

**CITY OF PHOENIX, ARIZONA
PERSONNEL DEPARTMENT
DISCIPLINE NOTICE
(Classified Employees)**

Instructions: Complete through #19. Retain goldenrod for department control. Hand-carry to Law Department and Personnel Department for signatures in blocks #20-21. Complete #22-23. Give pink copy to employee and return white and yellow to Personnel.

EMPLOYEE DATA

1. NAME (Last, First, Middle) SOLAGE, Michael #5527		2. SOCIAL SECURITY # [REDACTED]
3. CLASS CODE # 6220.1	4. CLASS TITLE Police Officer	5. DEPARTMENT # B2032/184440
6. DEPARTMENT/DIVISION Police/Patrol		7. EMPLOYEE'S HOME/MAILING ADDRESS [REDACTED]

DISCIPLINARY ACTION

8. COMMUNITY SERVICE: Accepted Refused N/A

9. SUSPENSION

10. DEMOTION TO (Class Title):
 (Department/Division):

11. DISMISSAL

12. EFFECTIVE DATE: From: 1-7-94 Thru: 1-8-94

13. Number of work days/work hours suspended: Sixteen (16) Working Hours

14. EMPLOYEE STATUS IN PRESENT CLASSIFICATION (Confirm employee's correct status with Personnel Records):

A) Regular (completed probation); ENTITLED TO APPEAL RIGHTS C) Probationary in this class, but completed probation in lower class; ENTITLED TO APPEAL RIGHTS IN LOWER CLASSIFICATION

B) Probationary; time in this class, combined with previous class, exceeds 12 months; ENTITLED TO APPEAL RIGHTS D) Probationary in this class, and combined with previous class, does not exceed 12 months; NO APPEAL RIGHTS

E) Other:

15. APPEAL PROCEDURES: An eligible employee shall have 14 calendar days after date of service of notice of the order of suspension, demotion or dismissal on him personally, or 21 calendar days from the date of mailing by certified mail the notice of order of suspension, demotion or dismissal, to request a hearing before the Board. The request for hearing must be in writing and must state the specific allegations in the discipline notice with which the employee disagrees. The request for hearing must be personally delivered to the Board or deposited in the U.S. Mail, certified, return receipt requested, postage prepaid, addressed to the Office of the Civil Service Board, 135 North Second Avenue, Phoenix, Arizona 85003, within the above-stated time.

16. EXPLANATION OF ACTION

See Attached

This notice has 1 attached page(s)

ENDORSEMENTS

17. Supervisor <i>Paul Buchala</i> 4546	18. Division Head <i>[Signature]</i>	19. Department Head <i>G. R. Barkin</i>
20. Law Dept. <i>Paul Buchala</i> 4-27-94	21. Personnel Dept. <i>[Signature]</i>	22. City Manager (Delegated to Dept. Head) <i>G. R. Barkin</i>
23. SERVICE OF NOTICE: <input checked="" type="checkbox"/> Personally - Date Served: 4-30-94 By Whom: <i>SGT Paul Buchala 4546</i>		<input type="checkbox"/> Certified Mail, return receipt requested Date Mailed:
24. CIVIL SERVICE BOARD:		



City of Phoenix

To: Chief Timothy J. Black
Police Department

Date: April 25, 1994

From: Paul W. Badalucco *PWB*
Assistant City Attorney

Subject: MICHAEL SOLACE STIPULATION

Here is the settlement stipulation in the Michael Solace case. Please sign at the appropriate block and return it to me to be filed with the Civil Service Board.

As indicated in the document, a new Discipline Notice will need to be prepared and served on Solace with the wording changes indicated in the stipulation.

If you have any questions or comments, please contact me.

NJK/jb/6190J
Attachment

A M E N D E D

Pursuant to the provisions of Personnel Rule No. 19, you are hereby notified that you are suspended, without pay, for sixteen (16) working hours for violations of Personnel Rules Nos. 21b1, 21b12, 21b16, and 21b17.

This is the result of an incident which occurred on or about August 1, 1993, at 12:45 a.m., when you failed to respond to emergency traffic at 1521 East Fillmore. During the interview/investigation you admitted giving false information. Also, you falsified your patrol daily log indicating you were performing community patrol when you were not. Your actions violate the following:

General Order B-2.1.C(2) - Neglect of duty.

General Order B-2.1.C(6) - Relating a false, deceptive or misleading account of an incident or fact at issue in an investigation or other matter of concern to the department.

General Order B-2.1.C(15) - Falsification of reports, departmental forms, records or communications.

Your disciplinary and performance history were considered in determining the length of suspension. Any future infraction will result in further disciplinary action, up to and including dismissal.