 2024

TO: Major John Madison
Central Division

SUBJECT: Issuance of a **Written Reprimand**
Senior Corporal Jonathan Zarate, #11013
Control Number **2023-162**

By direction of the Assistant Chief, the Written Reprimand for the above investigation is returned for issuance.

Enclosed with this memorandum is the original Personnel Complaint Control Sheet. ***The Division Commander should sign the Goldenrod in the block designated "Person Designated by the Chief to Administer Discipline" and enter the date the discipline is issued to the employee.*** The Personnel Complaint Control Sheet (the Goldenrod), as well as the original signed Written Reprimand should be returned to the Internal Affairs Division no later than **Friday, March 29, 2024.**

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police

Attachment

Memorandum



DATE: March 12, 2024

TO: Major Nathan Swyers
Southwest Division

SUBJECT: Issuance of a **Written Reprimand**
Police Officer James Smith, #11827
Control Number **2023-162**

By direction of the Assistant Chief, the Written Reprimand for the above investigation is returned for issuance.

Enclosed with this memorandum is the original Personnel Complaint Control Sheet. *The Division Commander should sign the Goldenrod in the block designated "Person Designated by the Chief to Administer Discipline" and enter the date the discipline is issued to the employee.* The Personnel Complaint Control Sheet (the Goldenrod), as well as the original signed Written Reprimand should be returned to the Internal Affairs Division no later than **Friday, March 29, 2024.**

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police

Attachment

Memorandum



DATE: March 12, 2024

TO: Major Majusta Allen
South Central Division

SUBJECT: Issuance of a **Written Reprimand**
Police Officer Juan Figueroa Luna, #11821
Control Number **2023-162**

By direction of the Assistant Chief, the Written Reprimand for the above investigation is returned for issuance.

Enclosed with this memorandum is the original Personnel Complaint Control Sheet. *The Division Commander should sign the Goldenrod in the block designated "Person Designated by the Chief to Administer Discipline" and enter the date the discipline is issued to the employee.* The Personnel Complaint Control Sheet (the Goldenrod), as well as the original signed Written Reprimand should be returned to the Internal Affairs Division no later than **Friday, March 29, 2024.**

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police

Attachment

Memorandum



DATE: March 12, 2024

TO: Major John Madison
Central Division

SUBJECT: Issuance of a **Written Reprimand**
Police Officer Nicole Charmoli, #11216
Control Number **2023-162**

By direction of the Assistant Chief, the Written Reprimand for the above investigation is returned for issuance.

Enclosed with this memorandum is the original Personnel Complaint Control Sheet. *The Division Commander should sign the Goldenrod in the block designated "Person Designated by the Chief to Administer Discipline" and enter the date the discipline is issued to the employee.* The Personnel Complaint Control Sheet (the Goldenrod), as well as the original signed Written Reprimand should be returned to the Internal Affairs Division no later than **Friday, March 29, 2024.**

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police

Attachment

DISCIPLINARY HEARING NOTES

March 12, 2024

CONTROL NUMBER: 2023-162

EMPLOYEE RANK/NAME/BADGE/DIVISION:

Police Officer James Smith, #11827, Southwest Patrol Division
Police Officer Juan Figueroa-Luna, #11821, South Central Patrol Division
Police Officer Nicole Charmoli, #11216, Central Patrol Division
Senior Corporal Jonathan Zarate, #11013, Central Patrol Division

AUTHORITY TAKING ACTION: Assistant Chief Ramirez

CHAIN-OF-COMMAND PRESENT: Chief Villareal, Chief Foy, Chief Palk, Major Allen, Major Madison, Major Swyers, Major Nelson, Lt. Tovar, Lt. Barker, Lt. Foster, Sgt. Quoc Le, Sgt. Teft, Sgt. Todd, Sgt. Fox

CHIEFS PRESENT: Ch. Alex, Ch. Shaw, Ch. Ramirez, Chief Shead, Chief Reyes

OTHERS PRESENT: Kristin Lowman, PIO

ATTORNEY/REPRESENTATIVE: P.O. Demarcus Turner

IAD REPRESENTATIVE CONDUCTING BRIEFING: Lt. Peebles

IAD STAFF PRESENT: Major Alanis, Lt. Peebles, Sgt. Etchieson, Sgt. Harper, C. Gray, M. Alex

DISCIPLINARY ACTION:

P.O. Smith:	Written Reprimand & Sensitivity Training
P.O. Figueroa-Luna:	Written Reprimand & Sensitivity Training
P.O. Charmoli:	Written Reprimand & Sensitivity Training
S.C. Zarate:	Written Reprimand & Sensitivity Training

IAD PERSONNEL TAKING NOTES: Mgr. Cathy Gray, #29978

CONFIDENTIAL

March 12, 2024

Police Officer James Smith, #11827
Southwest Division

SUBJECT: Letter of Reprimand
Control Number **2023-162**

On June 10, 2023, you violated the Body Worn Camera Policy and engaged in misconduct when you mocked a citizen who called 911 to report he soiled himself after officers refused to help him.

By your actions you violated Chapter 34, Article V, Section 34-36, Subsection (b)(14)(15) of the City of Dallas Personnel Rules, Chapter III, Section 3.2 and Chapter IV, Section 4.11 of the Dallas Police Department Code of Conduct, and Section 300, Subsections 332.03 (A)(8) and 332.04 (A)(1) (2)(c)(k), (D) of the Dallas Police Department General Orders which state:

CITY OF DALLAS
PERSONNEL RULES
CHAPTER 34, DALLAS CITY CODE
ARTICLE V.
RULES OF CONDUCT.

SEC. 34-36. RULES OF CONDUCT.

(b) Unacceptable conduct. The following types of conduct are unacceptable and may be cause for corrective discipline in the form of reprimand, suspension, demotion, or discharge depending upon the facts and circumstances of each case. The examples given are typical but not all-inclusive.

(14) Misconduct is any conduct or criminal offense, during or off working hours, that, on becoming public knowledge, could have an adverse effect on the city or on the confidence of the public in city government.

(15) Disregard of public trust is any conduct, during or off working hours, that, on becoming public knowledge, could impair the public's confidence or trust in the operation of city government.

DALLAS POLICE DEPARTMENT
CODE OF CONDUCT
CHAPTER III
GENERAL REQUIREMENTS

3.2 Employees shall observe and give effect to the policies of the Department.

CHAPTER IV
PROFESSIONAL CONDUCT AND PERSONAL BEARING

4.11 No employee shall at any time ridicule, mock, deride, taunt, or belittle any person.

DALLAS POLICE DEPARTMENT
GENERAL ORDERS
SECTION 300 – OPERATIONS

332.00 Body Worn Cameras

332.03 General Procedures

A. All audio/video captured during the scope of a personnel's duties are the property of the Dallas Police Department and are subject to Departmental policies and applicable laws regarding viewing, release, retention, and destruction.

8. Personnel assigned a body worn camera will use their assigned body worn camera at approved off-duty employment.

332.04 When and How to Use the Body Worn Camera

A. Personnel will utilize the BWC in the following circumstances:

1. Personnel shall record with their body worn camera all incidents that are conducted within the scope of an official law enforcement capacity and, while actively participating in an investigation, keep the camera activated for the entirety of the personnel's active participation in the investigation.

2. Personnel shall begin recording as soon as practical and safe to do so in the following incidents/events and continue recording until the incidents/event is concluded:

c. Anytime personnel are in contact with a citizen or suspect, when it is feasible that the video system may record all or part of the contact.

k. Citizen-initiated contacts or flagged down requests for public safety services.

D. If personnel fail to activate the BWC or fails to record the entire contact, personnel shall document the reasons in a MIR or offense supplement report by the end of their tour of duty.

You violated Chapter III, Section 3.2 of the Dallas Police Department Code of Conduct, and Section 300, Subsections 332.03 (A)(8) and 332.04 (A)(1)(2)(c)(k), (D) of the Dallas Police Department General Orders on June 10, 2023, when you failed to activate your Body Worn Camera when acting in an official capacity during an off-duty job and failed to document your reason for not having any

Body Worn Camera footage of the citizen encounter in a report until two months later.

You violated Chapter 34, Article V, Section 34-36, Subsection (b)(14)(15) of the City of Dallas Personnel Rules, and Chapter IV, Section 4.11 of the Dallas Police Department Code of Conduct on June 10, 2023, when you mocked a citizen who called 911 to report he soiled himself after officers refused to help him; your conduct had an adverse effect on the city and impaired the public's confidence or trust in the operation of city government.

By the authority delegated to me by the Chief of Police, you are hereby issued this Letter of Reprimand. A copy of this reprimand will be placed in your file and a notation will be made in your file in the Internal Affairs Division. Any future violation by the Police Code of Conduct, City Personnel Rules, or departmental rules or regulations issued by the Chief of Police, will result in the appropriate penalty for such violation, and may be result in more severe disciplinary action as provided in Section 2.2 of the Police Code of Conduct, which provides that failure to comply with any rule or regulation of the Department subjects the offender to disciplinary action, including dismissal from service.

If you wish to appeal this reprimand, you must, within ten (10) working days from receipt of this letter, demand a hearing before Chief of Police Eddie Garcia. Such demand must be made in writing to the Chief of Police in care of Major Irene Alanis, Internal Affairs Division; otherwise, this reprimand will become non-appealable.

Nathan Swyers
Major of Police
Southwest Division
South Patrol Group

ACKNOWLEDGEMENT

I acknowledge receipt of this Letter of Reprimand given to me on this _____ day of _____, 2024.

Police Officer James Smith, #11827

March 12, 2024

Police Officer Juan Figueroa Luna, #11821
South Central Division

SUBJECT: Letter of Reprimand
Control Number **2023-162**

On June 10, 2023, you violated the Body Worn Camera Policy and engaged in misconduct when you mocked a citizen who called 911 to report he soiled himself after officers refused to help him.

By your actions you violated Chapter 34, Article V, Section 34-36, Subsection (b)(14)(15) of the City of Dallas Personnel Rules, Chapter III, Section 3.2 and Chapter IV, Section 4.11 of the Dallas Police Department Code of Conduct, and Section 300, Subsections 332.03 (A)(8) and 332.04 (A)(1) (2)(c)(k), (D) of the Dallas Police Department General Orders which state:

CITY OF DALLAS
PERSONNEL RULES
CHAPTER 34, DALLAS CITY CODE
ARTICLE V.
RULES OF CONDUCT.

SEC. 34-36. RULES OF CONDUCT.

(b) Unacceptable conduct. The following types of conduct are unacceptable and may be cause for corrective discipline in the form of reprimand, suspension, demotion, or discharge depending upon the facts and circumstances of each case. The examples given are typical but not all-inclusive.

(14) Misconduct is any conduct or criminal offense, during or off working hours, that, on becoming public knowledge, could have an adverse effect on the city or on the confidence of the public in city government.

(15) Disregard of public trust is any conduct, during or off working hours, that, on becoming public knowledge, could impair the public's confidence or trust in the operation of city government.

DALLAS POLICE DEPARTMENT
CODE OF CONDUCT
CHAPTER III
GENERAL REQUIREMENTS

Body Worn Camera footage of the citizen encounter in a report until two months later.

You violated Chapter 34, Article V, Section 34-36, Subsection (b)(14)(15) of the City of Dallas Personnel Rules, and Chapter IV, Section 4.11 of the Dallas Police Department Code of Conduct on June 10, 2023, when you mocked a citizen who called 911 to report he soiled himself after officers refused to help him; your conduct had an adverse effect on the city and impaired the public's confidence or trust in the operation of city government.

By the authority delegated to me by the Chief of Police, you are hereby issued this Letter of Reprimand. A copy of this reprimand will be placed in your file and a notation will be made in your file in the Internal Affairs Division. Any future violation by the Police Code of Conduct, City Personnel Rules, or departmental rules or regulations issued by the Chief of Police, will result in the appropriate penalty for such violation, and may result in more severe disciplinary action as provided in Section 2.2 of the Police Code of Conduct, which provides that failure to comply with any rule or regulation of the Department subjects the offender to disciplinary action, including dismissal from service.

