



## City of Phoenix

To: Jack F. Harris  
Public Safety Manager

Date: May 6, 2010

From: Blake A. McClelland, Assistant Chief *BAM*  
Professional Standards Bureau

Subject: INTERNAL INVESTIGATION - PSB10-0006

**Internal Investigators:**

Commander Jeffery Hynes  
Lieutenant Ben Henry (Investigative Review)  
Sergeant Gabe Lopez (Primary Investigator)  
Sergeant Steve Mulligan (Interviews)

**Allegation #1:**

On December 24, 2009, Officer Michael Noble #7830 failed to report for duty without notifying a supervisor or requesting approval.

**Findings:**

Sustained

**Allegation #2:**

On December 28, 2009, Officer Michael Noble #7830 submitted a Leave Request with false information with the intent to defraud for monetary gain.

**Findings:**

Sustained

**Allegation #3:**

On December 29, 2009, and on January 6, 2010, Officer Michael Noble #7830 provided false verbal reports to Sergeant Keith Kaminski #6629.

**Findings:**

Sustained

**Employee/s Involved:**

Officer Michael Noble #7830  
Division: Patrol Operations South  
Bureau: South Mountain Precinct  
Squad: 42A  
Schedule: 0630-1600 S,S,M  
Date of Hire: 1/6/03

**Complainant:**

Department Initiated

**Witness Employees:**

See Witness Employee Section

**Attachments:**

See Attachments Section

**SUMMARY OF INVESTIGATION:**

On December 24, 2009, Officer Michael Noble #7830 failed to report for duty as scheduled. Officer Noble did not write his name on the vacation calendar, and he did not advise his supervisor or seek supervisor approval to take the day off. At the time of this incident, Officer Noble was on Industrial Light Duty and temporarily assigned to the Property Crimes Bureau.

On December 28, 2009, Officer Noble submitted a Leave Request for 24 hours of PK (Industrial Light Duty) time for December 22, 2009 through December 24, 2009. This request included eight hours of PK time for December 24, 2009, the shift he failed to report for duty.

On December 29, 2009, Sergeant Keith Kaminski #6629 noticed several injuries on Officer Noble's face. Sergeant Kaminski asked Officer Noble how he sustained the injuries, and Officer Noble provided an untruthful statement by saying he was assaulted outside of the LA Fitness in Ahwatukee on December 24, 2009 at approximately 6:00 p.m.

According to Sergeant Kaminski, Officer Noble said he did not report the incident to police because he could not identify the assailant. Sergeant Kaminski relayed this information to the Assaults Unit in case there were additional incidents that were similar in nature.

On January 6, 2010, Sergeant Robert Vasquez #5680 of the Assaults Unit conducted follow up on Officer Noble's alleged assault at the LA Fitness in Ahwatukee. According to LA Fitness staff, the business closed at 2:00 p.m. on December 24, 2009. Sergeant Vasquez advised Sergeant Kaminski that LA Fitness was closed during the hours in which Officer Noble claimed to have been assaulted.

After speaking with Sergeant Vasquez, Sergeant Kaminski spoke with Officer Noble on the telephone reference an unrelated issue. Sergeant Kaminski said he asked Officer Noble to verify the date, time and location of the assault. According to Sergeant Kaminski, Officer Noble repeated the untruthful statements he made on December 29, 2009; however, he changed the time of the assault to 5:00 p.m.

Sergeant Kaminski informed Officer Noble that Sergeant Vasquez conducted follow up at the LA Fitness in Ahwatukee and found that it closed at 2:00 p.m. on the date. Sergeant Kaminski said Officer Noble then told him the assault actually occurred at the LA Fitness in Casa Grande, Arizona around 12 noon. Sergeant Kaminski asked Officer Noble why he had been untruthful,

and Officer Noble said because he left work early on December 24, 2009, and he lives outside of the county.

During his administrative interview, Officer Noble said he did not come in to work on December 24, 2009, because he "didn't feel like going." Officer Noble was asked why he did not notify a supervisor or asked for approval and he said, "Looking to get a free day, I guess."

Officer Noble admitted to submitting a Leave Request on December 28, 2009, with false information concerning the date he failed to report for work. Investigators asked Officer Noble why he submitted a Leave Request for PK time when he did not work, and he said, "Again, the free day, just being stupid."

Regarding the assault, Officer Noble told investigators he became engaged in a verbal dispute inside of the LA Fitness in Casa Grande, Arizona with a Black male who was using profanities while singing aloud. Officer Noble and the unknown Black male agreed to meet outside of the fitness center to further their dispute. Once outside, Officer Noble said he was "sucker punched" by another unknown male.

Officer Noble admitted that he provided untruthful statements to Sergeant Kaminski when he was questioned about his facial injuries. Officer Noble said he provided false statements because he has lived in Arizona City since May of 2005, and he did not want Sergeant Kaminski to know he did not live in Maricopa County as required. Officer Noble also said he provided an untruthful statement because he did not want Sergeant Kaminski to know that he failed to report for duty on December 24, 2009.

Based on the submitted Leave Request, Sergeant Kaminski's memorandum and Officer Noble's statements, all three allegations are sustained.

