



## City of Phoenix

To: Jack F. Harris  
Public Safety Manager

Date: October 22, 2010

From: Blake A. McClelland, Assistant Police Chief  
Professional Standards Division

A handwritten signature in black ink, appearing to read "BAM".

Subject: **INTERNAL INVESTIGATION - PSB09-0142**

**Internal Investigators:**

Commander Jeffeory G. Hynes  
Lieutenant John J. Collins (Investigative Review)  
Sergeant Shawn R. Hanson (Primary Investigator)  
Sergeant Paul Kim (Secondary Investigator)

**Allegation #1:**

On September 15, 2009, Officer Cheryl Groshko #7346 submitted an inaccurate overtime request when she failed to complete her scheduled shift and submitted for overtime compensation that was not worked [33 minutes].

**Findings:**

Sustained

**Allegation #2:**

On ten [10] occasions between the dates of August 18, 2008 – August 29, 2009, Officer Groshko received concurrent compensation from the City of Phoenix during her regular scheduled shift and while working off-duty for a construction company at Sky Harbor Airport during the same time period/hours.

**Findings:**

Sustained

**Allegation #3:**

On ten [10] occasions between the dates of August 21, 2009 – September 20, 2009, Officer Groshko knowingly authored false Department records/reports indicated on her Airport Bureau daily logs in regards to her location and work actions taken. This action meets the elements of felonious conduct as enumerated in Arizona Revised Statute Title 13 § 2407.A.1 [Tampering with a public record]

**Findings:** Sustained

**Allegation #4:** On sixteen [16] occasions between the dates of August 15, 2009 – October 4, 2009, Officer Groshko left her work location prior to the end of her scheduled shift and failed to submit leave requests.

**Findings:** Sustained

**Allegation #5:** On January 28, 2008, Officer Groshko submitted an inaccurate overtime request when she collected dual compensation from the City of Phoenix during her regularly scheduled shift and also on special events overtime.

**Findings:** Unfounded

**Allegation #6:** During the period of August 17, 2009 – October 4, 2009, Sergeant Kyran 'Joe' Brennan #4718 neglected his supervisory duties by failing to properly supervise a direct report in regards to Officer Cheryl Groshko #7346.

**Findings:** Sustained

**Allegation #7:** On several occasions between the dates of August 17, 2009 – October 4, 2009, Sergeant Brennan instructed/allowed an employee under his direct supervision to submit daily log sheets with false information.

**Findings:** Unfounded

**Employees Involved:**

|                               |
|-------------------------------|
| Officer Cheryl Groshko #7346  |
| Division: Homeland Security   |
| Bureau: Airport               |
| Squad: X27                    |
| Schedule: 1300/2300 T,W,Th    |
| Date of Hire: October 2, 2000 |

Sergeant Kyran 'Joe' Brennan #4718  
Division: Homeland Security  
Bureau: Airport  
Squad: X68  
Schedule: 2100/0700 F,S, Su  
Date of Hire: December 15, 1986

**Complainant:**

Department initiated

**Witness employee:**

Sergeant Cyril Cahill #4371  
Division: Homeland Security  
Bureau: Airport  
Squad: X65  
Schedule: 1300/2300 Su,M,T  
Date of hire: July 9, 1984

**Attachments:**

See Attachment section

**SUMMARY OF INVESTIGATION:**

Between the dates of August 15, 2009 – October 4, 2009, Officer Cheryl Groshko #7346 left her work location prior to the end of her scheduled work shift on sixteen [16] separate occasions and failed to submit leave requests. Officer Groshko received permission from various supervisors to leave work early; however, was expected to submit leave requests and failed to do so. By not submitting leave request forms to account for the time taken off from her duties, her actions demonstrated a systematical pattern of abuse.

This Professional Standard Bureau [PSB] investigation revealed that on September 15, 2009, Officer Groshko submitted an inaccurate overtime request when she failed to complete her full ten-hour scheduled overtime shift and submitted for overtime compensation that was not worked [33 minutes].

This investigation also revealed that on ten [10] separate occasions between the dates of August 18, 2008 – August 29, 2009, Officer Groshko collected concurrent compensation from

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the City of Phoenix during her regular scheduled shift and while working off-duty security for a construction company at Sky Harbor Airport during the same time period/hours.

PSB investigators learned that on ten [10] separate occasions between the dates of August 21, 2009 – September 20, 2009, Officer Groshko knowingly authored false Department records/reports by indicating on her Airport Bureau daily logs false locations and work actions taken when she had already departed from Sky Harbor Airport property grounds in her personal vehicle.

During the time period that Officer Groshko exhibited this pattern of behavior, Sergeant Kyrān 'Joe' Brennan #4718 was her immediate supervisor. By Sergeant Brennan's own admissions, he neglected his supervisory duties by failing to recognize Officer Groshko's pattern of behavior.

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