If you wish to appeal this reprimand, you must, within ten (10) working days from receipt of this letter, demand a hearing before Chief of Police Eddie Garcia. Such demand must be made in writing to the Chief of Police in care of Major Irene Alanis, Internal Affairs Division; otherwise, this reprimand will become non-appealable.

Majusta Allen
Major of Police
South Central Division
South Patrol Group

ACKNOWLEDGEMENT

I acknowledge receipt of this Letter of Reprimand given to me on this _____ day of _____, 2024.

Police Officer Juan Figueroa – Luna, #11821

You violated Chapter 34, Article V, Section 34-36, Subsection (b)(14)(15) of the City of Dallas Personnel Rules, and Chapter IV, Section 4.11 of the Dallas Police Department Code of Conduct on June 10, 2023, when you mocked a citizen who called 911 to report he soiled himself after officers refused to help him; your conduct had an adverse effect on the city and impaired the public's confidence or trust in the operation of city government.

By the authority delegated to me by the Chief of Police, you are hereby issued this Letter of Reprimand. A copy of this reprimand will be placed in your file and a notation will be made in your file in the Internal Affairs Division. Any future violation by the Police Code of Conduct, City Personnel Rules, or departmental rules or regulations issued by the Chief of Police, will result in the appropriate penalty for such violation, and may be result in more severe disciplinary action as provided in Section 2.2 of the Police Code of Conduct, which provides that failure to comply with any rule or regulation of the Department subjects the offender to disciplinary action, including dismissal from service.

If you wish to appeal this reprimand, you must, within ten (10) working days from receipt of this letter, demand a hearing before Chief of Police Eddie Garcia. Such demand must be made in writing to the Chief of Police in care of Major Irene Alanis, Internal Affairs Division; otherwise, this reprimand will become non-appealable.

John Madison
Major of Police
Central Division
Central Patrol Group

ACKNOWLEDGEMENT

I acknowledge receipt of this Letter of Reprimand given to me on this _____ day of _____, 2024.

Senior Corporal Jonathan Zarate, #11013

You violated Chapter 34, Article V, Section 34-36, Subsection (b)(14)(15) of the City of Dallas Personnel Rules, and Chapter IV, Section 4.11 of the Dallas Police Department Code of Conduct on June 10, 2023, when you mocked a citizen who called 911 to report he soiled himself after officers refused to help him; your conduct had an adverse effect on the city and impaired the public's confidence or trust in the operation of city government.

By the authority delegated to me by the Chief of Police, you are hereby issued this Letter of Reprimand. A copy of this reprimand will be placed in your file and a notation will be made in your file in the Internal Affairs Division. Any future violation by the Police Code of Conduct, City Personnel Rules, or departmental rules or regulations issued by the Chief of Police, will result in the appropriate penalty for such violation, and may be result in more severe disciplinary action as provided in Section 2.2 of the Police Code of Conduct, which provides that failure to comply with any rule or regulation of the Department subjects the offender to disciplinary action, including dismissal from service.

If you wish to appeal this reprimand, you must, within ten (10) working days from receipt of this letter, demand a hearing before Chief of Police Eddie Garcia. Such demand must be made in writing to the Chief of Police in care of Major Irene Alanis, Internal Affairs Division; otherwise, this reprimand will become non-appealable.

John Madison
Major of Police
Central Division
Central Patrol Group

ACKNOWLEDGEMENT

I acknowledge receipt of this Letter of Reprimand given to me on this _____ day of _____, 2024.

Police Officer Nicole Charmoli, #11216

Memorandum Item 2 B



DATE: 4/09/2024

TO: Community Police Oversight Board

RE: William Black request for review

On February 29th, 2024, William Black requested that the CPOB review his complaint. The OCPO has prepared this memo with attachments for the board to review.

OCPO Intake Specialist Griffin will give the board a brief synopsis of the case.

Below are basic facts regarding the complaint case:

Complainant: William Black

Incident Type: DPD IAD

IAD No: CN 2022-375

Incident Date: 11/10/2022

BWC: YES

DPD Investigative Departments: Internal Affairs Division / Public Integrity Unit

Disposition: Unable to establish violation of departmental rules

Involved Officers: Attekhe Djigal #11844

Allegation #1 It is alleged on November 10, 2022, Police Officer Attekhe Djigal, #11844, failed to take all reasonable steps to prevent the loss of a prisoner's property

Involved Officers: Osagie Osemwenkha #11671

Allegation #1 It is alleged on November 10, 2022, Police Officer Attekhe Djigal, #11844, failed to take all reasonable steps to prevent the loss of a prisoner's

property.

Complainant Synopsis of Incident:

The complainant (Mr. Black) alleged that on 11/10/2022 he was arrested by Dallas Police Department and that during this arrest an officer volunteered to take his mother's necklace and place in evidence for safe keeping. When Mr. Black was released from jail the necklace was not with his belongings and had not been listed on the property sheet which inventoried his belongings.

DPD Internal Affairs Investigation Summary:

SYNOPSIS:

On November 10, 2022, Police Officers Jamie Farmer, [REDACTED], and Michael Johnson, #11899, South Central Division, performed a traffic stop on Mr. William Black's 2017 Nissan Altima in the 1300 block of Brightside Avenue. Mr. Black was arrested for outstanding warrants and manufacture and delivery of a controlled substance. Officers Djigal and Osemwenkha arrived on scene and transported Mr. Black to the Lew Sterrett Justice Center (LSJC), where he was booked in. When Mr. Black was released from the LSJC, his necklace was not found in his property.

There is one allegation against Police Officer Attekhe Djigal, #11844, and one allegation against Police Officer Osagie Osemwenkha, [REDACTED].

1. It is alleged on or about November 10, 2022, Police Officer Attekhe Djigal, #11844, failed to take all reasonable steps to prevent the loss of a prisoner's property.
2. It is alleged on or about November 10, 2022, Police Officer Osagie Osemwenkha, [REDACTED], failed to take all reasonable steps to prevent the loss of a

prisoner's property.

Regarding Allegations #1 and #2

- Officers Djigal and Osemwenkha transported Mr. Black and his property, including the necklace, to the LSJC.
- Body Worn Camera (BWC) footage documented the necklace being placed in a property bag by Officer Johnson prior to the arrival of Officers Djigal and Osemwenkha. Further BWC and Digital Video Recorder (DVR) footage documented the necklace was never removed from the bag prior to Officer Djigal placing it in the trunk of his and Officer Osemwenkha's patrol vehicle.
- Officers Djigal and Osemwenkha were the last known Dallas Police officers to have custody of the necklace, along with Mr. Black's other property.
- Inventory taken at the LSJC by Dallas Sheriff's Office (DSO) personnel documented two other gold necklaces were present, but the silver Cuban link chain necklace, which was removed from Mr. Black at the scene, was not documented in this inventory.
- Officers Djigal and Osemwenkha both stated they did not take the necklace but were also unable to provide an explanation as to why it was not listed on the property inventory taken by DSO personnel during the book-in process of Mr. Black at the LSJC.

Findings

On November 13th, 2023, IAD determined that Allegations # 1 and 2 were sustained, and the case was sent to chain of command for review. On January 31, 2024 DPD Assistant Chief Igo sent a memo that reclassified Allegations 1 & 2 to "**Not Sustained**", and a letter was sent to Mr. Black informing him DPD were unable to

establish a violation of departmental rules regarding his case CN2022-375.

Subsequently, on February 29, 2024 Mr. Black filed a civilian review form with OCPO requesting this case be brought before the CPOB to ask for an independent investigation of his case.

cc: T.C. Broadnax, City Manager

Office Of Community Police Oversight
CIVILIAN REVIEW FORM

Complainant Name William Black
Race/Sex/Date of Birth [REDACTED]
Driver License or ID Number # [REDACTED] /State [REDACTED]
Home Street Address [REDACTED]
City, State/ Zip Code [REDACTED]
Contact Phone Number [REDACTED] ☐ home ☒ cell Morning
E Mail [REDACTED] best times to call
Date of Incident 11-10-2022
Time of Incident 2:02 A.M.
Location of Incident (address) Denly St. & Brightside
Response from Dallas Police Department ☐ No Investigation Conducted ☒ Investigation Conducted
Supporting Documents Attached
New Information Not Originally Submitted with Complaint
NONE

In your own words, describe why you are not satisfied with the response you received from Dallas Police Department regarding your complaint. Please print or write legibly

SEE ATTACHED FOR STATEMENT
Requesting View of Video FOOTAGE
From Incident + IN Review

Electronic Review Submission

Sign the completed form electronically and return to the Office Of Police Oversight by clicking here

Paper Review Submission

Print a copy of the form and sign then send to one of the below address

E-Mail: OCPO@dallascityhall.com

Telephone: 214-670-3882

William Black
Signature

02-29-24
Date

Logged in by

Employee Name: ID#

CITIZEN'S COMPLAINT FORM

Complaint Number _____

(To be assigned by I A #)

This form is provided to assist citizens with the formal complaint process. Witnesses may also use this form to provide information on incidents.

Citizen Name William Anteeus Black ☒ Complainant ☐ Witness
 Race/Sex/Date of Birth [REDACTED]
 Driver License or ID Number [REDACTED] / State [REDACTED]
 Home Street Address [REDACTED]
 City/State/Zip Code [REDACTED]
 Contact Phone Number [REDACTED] ☐ home ☒ cell
 E-Mail [REDACTED]
 Date of Incident 11/10/2022
 Time of Incident 2:30am
 Location of Incident (address) Denley And Brightside Dallas, Tx 75216

At the time
 best times in call

In your own words describe the exact nature of the complaint. Begin with the date and location of the incident, then construct the facts in chronological order. Include description of officer (name and badge# if known). Please print or write legibly.

I was pulled over on this date and when asked to exit the vehicle and searching my vehicle one of the officers (M Johnson #11394) stated that he did not want me to have any trouble when I got to Len Street to be booked in, because of expensive jewelry I was wearing. He then proceeded to take my necklace. Officer M Johnson (with 1314) And up until this date I still have not seen my necklace which was passed on to me after the death of my mother. I feel like I was targeted and pulled over because of the officers interest in my necklace and that is really disheartening to be a victim at the hands of these who are supposed to protect and serve the community. I am speaking up today in hopes that this doesn't happen again. That I may retrieve my necklace.

Ways to register your complaint: Sign the completed form and return to the Dallas Police Department by

E-Mail: DPDIAD@dallascityhall.com

Fax: 214-670-8219

Mail: Dallas Police Department

Internal Affairs Division

1400 Botham Jean Blvd

Dallas Texas 75215

Logged in by

C. Wright 10306
 Employee Name ID#

Date

Dec 08, 2022

*You may also give your signed letter to an on duty police supervisor at any City of Dallas police facility.



City of Dallas

February 2, 2024

William Antaeus Black
[REDACTED]
[REDACTED]

Dear Mr. Black:

The complaint you filed against a member of the Dallas Police Department has been thoroughly investigated. We regret that your contact with the Police Department was less than satisfactory. It is our goal that each contact with a member of our department be one in which we display the highest degree of professionalism possible. In the case of your particular complaint, the investigation was unable to establish a violation of departmental rules. The investigation will still be reviewed by the employee's supervisor to determine if any training or other action would be appropriate to improve our performance.

You are encouraged to contact Sergeant James Etchieson, [REDACTED] at (214) 671-3986, if you would like to discuss the findings of your investigation. Again, we regret any unsatisfactory contact that you have had with our department.

You may also request a review by the Office of Community Police Oversight if you are dissatisfied with the Police Department's investigation. Please be advised that you have 30 days from the date of this letter to make your request to the board to review findings of the investigation. Should you have any questions concerning the Office of Community Police Oversight, please feel free to call (214) 671-8283, Monday through Friday.

Sincerely,

EDDIE GARCIA
CHIEF OF POLICE

A handwritten signature in dark ink, appearing to read 'Irene Alanis'.

