




City of Phoenix

PUBLIC RECORDS
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A.R.S. 39-121, Et. Seq.

To: Jeri L. Williams
Police Chief

Date: June 29, 2021

From: Dennis Orender, Commander 
Professional Standards Bureau

Subject: **INTERNAL INVESTIGATION – PSB20-0092**

Internal Investigators: Lieutenant Jayson Johnson (Investigative Review)
Sergeant Natalie Simonick (Primary Investigator)
Sergeant Patrick McBride (Secondary Investigator)

Allegation #1: Between August 10, 2020 and September 25, 2020, you committed criminal behavior which constituted elements of a felony while employed simultaneously with the City of Phoenix Police Department and the Department of Economic Security (DES).

Findings: Sustained

Allegation #2: Between August 10, 2020 and September 25, 2020, you failed to notify a supervisor, complete a notice of outside employment form and complete a request for off-duty/extra-duty work and/or coordinator position form in reference to your employment with DES.

Findings: Sustained

Allegation #3: Between September 24, 2020 and September 25, 2020, you provided untruthful statements to DES supervisors and investigators regarding your dual employment with DES and the City of Phoenix Police Department.

Findings: Sustained

Employee/s Involved: Officer Carl Ramirez #8159
Property Crimes Bureau / I43

Complainant: Department Initiated

Attachments: See Attachments Section

SUMMARY OF INVESTIGATION:

On September 18, 2020, the Department of Economic Security (DES) Internal Affairs initiated an internal investigation after it was discovered Officer Carl Ramirez #8159 worked for DES and the Phoenix Police Department (PPD) simultaneously over a seven-week period. Officer Ramirez performed overlapping daytime work shifts for DES and PPD between August 10 and September 25, 2020 while employed with both government entities.

DES internal affairs investigators discovered Officer Ramirez, who was on a work from home schedule with DES, submitted timestamped work hours and pay codes from August 10 through September 19, 2020 into the Employee Time Entry Form section of the State of Arizona Human Resource Information System which coincided with PPD work hours. DES Internal Affairs found an overpayment of \$7,352.13 was fraudulently collected by Officer Ramirez. DES submitted criminal charges to the Attorney General's Office for Fraudulent Schemes and Artifices (ARS 13-2310, Class 2 Felony), Theft (ARS 13-1802, Class 3 Felony), Tampering with a Public Record (ARS 13-2407(A)(1), Class 3 Felony) and Computer Tampering (ARS 13-2316(A)(4), Class 6 Felony). The allegation Officer Ramirez committed criminal behavior which constituted elements of a felony while employed simultaneously with PPD and DES is sustained.

On September 24, 2020, Officer Ramirez made untruthful statements to his DES supervisor, Ms. Kathleen Miller. Officer Ramirez told Ms. Miller he did not work for PPD but applied for PPD and was awaiting clearance. Officer Ramirez admitted to Professional Standards Bureau (PSB) investigators he made these untruthful statements to Ms. Miller because he did not want to lose his job with DES. The allegation Officer Ramirez provided untruthful statements to his DES supervisor is sustained.

Officer Ramirez told PSB investigators he did not notify his PPD supervisor of his employment with DES nor did he complete a PPD Notice of Outside Employment form. The allegation Officer Ramirez failed to notify a supervisor or complete a notice of outside employment form is sustained.

DETAILS OF INVESTIGATION:

On September 24, 2020, PSB investigators were contacted by Detective Manuel Quinonez with DES. Detective Quinonez worked in the Office of the Inspector General as an Internal Affairs investigator. Detective Quinonez said Officer Ramirez was hired by DES on March 21, 2020, as a public assistance benefit fraud senior investigator. Detective Quinonez told PSB investigators

on September 18, 2020, DES discovered Officer Ramirez was simultaneously employed with DES and with PPD which prompted a DES internal investigation. Officer Ramirez failed to notify his DES supervisor of his employment with PPD or complete a DES Notification of Secondary Employment form. Detective Quinonez stated Officer Ramirez was assigned to work from home due to the Covid 19 pandemic. Officer Ramirez' DES work schedule was Monday through Friday from 8:00 a.m. to 4:30 p.m.