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police

Enclosure

CN2022-375



City of Dallas

December 30, 2022

[REDACTED]
[REDACTED]
[REDACTED]

Dear Mr. Black:

This letter is to advise you that the complaint you filed with the Internal Affairs Division of the Dallas Police Department has been assigned Control Number 2022-375. It will be investigated by a detective within the Internal Affairs Division. When the investigation is completed, you will be notified by letter of its final disposition.

If you have any questions regarding this investigation, you may contact Detective Corey Wright, [REDACTED], of the Internal Affairs Division at 214-671-3956.

Sincerely,

EDDIE GARCIA
CHIEF OF POLICE

A. GARCIA
(AOC)

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police



City of Dallas

December 29, 2022

[REDACTED]

Dear Mr. Black:

The Internal Affairs Division received a complaint involving you. The information provided indicates there may have been a violation of criminal law.

A copy of the complaint will be forwarded to the Public Integrity Unit. They will determine if an investigation is warranted and return their findings to the Internal Affairs Division. We will then determine if the situation warrants an administrative investigation.

Should you have any questions, please contact Sergeant Nancy Jones, [REDACTED] of the Internal Affairs Division at 214-671-3986.

Sincerely,

EDDIE GARCIA
CHIEF OF POLICE

A handwritten signature in dark ink, appearing to read 'Irene Alanis'.

Irene Alanis
Major of Police
Internal Affairs Division
Office of the Chief of Police

PI#2022-062

Dallas County Sheriff's Department Inmate Property Form

Inmate Name [REDACTED] Race/Sex [REDACTED] O.B. [REDACTED]
Book-In Date [REDACTED] Book-In Time
Book-In Officer [REDACTED] Shakedown Officer

Property Inventoried

☐ No Property Taken

Hygiene Products
Cosmetics
Brush/Comb
Hair
Head Rags
Sunglasses
Tobacco Products
Lighter
Condoms
Lip Balm
Medications
Paperwork
Other

Knife
Phone
Phone Case/Clip
Smart Watch
Bluetooth/Farbuds
Charger
MP3 Player
Gum/Candy
ID Card/Passport
Lone Star Card
Pens/Pencils
Keys
Other

Total Money:

Money placed in Vault ☐ Yes ☐ No

 Of
2 of 2 / 3 of 3 Items

TLC Bag
Purse
Coat Clothes
Shoes/Boots
Other

Crutches
Cane
Walker
Wheelchair
Other

Property returned in good condition:

Inmate Signature: [Signature] Releasing Officer:

NAME Black, William
(Print Name in Full)
CARD # 2204350
TANK # 117611

PROPERTY RELEASE

DATE 11/21/20 3/10/26

TO: INTAKE/RELEASE DIVISION

PLEASE RELEASE TO William Black Alexander

THE FOLLOWING PROPERTY BEING HELD IN MY PROPERTY ENVELOPE

SIGNATURE

PRISONER'S SIGNATURE

OFFICER: WITNESS TO SIGNATURE

SHER/JO/6

PERSON RECEIVING PROPERTY
(SIGNATURE)

DALLAS COUNTY Resident Transaction Receipt
Wednesday, November 11, 2020 8:02:14

Clerk ID: ABINJ

Receipt # [REDACTED]

BNU: [REDACTED]

Inmate Name: BLACK, WILLIAM

Resident #/B:

Jan 1, 1981

Reference:

Description: RELEASE OR CLOSURE TRANSACTION

Card #/V: 8473

Tank:

Cell:

Unit:

Trans Type:

Transaction Date:

Amount:

Current Funds:

WASH

Nov 11, 2020

\$

25.00

\$

0.00

Signature:

Memorandum Item 3(a)



DATED: April 5, 2024
TO: Community Police Oversight Board
SUBJECT: Director Recruitment Update

The Deputy City Manager, Kimberly Tolbert will present information related to the search for the Office of Community Police Oversight Director position.

Elaine Chandler
OCPO Director

Cc: T.C. Broadnax, City Manager



City of Dallas
(MGT-OCPO Dept.) Director-Community Police Oversight
(Non-Civil Service)

SALARY	\$60.51 - \$75.63 Hourly \$4,840.58 - \$6,050.72 Biweekly \$10,487.91 - \$13,109.89 Monthly \$125,854.96 - \$157,318.70 Annually	LOCATION	Downtown Dallas, TX
JOB TYPE	Full-time	JOB NUMBER	FY24-42657
DEPARTMENT	Management Services	* ORG (REQUIRED)	3307 Office of Police Oversight
OPENING DATE	01/11/2024	CLOSING DATE	3/22/2024 11:59 PM Central

Position Purpose

Welcome to the City of Dallas!

The City of Dallas Director - OCPO/Police Monitor will lead the Office of Community Police Oversight (Office). The Director, appointed by the City Manager, provides integral leadership of the Office and work to support and collaborate with the Community Police Oversight Board (Board). The Director works closely with the City Manager's Office, Dallas Police Chief and other City departments, as necessary, to ensure continued accountability, transparency and input from the community regarding community police oversight in Dallas.

The Office was established on April 24, 2019 by the Dallas City Council through Ordinance No.31192 under Article XXII, Chapter 2 of the Dallas City Code with the purpose to provide support and technical assistance to the Board. The Director will lead staff to develop and implement standard operating procedures to ensure that all duties are carried out in a professional, thorough, and objective manner.

Essential Functions

*The City of Dallas is one of the largest employers in the DFW Metroplex.
We offer growth opportunities and a chance to make a difference in our community.*

What do we offer?

A competitive salary, five-year vested pension plan, great benefits package that includes health, vision and dental insurance, pet insurance, tuition reimbursement, qualifying childcare assistance, paid time off and more.

Join our diverse workforce and help us in providing excellent service to the residents of Dallas while building a rewarding career.

Essential Functions

- Manages and directs the Office of Community Police Oversight.

- Provides functional support to the Board and supports the Board's efforts to promote transparency and accountability community relationship with the Dallas Police Department.
- Ensures that the Board can fulfill its duties.
- Accepts complaints filed by members of the public against Dallas police officers.
- Explains police complaint procedures and process to members of the public.
- Facilitates mediated resolution process between a complainant and Dallas police officers.
- Monitors Internal Affairs Division investigations into external administrative complaints against Dallas police officers.
- Initiates independent investigations when necessary of complaints against Dallas police officers at the conclusion of a Internal Affairs investigation.
- Monitors the Dallas Police Department's investigation of a critical incident involving a Dallas police officer.
- Establishes priorities and direction for community engagement and communication through procedures and strategies that increases awareness of the Board; supports and directs timely and effective utilization of available services and comm to community collaboration and education.
- Plans, administers and directs the overall activities, management, operation and coordination of Office efforts within the community; ensures the communication of the Office and Board's activities to enhance trust and transparency of services and activities.
- Evaluates and analyzes monthly management reports to make budgetary recommendations and to make strategic decisions; facilitates strong budget development that supports goals and initiatives of the Office.
- Directs managerial staff which includes hiring, training, performance evaluations, and other personnel actions to ensure productivity and quality standards are maintained.
- Oversees general administration of the Office including department's operating budget with review of significant variances to resolve budgetary problems or personnel issues.
- Identifies areas of quality management to enhance productivity through improved work procedures, practices, communication, and accountability.
- Prepares and delivers presentations to an appropriate city council committee, the public, and the Board.
- Represents the City at local, state and national organizations and at professional activities to maintain the image of the City and to create public support for departmental programs.
- Performs any and all other work as needed or assigned.

Minimum Qualifications

Knowledge, Skills, and Abilities

- Ability to conduct impartial and fair administrative investigations.
- Knowledge of business principles, practices, and techniques used in department management, oversight, and adminis
- Knowledge of the principles of public administration, community engagement, and general police activities.
- Knowledge of principles of personnel management and ability to plan, direct, and coordinate the work of others throug subordinates.
- Knowledge of community outreach and communications.
- Knowledge of police activities, operations, and management.
- Knowledge of working with various governmental entities, boards, or elected officials.
- Ability to speak publicly and build confidence and rapport.
- Ability to establish and maintain an effective working relationship with all levels of management, city officials, vendors, government agencies, other employees and the general public.
- Ability to communicate effectively both orally and in writing and negotiate with technical staff, contractors, government agencies, city management, and residents.
- Ability to establish and maintain effective working relationships.

Minimum Qualifications

Experience

Bachelor's Degree in Business, Criminal Justice, Finance, Public Administration, or related field.

Licenses and Certifications

Must be able obtain Criminal Justice Information Services (CJIS) Certification within 90 days of employment.

Education

Seven (7) years of experience in public administration, criminal justice, business, police department, community engagement, or related field. Five (5) years of experience in leading and overseeing complex organizations with demonstrated success supervising staff, developing budgets, and reporting to a Board.

Preferred Qualifications

- Juris Doctor from an American Bar Association accredited law school.
- Progressive experience serving as a trial attorney in the practice of criminal law, civil rights, criminal justice, or other relevant legal specialties.
- Licensed by the State Bar of Texas, in good standing.

Working Conditions and Hazards:

May require working non-traditional hours and/or being on-call.

Supplemental Information

The salary listed on this job posting is the starting salary range; amount offered will depend upon qualifications.

Agency

City of Dallas

Address

1500 Marilla Street
1CS or 6AN
Dallas, Texas, 75201

Phone

Civil Service-214-670-5915 HR-214-670-3120
Human Resources-214-670-3120

Website

<http://www.dallascityhall.com>

Memorandum Item 3(b)



DATED: April 5, 2024
TO: Community Police Oversight Board
SUBJECT: CONSTITUTIONAL POLICING

In 2023, Chief Garcia created the Dallas Police Department's Constitutional Policing Unit to support the Department's commitment to transparency and continuous improvement. Attached is the December 2023 City Council Public Safety Committee PowerPoint presented by Chief of Police, Eddie Garcia.

Elaine Chandler
OCPO Director

Cc: T.C. Broadnax, City Manager



City of Dallas

Dallas Police Department's Commitment to Transparency and Continuous Improvement

**Public Safety Committee
December 11, 2023**

Eddie Garcia, Chief of Police
Dallas Police Department
City of Dallas

Overview



- DPD's Historic Commitment to Transparency
- Community Oriented Policing Services (COPS) Office Recommendations for the Internal Affairs Division (IAD)
- Purpose of the Department's New Constitutional Policing Unit
- Executing a Strategic Implementation Plan
- Proposed Timeline and Next Steps



DPD's Historic Commitment to Transparency



- Body-Worn Cameras (BWCs)
 - Expansion of BWCs to include every *officer* in the Department
 - Requirement that Task Force Officers and Off-Duty Job Officers wear a BWC
 - Release of BWC videos within 72 hours following a Critical Incident-Officer Involved Shooting and Death in Custody
 - Upgraded in-dash cameras
- Training
 - **A**ctive **B**ystandership for **L**aw **E**nforcement Training
 - Tactical Training Group for unified training
 - Rampart dialogue for DPD senior leadership
 - History of Policing Course
- Expansion of RIGHT Care Program to include additional teams
- Establishment of a Community Advisory Board



DPD's Historic Commitment to Transparency



- R.E.A.L. Change Transparency Efforts
 - Crowd Control and Less Lethal policies revisited after the George Floyd demonstrations
 - Creation of a dedicated Special Response Group for demonstrations
 - CS (Tear) Gas may only be deployed following the approval of the Chief of Police
 - Implicit Bias Training
 - Published General Orders on the Department's website



DPD's Historic Commitment to Transparency



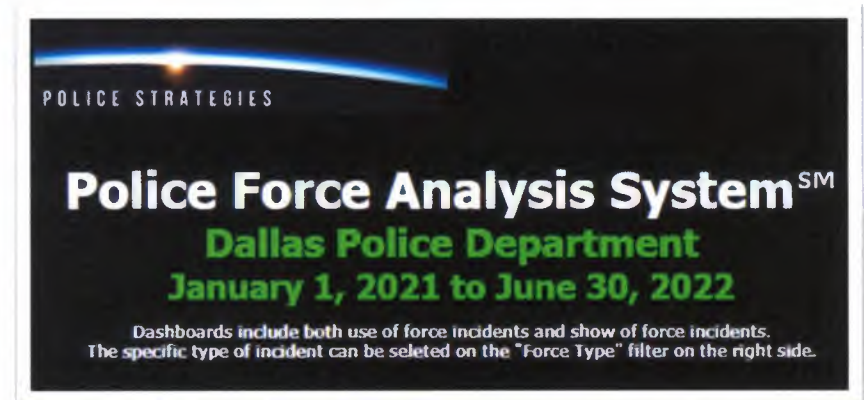
- Office of Community Police Oversight (OCPO)
 - Joint OIS response with the IAD and OCPO Monitor
 - Recurring meetings with the IAD
 - Chief of Police has personally attended board meetings
 - Assisted with drafting the Positional Asphyxiation General Order
- Internal Affairs
 - Misconduct investigations must be completed within one year
 - Chief of Police reviews and assigns discipline on all investigations with a criminal nexus



DPD's Historic Commitment to Transparency



- Internal Affairs continued
 - Leveraged independent subject matter experts
 - Use of Force Analysis
 - Racial Profiling Analysis
 - Published the Use of Force Dashboard
 - Added an IAD Investigation summary to the Public Safety Dashboard
- Implemented Focused Deterrence strategies
- Creation of the Constitutional Policing Unit



Accountability Discipline Summary



Discipline issued from January 1, 2021- December 1, 2023

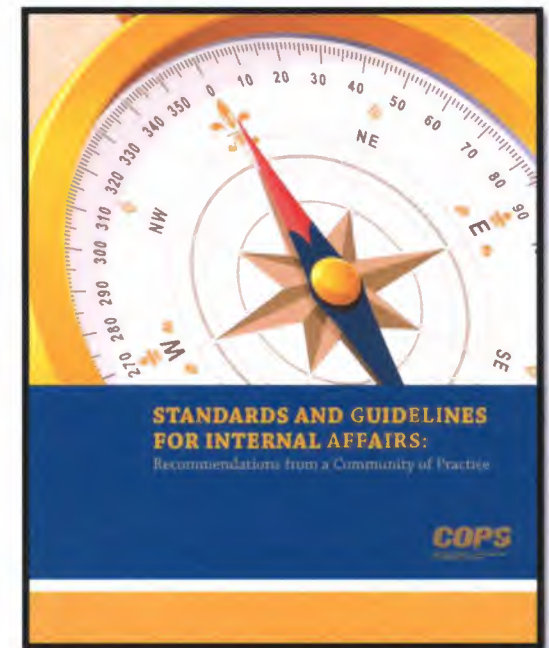
Discipline Category	Count
Total Terminations	29
• Use of Force Terminations	3
Demotions	5
Suspensions	152
Written Reprimands	117
Supervisor's Reports	302
Documented Counseling	359
Advice & Counseling	297



COPS Recommendations for the IAD



- In 2009, COPS published a “...set of **general principles and guidelines**...that articulate the ...role of Internal Affairs in contemporary American policing.”
- Guidelines were created for the time period
- DPD has carefully reviewed the general principles and guidelines released by COPS in 2009
- DPD is committed to continuous improvement and upholding the highest standards of policing



COPS Recommendations for the IAD



Use of Force Complaint Intake

- Subject matter expert (SME) reviews the incident

Prosecutor Consultation

- The Public Integrity Unit is in regular communication with the District Attorney's Public Integrity Unit and the Federal Bureau of Investigation's Public Corruption Squad

Use of Officer's Complaint History

- The officer's disciplinary history is considered in the disciplinary portion of the investigation

24-Hour Complaint Hotline

- Multiple avenues exist to file a complaint *at any time*



COPS Recommendations for the IAD



Prior Investigative Experience Requirement

- Prior investigative experience is not required to join IAD, but IAD has a variety of collective investigative experience

Recording All Interviews

- In progress

Officer Statement and Evidence Comparison

- IAD verifies the validity of the officers' statements and issues False or Misleading Statement allegations, as appropriate

Audits of Internal Affairs Investigations

- The City Auditor audits IAD at the request of the City Council, and the OCPO Director monitors external complaint investigations



Purpose of the New Constitutional Policing Unit



- Create a framework for ongoing self-assessment and self-correction
- Proactively ensure the Department is upholding the highest standards of policing - legal, moral, ethical
- To streamline departmental operations, maximize efficiency, and promote additional data-driven decision-making
- To preserve the integrity of the Department
- Reinforce the Department's reputation as a national leader



Why now?



Our goal is to build on the Department's recent successes and commitment to transparency.

“

It is my hope that in the future it becomes standard across all law enforcement agencies to have a compliance bureau charged with bringing in constitutional policing with a direct line to the chief or commissioner of the agency and that is responsible for ensuring the department does not lose its way.

”

-James Bredar
U.S. Chief District Judge
Baltimore Consent Decree



A New Constitutional Policing Unit



What is Constitutional Policing?

- Law enforcement practices that emphasize accountability, transparency, and a commitment to upholding the constitutional rights of citizens
- The creation of this unit is innovative, historic, and unprecedented



Executing a Strategic Implementation Plan



- **Phase 1: Assessment and Analysis**

- Leverage external Subject Matter Experts (SMEs)
- Create a Best Practices Database – policing standards outlined in applicable legislation and court decisions

- **Phase 2: Implementation**

- Deliver recommendations for improvement for the review and approval of the Chief of Police
- Assign unit personnel to ensure approved best practices are implemented (e.g., General Order changes, SOP updates, training creation, etc.)

- **Phase 3: Ongoing Evaluation**

- Monitor for demonstration of successful implementation



Strategic Communications



- Effectively engaging the Department's internal and external stakeholders is essential to the success of the unit
- Leverage 5 communications strategies
 - Website
 - Newsletter
 - Employee/Expert Roundtables
 - Stakeholder Engagement
 - Annual Accountability Report



Proposed Timeline and Next Steps



- **December 2023:** Phase 1 implementation
- **February 2024:** Initial best practice recommendations delivered to the Chief of Police
- **Q1 2024:**
 - Website launch
 - Newsletter distribution
 - Host employee/expert roundtables
- **Q2 2024:** Best Practices Database launch
- **Q3 2024:** Begin drafting the Annual Accountability Report
- **Q4 2024:** Public Safety Committee follow-up





City of Dallas

Dallas Police Department's Commitment to Transparency and Continuous Improvement

**Public Safety Committee
December 11, 2023**

Eddie Garcia, Chief of Police
Dallas Police Department
City of Dallas

Memorandum Item 3c



CITY OF DALLAS

DATE April 5, 2024

TO Members of the Community Police Oversight Board

SUBJECT UPDATE: CPOB Chair & OCPO Director Monthly Meeting with the DPD Chief of Police Eddie Garcia

Chief Garcia graciously offered to answer questions from the CPOB that were not directly related to the Constitutional Policing Unit. CPOB members and the OCPO were invited by the CPOB Chairman to submit questions to the Chief on any topic.

Elaine Chandler
OCPO Director

Cc: T.C. Broadnax, City Manager

Memorandum Item 3(d)



DATED: April 5, 2024
TO: Community Police Oversight Board
SUBJECT: CHAPTER 8 “BOARDS AND COMMISSIONS”

The City Attorney’s Office is here to present on the City Code Chapter 8 for Boards and Commissions. Attached please find Chapter 8 for your review to formulate questions for the presentation.

Elaine Chandler
OCPO Director

Cc: T.C. Broadnax, City Manager

CHAPTER 8

BOARDS AND COMMISSIONS

ARTICLE I.

IN GENERAL.

Sec. 8-1. Definitions.

Sec. 8-1.1. Reports to the city council.

Sec. 8-1.2. Notice of appointment; acceptance.

Sec. 8-1.3. Eligibility of employee of franchise holder.

Sec. 8-1.4. Qualification considerations in appointments to boards.

Sec. 8-1.5. Limitation of terms.

ARTICLE II.

MEETINGS.

Sec. 8-2. Regular meetings.

Sec. 8-3. Special meetings.

Sec. 8-4. Quorum.

Sec. 8-5. Rules of order.

Sec. 8-6. Public character of meetings and actions; executive sessions.

Sec. 8-7. Notice of meetings.

Sec. 8-8. Report of minutes.

ARTICLE III.

OFFICERS AND THEIR DUTIES.

Sec. 8-9. Chair and vice-chair.

Sec. 8-10. Preservation of order.

Sec. 8-11. Questions to be stated.

Sec. 8-12. Reserved.

ARTICLE IV.

DUTIES AND PRIVILEGES OF MEMBERS.

Sec. 8-13. Right to floor.

Sec. 8-14. Financial interest.

Sec. 8-14.1. Confidentiality.

Sec. 8-15. Right of appeal.

Sec. 8-16. Limitation of debate.

Sec. 8-17. Voting.

Sec. 8-18. Demand for roll card.

Sec. 8-19. Personal privilege.

Sec. 8-20. Attendance.

Sec. 8-20.1. Special attendance requirements.

ARTICLE V.

CODE OF CONDUCT.

Sec. 8-22. Board members.

Sec. 8-23. Administrative staff.

Sec. 8-24. News media members.

Sec. 8-25. Members of the public.

ARTICLE VI.

ADMINISTRATIVE PROCEDURES.

Sec. 8-26. Board recommendations.

Sec. 8-27. Dealings with city employees.

Sec. 8-28. Legal opinions.

ARTICLE I.

IN GENERAL.

SEC. 8-1. DEFINITIONS.

In this chapter:

(1) **BOARD** means a board or commission of the city that is established by ordinance or the Charter of the City of Dallas.

(2) **CHAIR** means the presiding officer of a board whether appointed by the city council or elected by the other members of the board. During debate, the chair shall be referred to by this official title and shall be addressed by prefixing Mr. or Madam, as the case may be, to that title.

(3) **CONFIDENTIAL INFORMATION** means any information that could not be obtained by the public under the Texas Open Records Act.

(4) **CONSIDERATION** means the process by which a board disposes of a motion.

(5) **CRIMINAL RECORD** means a record of a person's criminal history, which may include, without limitation, arrests, convictions, dismissals, and acquittals.

(6) **FORFEIT** or **FORFEITURE** means automatic loss of membership on a board, without the need for council action.

(7) **ITEM** means a particular subject of public business listed on a posted agenda that requires consideration from the board during the public meeting.

(8) **MEMBER** means a duly appointed or elected member of a board. (Ord. Nos. 14180; 19924; 20488; [30555](#); [31350](#))

SEC. 8-1.1. REPORTS TO THE CITY COUNCIL.

(a) By February 1 of each year, each board shall submit to the city manager for distribution to the city council an annual report that has been approved by the board of its activities containing the following:

(1) a cover letter transmitting the report, signed by the board chair, addressed to the mayor and city council;

(2) a table of contents;

(3) a mission statement or the guiding principles of the reporting body;

(4) a summary of the year just completed including highlights of objectives and accomplishments;

(5) a list of objectives and programs for the coming year including revised goals;

(6) a summary of the board's recommendations, including a summary of the recommendations of the minority if there is a minority report;

(7) other information determined to be necessary by the board.

(b) Copies of the report should be furnished to the city manager, city secretary, and each member of the board.

(c) The office of the city manager shall coordinate the preparation of the reports within the applicable city departments and generally give assistance in the development of the reports.

(1) The report should be 8-1/2 inches by 11 inches in size. Each larger sheet should be folded to this size.

(2) Covers should include the city of Dallas logo.

(e) Minority or dissenting viewpoints should be given full disclosure in the report so that the opinions of each board member are fairly conveyed. The minority or dissenting report should be prepared by those holding such viewpoints and it should be incorporated in the report without editing, except in order to achieve compliance with this section. If the majority report, including attachments, appendices, and index pages, numbers less than 100 pages, the minority report will be placed after the last page of the majority report. If the majority report numbers 100 pages or more, the minority report will be placed after the summary of recommendations and before the body of the full majority report.

(f) If a board finds it necessary or important to publish a report other than an annual report, the provisions of this section shall apply to the special report.

(g) On behalf of the city council, the city manager shall analyze and evaluate each report submitted pursuant to this section by March 15 of each year. (Ord. Nos. 14180; 15126; 15378; 20488; 21118; 21155; [30555](#))

SEC. 8-1.2. NOTICE OF APPOINTMENT; ACCEPTANCE.

(a) After the city council appoints a person to serve as a member of a board, the city secretary shall notify the person in writing of the appointment. The notification shall contain the city's code of ethics and a form of acceptance of appointment to be returned to the city secretary by the appointee. The form of acceptance shall contain a statement that the appointee has read the entire code of ethics and agrees to comply with it.

(b) The appointee must return the signed acceptance of appointment to the city secretary within 15 calendar days from the date of receiving notice of the appointment. If the city secretary does not receive the signed acceptance of appointment within the required 15 days, that board position shall be considered vacant and a new appointment made. (Ord. Nos. 15848; 18560; 20488; [30555](#))

SEC. 8-1.3. ELIGIBILITY OF EMPLOYEE OF FRANCHISE HOLDER.

(a) A person who is an employee of a public utility providing service under a franchise with the city is not disqualified from serving as a member of a board if the responsibilities of the board are not directly related to regulation of the rates and service of the public utility.

(b) A board member who is an employee of a public utility providing service under a franchise with the city shall abstain from voting and comply with Section 8-14 on any matter before the board directly or indirectly related to the business of the public utility. (Ord. Nos. 16467; 17489; 20488)

SEC. 8-1.4. QUALIFICATION CONSIDERATIONS IN APPOINTMENTS TO BOARDS.

(a) An appointee to a board must:

(1) have been a resident of the city for at least six months prior to the date of appointment;

(2) have no conviction that is considered by the city council to be so serious that it should serve as a disqualification;

(3) not be an adversary party to pending litigation or a claim against the city or a city employee, except for eminent domain proceedings; disqualification of an appointee under this subparagraph may be waived by the city council after review of the specific circumstances unless the subject of the litigation or claim involves the board on which the appointee will serve or the department providing support services to that board;

(4) not be an employee or a business associate of either an adversary party or a representative of an adversary party, nor have a pecuniary interest, in any pending litigation or claim, other than an eminent domain proceeding, against the city relating to the board on which the appointee will serve or the department providing support services to that board or against any individual officer or employee of the support department (unless unrelated to such individual's office or employment); disqualification of an appointee under this subparagraph may not be waived;

(5) not be in arrears on any city taxes, water service charges, or other obligations owed the city;

(6) have a creditable record of attendance pursuant to Section 8-20 in any previous board service; and

(7) except as provided in this section, meet any other qualifications for service on a board that are mandated by the city charter or other ordinances.

(b) Notwithstanding Subsection (a), an appointee to a board is not required to live in the district for which he or she is appointed, unless district residency for a board is expressly required by this code.

(c) A person may serve on only one board at a time, except that this restriction does not apply to ex officio board positions. It is the city council's intent that a board member is not required to resign one board position before being appointed to another board, but must resign the first position before accepting appointment to the new board position.

(d) Notwithstanding Subsection (c), a person may serve on up to two boards of directors of reinvestment zones established under the Tax Increment Financing Act, as amended.

city ordinance or the city charter. This subsection does not apply to a qualification waived by the city council pursuant to specific authority granted in a provision of a city ordinance or the city charter applicable to the board to which the person is appointed.

(f) The city secretary, using resources available to the city, shall inform the city council if any person nominated for appointment to a board has been convicted of a misdemeanor offense, other than a traffic violation, or of any felony offense.

(g) A person is not disqualified from board service under Subsection (a)(6) if the person has entered into an agreement (authorized by the city, state law, or court order) to pay the obligation on a scheduled payment plan and is current on payments under the plan and in compliance with all terms and conditions of the plan. Before the person is appointed or reappointed to any board, the city secretary shall inform the city council if the person is on such a payment plan. The city secretary shall monitor compliance with the payment plan and notify the city council and the city attorney whenever the person is not in compliance with the plan.

(h) Except as provided in this subsection, if a person does not meet or continue to meet the qualifications set forth under this section, the city secretary shall send the following:

(1) a notice that the person forfeits membership on the board due to failure to satisfy a qualification requirement under Paragraph (1), (2), (5), (6), or (7) of Subsection (a) of this section.

(2) a notice that the city secretary shall place an item on a council agenda to consider appointment of the person to the board or removal of the person from the board for failure to satisfy a qualification requirement under Paragraph (3) or (4) of Subsection (a) of this section.

(i) City council may waive a special qualification requirement in other chapters of the Dallas City Code when waiver would be in the public interest. (Ord. Nos. 16525; 17087; 19983; 20016; 20488; 21933; 22495; 26007; 26246; [30555](#); [30789](#); [31504](#); [31505](#))

SEC. 8-1.5. LIMITATION OF TERMS.

(a) A person who has served as a member of a particular board for four consecutive two-year terms will not again be eligible to serve on that same board until at least one term has elapsed, regardless of whether service was as a member or chair.

(a-1) A person who has served on the board of the employees' retirement fund pursuant to Section 40A-3(a)(1) of this code, as amended, for three consecutive terms, of whatever length of time, will not again be eligible to serve on that same board until at least one term has elapsed, whether service was as a member, chair, or other position on the board.

(b) Notwithstanding Subsection (a), a person may serve as a member of a particular board for the maximum number of terms that may be fixed for the particular board by the city charter or federal law and will not again be eligible to serve on that same board until at least one term has elapsed.

(c) In determining whether a full term has been served by a board member, the same definition of "term" that applies to a city council member, as set forth in Chapter III, Section 3A(c) of the city charter, will also apply to a board member. (Ord. Nos. 22259; 22570; 24141; [30555](#))

ARTICLE II.

MEETINGS.

SEC. 8-2. REGULAR MEETINGS.

(a) Each board shall determine the time and place of its meetings. Regular meetings shall be scheduled weekly, monthly, semi-monthly, or quarterly, as the responsibilities of the board necessitate, at a location within a public building.

(b) Department directors will biennially inform the city secretary's office of the board's regular meeting schedule, or at any other such time as that schedule changes. (Ord. Nos. 14180; 20488; [30555](#))

SEC. 8-3. SPECIAL MEETINGS.

Special meetings may be called by the chair at any time and shall be called by the chair upon written request of members comprising at least one-third of the board. (Ord. Nos. 14180; 20488)

SEC. 8-4. QUORUM.

(a) At the beginning of each regular or special meeting, the chair shall determine whether or not a quorum exists in order to properly transact business of the board. Unless otherwise provided by another city ordinance, the city charter, or state law, a quorum exists when there are physically present a simple majority of the number of members officially appointed to the board, regardless of the total number of members actually provided for the board, except that no board required to be composed of 15 or more members may have a quorum of fewer than six members. If a quorum does not exist 30 minutes after the time for which the meeting was called, the chair shall adjourn the meeting and may call a special meeting in accordance with the Texas Open Meetings Act, as amended.

SEC. 8-5. RULES OF ORDER.

Unless otherwise stipulated by the board or this chapter, proceedings of a board shall in all cases be governed by rules of order as set forth in "Robert's Rules of Order." (Ord. Nos. 14180; 20488)

SEC. 8-6. PUBLIC CHARACTER OF MEETINGS AND ACTIONS; EXECUTIVE SESSIONS.

(a) All meetings of a board shall be open to the public unless pertaining to matters authorized under the Texas Open Meetings Act, as amended, to be discussed in executive session. All actions of the board shall be public and sufficient copies of the minutes shall be made available by the coordinating city staff member to the news media and other interested persons upon request.

(b) When meeting in executive session, a board shall publicly announce the category under the Texas Open Meetings Act that permits the executive session, tape record the executive session, and comply with all other requirements of the Texas Open Meetings Act applicable to executive sessions.

(c) A printed agenda of items to be considered at each regular meeting shall be posted for public inspection at least three days prior to the meeting.

(d) A board that has rulemaking or quasi-judicial power shall allow any member of the public to address the board regarding any item on the board's posted agenda at a designated time before or during the board's consideration of the item. A board may adopt reasonable rules regarding the public's right to address the body, including rules that limit the total amount of time that a member of the public may address the body.

(e) If a board that has rulemaking or quasi-judicial power adopts a rule placing a time limit on public comments, any member of the public requiring the use of a translator to relay public comments shall be afforded twice the amount of time as a member of the public who does not require a translator.

(f) Compliance with this section shall be the responsibility of the city department designated to provide staff support to the board. The city secretary shall be responsible for establishing guidelines for the security of all tapes on which board executive sessions are recorded pursuant to Subsection (b). (Ord. Nos. 14180; 20302; 20488; [30555](#); [31350](#))

SEC. 8-7. NOTICE OF MEETINGS.

Notice of all special and regular meetings of the board shall be published in accordance with the Texas Open Meetings Act. (Ord. Nos. 14180; 20488)

SEC. 8-8. REPORT OF MINUTES.

Each board shall submit to the city secretary, within five days following each regular and special meeting the following:

- (a) a list of members absent from the meeting; and
- (b) the approved minutes of each meeting, signed by the presiding officer. (Ord. Nos. 14180; 20488; [30555](#))

ARTICLE III.

OFFICERS AND THEIR DUTIES.

SEC. 8-9. CHAIR AND VICE-CHAIR.

(a) The chair shall preside at all meetings of the board. In the absence of the chair, the vice-chair shall exercise the powers of the chair. The seniority of the vice-chairs, if more than one, must be stipulated at the time of their selections. If no chair or vice-chair is available, the board may appoint a temporary chair. The first adjournment puts an end to this appointment.

(b) The presiding officer shall rule on points of order and procedures that are brought up in board meetings.

(c) If the chair and all vice-chairs are absent at the beginning of a meeting, the board shall elect a temporary chair.

(d) In debate the chair must be referred to by official title and be addressed by prefixing Mr. or Madam, as the case may be, to that title.

(e) Unless specifically provided otherwise in the ordinance or city charter provision creating a particular board:

(1) The mayor shall appoint the chair of each board from among the members appointed, subject to confirmation by the city council, and the vice-chair of every board of the city must be appointed by the full city council, unless otherwise provided in state law, city charter, or city code;

(2) no city board may have more than one vice-chair appointed to serve on it at any given time, unless otherwise provided in state law, city charter, or city code;

(3) the term of appointment for a chair or vice-chair must run concurrently with his or her term of appointment to the board; and

position of chair or vice chair does not affect the member's term of appointment to the board. (Ord. Nos. 14180; 18997; 20488; 22259; [30555](#))

SEC. 8-10. PRESERVATION OF ORDER.

The chair shall preserve order and decorum and shall appoint a sergeant-at-arms and a deputy to enforce compliance with the rules contained in this chapter. The chair shall require members of the board engaged in debate to limit discussion to the question under consideration. (Ord. Nos. 14180; 20488)

SEC. 8-11. QUESTIONS TO BE STATED.

The chair shall state all questions submitted for a vote, call for an affirmative and negative vote, and announce the result. A roll call vote shall be taken upon the request of any member. (Ord. Nos. 14180; 20488)

SEC. 8-12. RESERVED.

(Repealed by Ord. Nos. 18997; 20488)

ARTICLE IV.

DUTIES AND PRIVILEGES OF MEMBERS.

SEC. 8-13. RIGHT TO FLOOR.

When recognized by the chair, a member shall confine remarks to the question under debate, avoid personalities, and refrain from impugning the motives of any other member's argument or vote. No member shall address the chair or demand the floor while a vote is being taken. (Ord. Nos. 14180; 20488)

SEC. 8-14. FINANCIAL INTEREST.

(a) A member stopped from voting on a matter for reasons of financial interest shall:

(1) refrain from discussing the matter at any time with any other member of the board or any other body that will consider the matter;

(2) leave the room during debate and hearing; and

(3) refrain from voting on the matter.

(b) Notwithstanding Subsection (a), a member of the board of directors of a reinvestment zone established under the Tax Increment Financing Act, as amended, may:

(1) own property within that reinvestment zone; and

(2) participate in discussions and voting on matters before the board of directors that may directly or indirectly affect the member's property within the reinvestment zone. (Ord. Nos. 14180; 18560; 20488; 21961)

SEC. 8-14.1. CONFIDENTIALITY.

(a) The confidentiality of any file, record, or other data received by a board that pertains to a land purchase, security, personnel, or legal matter shall be strictly maintained by every member.

(b) A member commits an offense if the member discloses to another person confidential information obtained in the course of board duties.

(c) It is a defense to prosecution under Subsection (b) that the disclosure was made:

(1) to another member of the same board or to city staff assigned to the board; or

(2) as compelled testimony in a court proceeding.

(d) An offense under this section is punishable by a fine not to exceed \$500.

(e) Any board member determined by the city council to have violated this section shall forfeit membership on the board. A board member required to forfeit board membership under this section is entitled to a public hearing in accordance with Section 17, Chapter XXIV of the city charter. (Ord. Nos. 19924; 20488)

SEC. 8-15. RIGHT OF APPEAL.

A member may appeal to the board from a ruling of the chair. If the appeal is seconded, the member making the appeal may briefly state reasons for the appeal and the chair may briefly explain the ruling, but there shall be no debate on the appeal and no other member shall participate in the discussion. The chair shall then put the question, "Shall the decision of the chair be sustained?" If a majority of the members present vote "Aye," the ruling of the chair is sustained; otherwise it is overruled. (Ord. Nos. 14180; 20488)

SEC. 8-16. LIMITATION OF DEBATE.

five minutes, without a two-thirds affirmative vote of the board. (Ord. Nos. 14180; 20488)

SEC. 8-17. VOTING.

Every member present when a question is put shall vote either "yes" or "no," unless the member is prevented from voting because of conflict of interests. A member who is absent from the meeting during a vote and returns to or arrives at the meeting before adjournment shall, upon returning or arriving, vote on the question for the record unless prevented from voting by a conflict of interests. A member recorded present during a meeting who does not vote and who is not prevented from voting by a conflict of interests shall be recorded as having voted in the affirmative, unless the member has obtained the consent of the chair to leave the meeting and is absent for the remainder of the meeting. (Ord. Nos. 14180; 14326; 20488)

SEC. 8-18. DEMAND FOR ROLL CALL.

Upon demand from any member, made before the negative has been put, the roll shall be called for "Yeas" and "Nays" upon any question before the board. It shall not be in order for members to explain their votes during the roll call. (Ord. Nos. 14180; 20488)

SEC. 8-19. PERSONAL PRIVILEGE.

The right of a member to address the board on a question of personal privilege shall be limited to cases in which the member's integrity, character, or motives are assailed, questioned, or impugned. (Ord. Nos. 14180; 20488)

SEC. 8-20. ATTENDANCE.

(a) No member shall be excused from attendance at a board meeting, unless for medical reasons certified to by a physician or unless excused by the board and the city council. More than three unexcused absences in succession shall result in a forfeiture.

(b) A member of the board that meets weekly or semi-monthly, who is absent from more than 25 percent of the regular meetings in any six-month period, whether excused or not, shall result in a forfeiture.

(c) A member of a board that meets monthly, who is absent from more than 25 percent of the regular meetings during any 12-month period, whether excused or not, shall result in a forfeiture.

(d) An office that has been forfeited under the provisions of this section shall be filled for the remainder of the term by appointment of the city council.

(e) For purposes of this section, the record of a member's absences will begin with the first regular meeting after the 15th day from the date the member received notice of appointment. (Ord. Nos. 14180; 15848; 20488; [30555](#))

SEC. 8-20.1. SPECIAL ATTENDANCE REQUIREMENTS.

If a board or commission, as part of its decision-making process, schedules an inspection trip to the location of a matter that is to be considered by the board or commission at that day's meeting, a member will be counted absent unless:

- (1) the member attends both the inspection trip and the meeting;
- (2) the member represents that a personal inspection has been made of each location visited by the inspection trip and attends the meeting; or
- (3) the board or commission, by rule, provides otherwise. (Ord. Nos. 17948; 20488; [30555](#))

SEC. 8-21. EXCUSAL DURING MEETING.

(a) A member who leaves a board meeting after the board has been duly called to order and is absent for the remainder of the meeting, without first obtaining the consent of the chair, shall be charged with an unexcused absence for that meeting. The consent of the chair may be given only in an emergency beyond the control of the member that requires the member to leave the meeting.

(b) If a member is absent from more than 50 percent of a regular meeting, the member will be deemed absent and the absence will count against the member, unless the board, by rule, provides otherwise. (Ord. Nos. 14180; 14326; 20488; [30555](#))

ARTICLE V.

CODE OF CONDUCT.

SEC. 8-22. BOARD MEMBERS.

(a) During board meetings, board members shall preserve order and decorum and shall neither, by conversation or otherwise, delay or interrupt the proceedings nor refuse to obey the orders of the chair or the rules of the board.

(b) Every board member desiring to speak shall address the chair and, upon recognition by the chair, shall limit remarks to the question under debate and shall avoid discussion of personalities and indecorous language.

board member is called to order while speaking, the member shall cease speaking immediately until the question of order is determined. If ruled to be in order, the member shall be permitted to proceed. If ruled to be not in order, the member shall remain silent or otherwise comply with rules of the board.

(d) All members of the board shall accord the utmost courtesy to each other, to city employees, and to members of the public appearing before the board and shall refrain at all times from rude and derogatory remarks, reflection as to integrity, abusive comments, and statements as to motives and personalities.

(e) Board members shall confine their questions as to the particular matters before the assembly and, in debate, shall confine their remarks to the issues before the board.

(f) Members shall be removed from the meeting for failure to comply with decisions of the chair or continued violations of the rules of the board. If the chair fails to act, any member may move to require the chair to enforce the rules, and the affirmative vote of a majority of the board shall require the chair to act. (Ord. Nos. 14180; 20488)

SEC. 8-23. ADMINISTRATIVE STAFF.

(a) Members of the administrative staff and employees of the city may attend board meetings but shall observe the same rules of procedure and decorum applicable to members of the board.

(b) All remarks and questions addressed to the board by a staff member shall be addressed to the board as a whole and not to any individual member.

(c) No staff member, other than a staff member having the floor, shall enter into discussion either directly or indirectly without permission of the chair. (Ord. Nos. 14180; 20488)

SEC. 8-24. NEWS MEDIA MEMBERS.

(a) During the conduct of official business, members of the news media shall occupy spaces allocated for them.

(b) Members of the news media shall refrain from conversing privately with other persons in the meeting room during the conduct of official business.

(c) Interview of persons attending board meetings shall be conducted outside the meeting room. (Ord. Nos. 14180; 20488)

SEC. 8-25. MEMBERS OF THE PUBLIC.

(a) Citizens are welcome to attend all official meetings of city boards and will be admitted to the meeting room up to the fire safety capacity of the room.

(b) Members of the public attending board meetings shall observe the same rules of propriety, decorum, and good conduct applicable to members of the board. Any person making personal, impertinent, and slanderous remarks, or who becomes boisterous while addressing the board or while attending the board meeting, shall be removed from the room if the sergeant-at-arms is so directed by the chair, and the person shall be barred from attendance for the balance of the meeting.

(c) Unauthorized remarks from the audience, stamping of feet, whistles, yells, and similar demonstrations shall not be permitted by the chair, who shall direct the sergeant-at-arms to remove offenders from the room. Aggravated cases shall be prosecuted on appropriate complaint signed by the chair. If the chair fails to act, any member of the board may move to require the chair to act to enforce the rules, and the affirmative vote of the majority of the board shall require the chair to act. (Ord. Nos. 14180; 20488)

ARTICLE VI.

ADMINISTRATIVE PROCEDURES.

SEC. 8-26. BOARD RECOMMENDATIONS.

(a) All recommendations, resolutions, reports, and findings of a board shall be submitted through established administrative procedures within the city to the appropriate city department or the city council. In no event shall the members of the board, either individually or as a board, circumvent the administrative procedure through which such information is to pass. If no action is taken, or the resolution or suggestion is not properly passed to the city council or appropriate city officials, then, upon motion duly made, seconded, and passed by a majority of the members, the chair of the board shall be directed and authorized to make known the wishes of the board to the city council or appropriate city official.

(b) Unless approved by the city council, members of a board, either individually or as a board, shall not present board recommendations, resolutions, reports, or findings to persons or agencies outside the city organization except in the ordinary course of official board meetings. (Ord. Nos. 14180; 16226; 20488)

SEC. 8-27. DEALINGS WITH CITY EMPLOYEES.

Under no circumstances shall members of a board or commission interfere in any manner with the employees or personnel who work with or under the board, but they shall in all cases make their wishes known to the head of the department who shall handle the matter with employees the same as in other employee personnel problems. The board

SEC. 8-28. LEGAL OPINIONS.

If a legal opinion has been rendered by the city attorney regarding a board's powers, duties, or responsibilities, that board shall conform its actions in accordance with the opinion of the city attorney unless such opinion is in conflict with a decision by a court of competent jurisdiction. (Ord. 21132)

Memorandum Item 3(e)



DATED: April 5, 2024
TO: Community Police Oversight Board
SUBJECT: Meeting with Deputy City Manager Recap

Board Member Brandon Friedman will discuss details related to the meeting with the Deputy City Manager, Kimberly Tolbert that occurred in March 2024.

John Mark Davidson
CPOB Chairman

Cc: T.C. Broadnax, City Manager

Memorandum Item 3f



CITY OF DALLAS

DATE April 5, 2024

TO Members of the Community Police Oversight Board

SUBJECT UPDATE: CPOB Chair & OCPO Director Monthly Meeting with the DPD Chief of Police Eddie Garcia

Every month CPOB John Mark Davidson. and OCPO Director Chandler meet with DPD Police Chief Eddie Garcia prior to the monthly CPOB meeting.

CPOB Chairman will give the Board highlights from the meeting.

Elaine Chandler
OCPO Director

Cc: T.C. Broadnax, City Manager

Memorandum Item 3g



CITY OF DALLAS

DATE April 5, 2024

TO Members of the Community Police Oversight Board

SUBJECT REPORT: DPD Monthly Arrest Data

Attached is the monthly arrest data requested by the Board for the month of March 2024. It was prepared by the Dallas Police Department Crime Analysis – GIS Team of the DPD Research & Development Division.

Chairman John Mark Davidson will lead the Board in a discussion on this item.

Elaine Chandler
OCPO Director

Cc: T.C. Broadnax, City Manager

Attachment
Dallas Police Department
Monthly Arrest Data
March 2024

Monthly Arrest (Highest Charge) by Council District, Race, Sex and Zip Code: Mar-2024

NIBRS Crime	CD 1	CD 2	CD 3	CD 4	CD 5	CD 6	CD 7	CD 8	CD 9	CD 10	CD 11	CD 12	CD 13	CD 14	Out/City	Total
ACCIDENT INV DAMAGE TO VEHICLE > OR EQUAL \$200							1									1
ACCIDENT INVOLVING INJURY														2		2
ACCIDENT INVOLVING SERIOUS BODILY INJURY		1														1
AGG ASSAULT - FV	1	4	2	5	3	3	3	7	3	5	2	4		1	1	44
AGG ASSAULT - NFV	5	6		5	2	2	1	6	4	2	1		1		1	36
ALL OTHER LARCENY	2	3	2	7	3	3	3	4	4	2	1		1	3		38
ALL OTHER OFFENSES	1	21	6	10	7	86	14	11	7	5	3	2	7	8		188
APOWW	20	58	27	15	15	36	30	19	17	18	20	14	15	33	2	339
BETTING/ WAGERING						1										1
BURGLARY-BUSINESS	1	2	2	3	1	5								1		15
BURGLARY-RESIDENCE		1		2		1		1		1	1	2	1	2		12
DESTRUCTION/ DAMAGE/ VANDALISM OF PROPERTY	2	2		2		3	1				1			3		14
DISORDERLY CONDUCT	1	6				8							1			16
DRUG EQUIPMENT VIOLATIONS	1	1	1	3	2	7	1	3	1			1		4		25
DRUG/ NARCOTIC VIOLATIONS	10	21	10	28	16	40	45	14	12	12	4	2	8	9	2	233
DUI	9	18	3	9	6	11	5	5	4	4	7	6	6	9		102
FALSE PRETENSES/ SWINDLE/ CONFIDENCE GAME		4	1	3	2	8	5	1	3		1		1	3	1	33
FAMILY OFFENSES, NONVIOLENT	1	1				1				1				1		5
HUMAN TRAFFICKING, COMMERCIAL SEX ACTS						1										1
IDENTITY THEFT						2	1							3		6
IMPERSONATION						1										1
INTIMIDATION	1	3	4	4			8	3	1		1		1	1		27
KIDNAPPING/ ABDUCTION						1								1		2
LIQUOR LAW VIOLATIONS						4										4
MANSLAUGHTER (TRAFFIC FATALITY)		1														1
PROSTITUTION										1						1
PUBLIC INTOXICATION	3	16	1	5	1	16	5	2	4	2	4	2	1	18		80
RAPE		1		1									1			3
ROBBERY-BUSINESS		1				4						1		1		7
ROBBERY-INDIVIDUAL		2		2		1	1	1								7
SHOPLIFTING	3	2		5		3	3	1	2		2		6	3		30
SIMPLE ASSAULT	23	41	32	31	20	29	34	52	17	28	19	14	13	31	3	387
SODOMY							1									1
THEFT FROM MOTOR VEHICLE	2				2	4	1	1	1	1	1				1	14
TRAFFIC VIOLATION - HAZARDOUS	1	1	1	1	1	7	2	1		1				2	1	19

Monthly Arrest (Highest Charge) by Council District, Race, Sex and Zip Code: Mar-2024

NIBRS Crime	CD 1	CD 2	CD 3	CD 4	CD 5	CD 6	CD 7	CD 8	CD 9	CD 10	CD 11	CD 12	CD 13	CD 14	Out/City	Total
TRAFFIC VIOLATION - NON HAZARDOUS	1	3		1	1	10		3	2	2		2	1			26
TRESPASS OF REAL PROPERTY	3	17		6		9	4	2	5	1				2		49
UUMV	8	15	7	5	2	7	10	4	1	5	1	1	2	1	3	72
WARRANT DALLAS PD (AGG ASSAULT - FV)	1	1	1	2	3	1	4	1			1				1	16
WARRANT DALLAS PD (AGG ASSAULT - NFV)					1	1			2						2	6
WARRANT DALLAS PD (AGG ROBBERY - BUSINESS)										1					2	3
WARRANT DALLAS PD (AGG ROBBERY - INDIVIDUAL)			1	1	1			1								4
WARRANT DALLAS PD (ALIAS/CAPIAS)	13	62	6	21	11	17	14	11	5	8	3	5	4	13	9	202
WARRANT DALLAS PD (ANIMAL CRUELTY)				1												1
WARRANT DALLAS PD (ARSON)			1				1	1								3
WARRANT DALLAS PD (ASSAULT - FV)	2	3	2		1	2	8	3		2	1		2	1	3	30
WARRANT DALLAS PD (ASSAULT - NFV)						1	2	2		1			1			7
WARRANT DALLAS PD (ASSIST/PROMOTE PROSTITUTION)						2										2
WARRANT DALLAS PD (BURGLARY - BUSINESS)						1						2				3
WARRANT DALLAS PD (BURGLARY - RESIDENCE)															1	1
WARRANT DALLAS PD (DRUG/NARCOTICS VIOLATIONS)					1	1										2
WARRANT DALLAS PD (DWI)					1											1
WARRANT DALLAS PD (EMBEZZLEMENT)											1					1
WARRANT DALLAS PD (EVADING)	1			1			1									3
WARRANT DALLAS PD (FONDLING)			1												1	2
WARRANT DALLAS PD (KIDNAPPING)						1										1
WARRANT DALLAS PD (MANSLAUGHTER)						1									1	2
WARRANT DALLAS PD (MURDER)						2		1							3	6
WARRANT DALLAS PD (OFFENSE AGAINST FAMILY)	1															1
WARRANT DALLAS PD (OTHERS)	1	2			2	2	1			1	1				3	13
WARRANT DALLAS PD (PORNOGRAPHY)								1								1
WARRANT DALLAS PD (PROSTITUTION)		1				3										4
WARRANT DALLAS PD (RAPE)		2		1	1	1		1							1	7
WARRANT DALLAS PD (ROBBERY - INDIVIDUAL)		1								1						2
WARRANT DALLAS PD (SEX OFFENSE - INDECENT CONDUCT)							1									1
WARRANT DALLAS PD (SEX OFFENSES)		1			1	4		1								7
WARRANT DALLAS PD (SODOMY)			1													1
WARRANT DALLAS PD (THEFT - BMV)										1						1
WARRANT DALLAS PD (THEFT - SHOPLIFT)						2							1			3

Monthly Arrest (Highest Charge) by Council District, Race, Sex and Zip Code: Mar-2024

NIBRS Crime	CD 1	CD 2	CD 3	CD 4	CD 5	CD 6	CD 7	CD 8	CD 9	CD 10	CD 11	CD 12	CD 13	CD 14	Out/City	Total
WARRANT DALLAS PD (THEFT OTHER)	2	2		1	1	2		1				1		1	1	12
WARRANT DALLAS PD (TRAFFIC FATALITY)		1														1
WARRANT DALLAS PD (TRAFFIC VIOLATION - OTHER THAN ALIAS OR CAPIAS)							1	1								2
WARRANT DALLAS PD (VANDALISM & CRIMINAL MISCHIEF)													1			1
WARRANT DALLAS PD (WEAPONS)															1	1
WARRANT HOLD (FEDERAL AGENCY)								1	1		1			1		4
WARRANT HOLD (NOT A DPD WARRANT)	25	74	33	49	29	80	70	33	37	25	12	13	11	39	1	531
WEAPON LAW VIOLATIONS	8	10	5	15	6	8	24	8	1	4	1		1	4		95
Total	153	412	150	245	143	446	306	208	134	135	90	72	87	201	45	2827

Monthly Arrest (Highest Charge) by Council District, Race, Sex and Zip Code: Mar-2024

Race	Count
American Indian or Alaska Native	4
Asian	23
Black	1371
Hispanic or Latino	901
Middle Eastern	11
Native Hawaiian/Pacific Islander	3
White	514
Total	2827

Sex	Count
Female	682
Male	2145
Total	2827

Council District	Count
CD 1	153
CD 2	412
CD 3	150
CD 4	245
CD 5	143
CD 6	446
CD 7	306
CD 8	208
CD 9	134
CD 10	135
CD 11	90
CD 12	72
CD 13	87
CD 14	201
Out/City	45
Total	2827

Zip Code	Top 30 Count
75220	184
75216	184
75215	152
75229	149
75217	134
75227	112
75241	110
75228	108
75243	104
75211	97
75226	92
75204	75
75235	68
75206	65
75208	65
75201	64
75219	64
75237	61
75212	60
75224	59
75231	51
75238	51
75202	50
75210	48
75287	47
75232	47
75223	46
75207	42
75214	41
75247	35
Total	2827

Memorandum Item 4



CITY OF DALLAS

DATE April 5, 2024

TO Members of the Community Police Oversight Board

SUBJECT **Office of Community Police Oversight March 2024 Report**

Attached you will find the March monthly complaint statistical report from the Office of Community Police Oversight (OCPO). This report provides a summation of the total number of external complaints turned in to the OCPO and IAD, the source of the complaints, and the disposition of the complaints. Also attached are an external Complaint Workflow Process diagram and a general definition document that defines categories for no investigation which are listed as “No Investigation” on the monthly reports.

The external complaints for April are in the review process and will be provided once this information has been completed.

Please do not hesitate to reach out should you have any questions or concerns.

James Griffin
OCPO Intake Specialist

cc: T.C. Broadnax, City Manager



Office of Community Police Oversight Complaints

March, 2024 Complaints

Below are summaries of the complaints received in the Office of Community Police Oversight

This report captures complaints during the OCPO fiscal year. The fiscal year for OCPO is October 1, 2023 to September 30, 2024. The office has received 31 complaints for the month of January, 2024.

External Administrative Complaints Received as of 4/01/2024 for Fiscal Year 2023-2024

	Oct		Nov		Dec		Jan		Feb		March		April		May		June		July		Aug		Sept	
Total External Complaints by Source	DPD	OCPO	DPD	OCPO	DPD	OCPO	DPD	OCPO	DPD	OCPO	DPD	OCPO	DPD	OCPO	DPD	OCPO	DPD	OCPO	DPD	OCPO	DPD	OCPO	DPD	OCPO
DPD Total	111	0	54	0	60	0	68	0	65	0	94	0	0	0	0	0	0	0	0	0	0	0	0	0
External Email	65		16		12		9		8		23													
External Fax																								
External Letter	8		3		9		11		15		35													
External Telephone	1				2		3																	
External Online Form	4		1				1		2		6													
External Walk-in DPD	33		34		37		44		40		30													
OCPO Total	46	43	51	36	64	0	24	0	34	0	36	0	0	0	0	0	0	0	0	0	0	0	0	0
External Email OCPO	35	42	38	36	56		20		22		26													
External Fax OCPO																								
External Letter OCPO	1	1									1													
External Telephone OCPO																								
External Online Form OCPO	10		13		8		4		12		9													
External Walk-in OCPO																								
Grand Total	157	43	105	36	124	0	92	0	99	0	130	0	0	0	0	0	0	0	0	0	0	0	0	0
External Complaints Processed by Internal Affairs as of 4/01/2024																								
Divisional Investigations with Category	15	0	5	0	4	0	14	0	12	0	11	0	0	0	0	0	0	0	0	0	0	0	0	0
Discourtesy or Unprofessionalism	9		2		2		1		6		7													
Fail to Complete Reports					1		1				1													
Improper Action	4		1		1		8		5		2													
Improper Comments			2				2																	
Improper or No Investigation	2						2		1		1													
Internal Affairs Investigations and Category	4	0	3	0	7	0	5	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Abuse of Authority																								
Adverse Conduct							1																	
Dispatch/911 Violation																								
Discourtesy to Other Employees																								
Failed to Complete Report on Time																								
Failed to Secure Property																								
Harassment																								
Improper or False Arrest							1																	
Improper or No Investigation	4		2				1																	
Improper Release of Information																								
Incomplete or Erroneous Report																								
Inquiry																								
Lost/Damaged Citizen Property																								
Mistreatment of Citizen							1																	
Placed Citizen in Danger																								
Racial Profiling																								
Use of Force			1		3		1		1															
Improper Action or Comments					4				1		1													
Complaints Referred to the Public Integrity	5		5		4		6		2		1													
Preliminary Investigation and Outcome	138	0	97	0	113	0	73	0	85	0	118	0	0	0	0	0	0	0	0	0	0	0	0	0
Did not meet criteria	6		6		9		9																	
Duplicate Complaint	9		9		17		13		6		4													
Fail to Articulate	29		23		10		7		16		8													
Guilt or Innocence	5		2		3		1		5		2													
Information Only	18		17		7		5		6		3													
More Information	4		2		3		2		3		1													
Need Signature			1				1		1															
No Violation	18		13		10		8		18		7													
No Violation BWC	4		2		7		3		2		2													
Non Employee	27		17		36		16		16		16													
Other (Outside Agency)	1		1		5		1		2		2													
Training Recommendation																								
Possible																								
Sixty Day			1		5		6		4		6													
Third Party	16		3		1				5															
Unknown Officer	1																							
OCPO Investigation																								
Recent EC's under review (as of 4/1/2023)							1		1		67													
Grand Totals	157	0	105	0	124	0	92	0	99	0	130	0	0	0	0	0	0	0	0	0	0	0	0	0

The Internal Affairs Division calculates monthly complaints by the received date, and not by the number of forms submitted regarding a complaint. OCPO complaint data was received by OCPO personnel who may have differing counting methods. *Data pulled from IAPRO as of 4/01/2024, at app. 8:30 am.



Office of Community Police Oversight Complaints

3/6/2024	EC2024-0156 CHEATUM	COMPLANANT DID NOT ARTICUALTE A COMPLAINT. REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION.
3/6/2024	EC2024-0157 LAMPKINS	COMP WAS COMPLANING ABOUT YOU TUBE VIDEO - THIRD PARTY. REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION.
3/01/2024	EC2024-0183 WILSON	COMP IS COMPLAINING ABOUT NOISE FROM HIS NEIGHBORS. COMPLANANT DID NOT ARTICUALTE A COMPLAINT AGAINST DPD. REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION. FYI TO SC
3/01/2024	EC2024-0184 ESCOBAR	COMPLANANT DID NOT ARTICUALTE A COMPLAINT. COMP IS COMPLAINING ABOUT LOUD MUSIC IN HIS NEIGHBORHOOD. REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION. FYI TO NE
3/01/2024	EC2024-0185 KUSH	COMPLANANT DID NOT ARTICUALTE A COMPLAINT. REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION
3/01/2024	EC2024-0186 WINN	COMP ALLEGED DPD FAILED TO ASSIST HIM WITH HIS CASE. PAST 60 DAYS. – WARRANT WAS ISSUED AND SUSPECT WAS ARRESTED REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION.
3/01/2024	EC2024-0187 BOISE	COMP ALLEGED AN OFFICER COMMITTED A TRAFFIC INFRACTION- REVIEWED BY OCPO AND IAD AND IS A DIVIVISION REFERRAL
3/4/2024	EC2024-0188 JENKINS	Complainant alleged their open records request was canceled due to the video being deleted past the 90 days. COMPLANANT DID NOT ARTICUALTE A COMPLAINT. - REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION (DUPLICATE COMPLAINT)



Office of Community Police Oversight Complaints

3/4//2024	EC2024-0189 GUT	Complainant alleged her 911 call was not logged in when she called, and waited 3 hours until DPD showed up. COMPLANANT DID NOT ARTICUALTE A COMPLAINT. REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION
3/4/2024	EC2024-0191	COMP DID NOT ARTICULATE COMPLAINT AGAINST DPD REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION.
3/13/2024	EC2024-0212 HORTON	COMP ALLEGED MULTIPLE CONSPIRACY THEORIES BUT DID NOT ARTICULATE A COMPLAINT AGAINST A DPD OFFICER - REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION
3/13/2024	EC2024-0213 .STEPHENS	COMP ALLEGES HE HAS BEEN A A VICTIM OF RACIAL PROFILING BUT DID NO SPECIFY ANY SPECIFIC SITUATIONS OR OFFICERS- REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION
3/13/2024	EC2024-0214 HILL	COMP SENT EMAIL THAT DID NOT ARTICULATE A COMPLAINT AGAINST DPD – REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION
3/13/2024	EC2024-0215 HILL	COMP SENT EMAIL THAT DID NOT ARTICULATE A COMPLAINT AGAINST DPD – REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION



Office of Community Police Oversight Complaints

3/13/2024	EC2024-0216 KING	COMP SENT EMAIL THAT ALLEGES THAT SHE IS A VICTIM OF VARIOUS HATE CRIMES INVOLVING HER CONDO ASSOCIATION AND THAT SHE HAS REPORTED THESE OCCURRENCE TO DPD- <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION</i>
3/13/2024	EC2024-0217 HILL	COMP SENT EMAIL THAT DID NOT ARTICULATE A COMPLAINT AGAINST DPD – <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION</i>
3/14/2024	EC2024-0218 HUGHES	COMP IS ALLEGING UNPROFESSIONAL CONDUCT BY DALLAS POLICE OFFICERS- <i>REVIEWED BY OCPO AND IAD AND IS A DIVISION REFERRAL TO NW FOR DISCOURTESY/ UNPROFESSIONALISM</i>
3/14/2024	EC2024-0219 HILL	COMP DID NOT ARTICULATE COMPLAINT AGAINST DPD- <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION</i>
3/14/2024	EC2024-0220 STEPHENS	COMP ALLEGES HE HAS BEEN A VICTIM OF RACIAL PROFILING BUT DID NO SPECIFY ANY SPECIFIC SITUATIONS OR OFFICERS- <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION</i>
3/14/2024	EC2024-0221 KUSH	COMP IS ALLEGING THAT HIS WIFE MAY HAVE BEEN RAPED AND THAT RICO STATUES SHOULD APPLY TO HER CASE- <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION</i>
3/17/2024	EC2024-0231 ZAVALA	COMP IS COMPLAINING ABOUT HOW SHE WAS STOPED BY AN OFFICER DURING A TRAFFIC CITATION- <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION – (NO POLICY VIOLATION)</i>



Office of Community Police Oversight Complaints

3/17/2024	EC2024-0232 KUSH	COMP SENT EMAIL THAT TALKS ABOUT CONSPIRACY AND RICO STATUTES INVOLVING A METH DEALING RAPIST <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION</i>
3/17/2024	EC2024-0233 ZARATE	The complainant alleged that a DPD officer was rude and disrespectful during an incident that occurred on March 14, 2024. <i>REVIEWED BY OCPO AND IAD AND IS A DIVISIONAL REFERRAL TO NW DIVISION.</i>
3/20/2024	EC2024-0246 KING	COMP STATED SHE SUBMITTED 3 RECORDS REQUEST BUT OPEN RECORDS WAS ONLY ABLE TO FIND 1 REPORT- <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION</i>
3/20/2024	EC2024-0247 PAREDES	COMP ALLEGES OFFICER OF IMPROPER INVESTIGATION, AND ACTIONS REGARDING HER COMPLAINT- <i>REVIEWED BY OCPO AND IAD AND IS A DIVISIONAL REFERRAL NE DIVISION</i>
3/20/2024	EC2024-0248 HILL	COMP DID NOT ARTICULATE COMPLAINT AGAINST DPD <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION</i>
3/20/2024	EC2024-0249 HILL	COMP DID NOT ARTICULATE COMPLAINT AGAINST DPD <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION</i>
3/20/2024	EC2024-0250 ASHLEY	COMP ACCUSED OFFICER OF SMOKING MARIJUANA OUTSIDE OF A BAR- <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION – NEED MORE INFO TO PROCESS</i>



Office of Community Police Oversight Complaints

3/20/2024	EC2024-0251 ROMAN	COMP SENT LETTER THAT COMPLAINED AGAINST ONLINE HARRASSMENT AND TRAFFICKING- <i>REVIEWED BY OCPO AND IAD AND IS A NO INVESTIGATION COMPLAINT</i>
3/20/2024	EC2024-0252 PARKER	COMP ALLEGES RACIAL PROFILING AND DISCOURTEOUS BEHAVIOR – <i>REVIEWED BY OCPO AND IAD AND IS A DIVISION REFERRAL (DISCOURTESY / UNPROFESSIONALISM)</i>

- Case # EC2024-0218 was originally screened for mediation and was declined by complainant on 3/15/2024. That case was determined to be a Division Referral and is listed below.

Below is a List of Complaints that were received by IAD and OCPO that Ms. Chandler disagreed with or had a question about and are being monitored.

DATE:	NAME:	COMPLAINT TYPE:	STATUS:	
2/27/2024	EC2024-0169 TENNYSON	COMP ALLEGES TWO FEMALES WORKING FRONT COUNTER OF DPD REFUSED TO HELP HER WHEN SHE CAME TO FILE A REPORT	DR - Building Services.	MONITORING
2/27/2024	EC2024-0179 VARIAN	COMP ALLEGED OFFICED FAILED TO PROVIDE	IAD INVESTIGATION	MONITORING



Office of Community Police Oversight Complaints

		ASSISTANCE AND PROPERLY INVESTIGATE HIS INCIDENT		
03/05/2024	EC2024-0205 FINLEY	COMP ALLEGED DET WAS RUDE AND ACTED LIKE HE DID NOT WANT TO TAKE HER REPORT AND PAPERWORK	DIVISION REFERRAL FINANCIAL SERVICES	MONITORING
03/04/2024	EC2024-0207 JETT	Complainant alleged Detective K. Lewis #8286 was unprofessional during a phone call	DIVISION REFERRAL TO INTERNAL AFFAIRS	MONITORING
3/06/2024	EC2024-0211 BROWN	COMP ALLEGED HE WAS INJURED BY POLICE WHILE THEY WERE SERVING A WARRANT 03/13	IAD INVESTIGATION	MONITORING
03/14/2024	EC2024-0218 HUGHES	COMP IS ALLEGING UNPROFESSIONAL CONDUCT BY DALLAS POLICE OFFICERS	DIVISION REFERRAL NW	MONITORING
03/08/2024	EC2024-0223 TYISKA	COMP ALLEGES DPD OFFICER WAS RUDE AND UNPROFESSIONAL	DIVISION REFERRAL TO DV	MONITORING
03/11/2024	EC2024-0224 URQUHART	COMP ALLEGES FAILED TO TAKE ACTION TO PROTECT HER FROM AN ONGOING ISSUE WITH KNOWN SUSPECT	DIVISION REFERRAL TO NC	MONITORING
03/17/2024	EC2024-0233 ZARATE	The complainant stated that A DPD Officer was rude and disrespectful during an incident that occurred on March 14, 2024.	DIVISION REFERRAL TO NORTH CENTRAL	MONITORING
03/06/2024	EC2024-0244	COMP ALLEGED THAT DPD OFFICER WAS RUDE, UNPROFESSIONAL AND REFUSED TO COMPLETE	DIVISION REFERRAL SOUTH CENTRAL	MONITORING



Office of Community Police Oversight Complaints

		TRESPASS ORDER AGAINST HER CHILDS FATHER		
02/28/2024	EC2024-0245 MCLENDON	COMP ALLEGES OFFICER WAS DISRECTFUL, RACIST AND PULLED A GUN ON HER	DIVISION REFERRAL TO SOUTH CENTRAL	MONITORING
3/20/2024	EC2024-0247 PAREDES	COMP ALLEGES OFFICER OF IMPROPER INVESTIGATION, AND ACTIONS REGARDING HER COMPLAINT OMP	DIVISION REFERRAL TO NE DIVISION	MONTIORING
3/16/2024	EC2024-0252 PARKER	COMP ALLEGES RACIAL PROFILING AND DISCOURTEOUS BEHAVIOR	DIVISION REFERRAL TO NORTHEAST	MONITORING
3/18/2024	EC2024-0258 HENDERSON	Complainant alleged unknown officer pepper sprayed the crowd she was in, while holding a 3 month old baby.	DIVISION REFERRAL	MONITORING



City of Dallas

Community Police Oversight Board (CPOB) 2024 Schedule

City Hall
1500 Marilla Street
Dallas, Texas 75201

Community Police Oversight Board meetings are held every 2nd Tuesday of each month unless noted otherwise. Meetings are held at Dallas City Hall, 1500 Marilla, City Hall Council Chambers (6EN) or City Hall Council Briefing Chambers (6ES) AND virtually. Meetings normally begin at 5:30 p.m. unless noted otherwise.

January 9, 2024 – City Hall Council Briefing Chambers 6ES and Video Conference at 5:30 p.m.

February 13, 2024 – City Hall Council Chambers 6EN and Video Conference at 5:30 p.m.

March 12, 2024 – City Hall Council Briefing Chambers 6ES and Video Conference at 5:30 p.m.

April 9, 2024 – City Hall Council Chambers 6EN and Video Conference at 5:30 p.m.

May 14, 2024 – City Hall Council Briefing Chambers 6ES and Video Conference at 5:30 p.m.

June 11, 2024 – City Hall Council Chambers 6EN and Video Conference at 5:30 p.m.

July 2023 – Board In Recess

August 13, 2024 – City Hall Council Chambers 6EN and Video Conference at 5:30 p.m.

September 10, 2024 – City Hall Council Chambers 6EN and Video Conference at 5:30 p.m.

October 8, 2024 – City Hall Council Briefing Chambers 6ES and Video Conference at 5:30 p.m.

November 12, 2024 – City Hall Council Briefing Chambers 6ES and Video Conference at 5:30 p.m.

December 10, 2024 – City Hall Council Briefing Chambers 6ES and Video Conference at 5:30 p.m.