PSB investigators found Officer Ramirez was terminated with PPD on December 31, 2019, reference PSB investigation #PSB18-0093. Officer Ramirez was reinstated with PPD on August 10, 2020 and returned to work on August 11, 2020. Officer Ramirez was assigned to the Property Crimes Bureau, I43 squad and worked at PPD headquarters facility at 620 West Washington Street.

PSB investigators contacted the Fiscal Management Bureau and obtained weekly payroll time forms for the I43 squad from August 10 to September 27, 2020. These weekly payroll time forms depicted Officer Ramirez' work schedule was Tuesday through Friday from 6 a.m. to 4 p.m. PSB investigators noted from September 14 to September 27, 2020, Officer Ramirez' workdays changed from Tuesday through Friday to Monday through Thursday. PSB investigators provided Detective Quinonez these weekly payroll time forms from August 10 to September 27, 2020 to assist with the DES investigation.

PSB investigators contacted Sergeant Marty Wallace who was the Administrative Sergeant of the Property Crimes Bureau. PSB investigators asked Sergeant Wallace if Officer Ramirez had an Outside Employment form on file. Sergeant Wallace informed PSB investigators Officer Ramirez did not have a Notice of Outside Employment form on file.¹

On November 13, 2020, PSB investigators obtained DES internal investigation #IA2020-165773, authored by Detective Quinonez. The DES internal investigation documented the following:

On March 21, 2020, Officer Ramirez was hired by DES and was assigned as a Public Assistance Benefits Fraud senior investigator. Shortly after Officer Ramirez was hired with DES, he was ordered to work remotely from home due to the COVID-19 pandemic.² Officer Ramirez' DES work schedule was Monday through Friday, from 8:00 a.m. to 4:30 p.m.³ Upon Officer Ramirez' employment with DES, he completed the Notification of Secondary Employment form by writing the word "N/A" and drawing a diagonal line across the 'Secondary

Employment Information' section.⁴ Detective Quinonez noted Officer Ramirez did not complete a DES Notification of Secondary Employment form upon being reinstated by PPD.⁵

On or about September 18, 2020, Officer Ramirez' DES supervisor, Ms. Miller, was informed by a DES employee, Officer Ramirez was working for PPD. On August 24, 2020 at approximately 8:19 a.m., Ms. Miller sent Officer Ramirez an email on his DES email account to call her. At 8:32 a.m., Officer Ramirez called Ms. Miller from his DES cell phone. This phone conversation was tape recorded by Ms. Miler and lasted approximately 6 minutes and 58 seconds.⁶

Ms. Miller asked Officer Ramirez if he worked for PPD. Officer Ramirez stated, "No, I got terminated."⁷ Ms. Miller asked Officer Ramirez if he was hired back. Officer Ramirez stated, "I haven't got the clearance yet."⁸ Ms. Miller asked Officer Ramirez, "You haven't gotten the clearance yet?" Officer Ramirez responded, "Yeah."⁹ Ms. Miller asked Officer Ramirez if applied for PPD. Officer Ramirez stated, "Yes."¹⁰ Ms. Miller asked Officer Ramirez if he knew when he would be hired by PPD. Officer Ramirez stated, "I have no clue, so as soon as I found out, then I'll turn my resignation in."¹¹ Ms. Miller asked Officer Ramirez why most of his work was conducted on evenings, weekends, and holidays. Officer Ramirez stated, "Because I have, my [REDACTED] puts me in bed and then on the weekends I'm home doing nothing, I just work it."¹² Ms. Miller informed Officer Ramirez he did not have clearance to work weekends and evenings. Officer Ramirez stated, "And that's why I didn't claim it, it was just me trying to catch up on work, I don't work as fast as everybody else."¹³ Ms. Miller told Officer Ramirez if he checked into work, he was supposed to be working his regular hours and not weekend hours unless approved for these hours. Officer Ramirez stated, "Okay."¹⁴

Shortly after Ms. Miller spoke with Officer Ramirez, DES Investigations Administration, Chief Frank Martinez called Officer Ramirez (8:54 a.m.). Mr. Martinez asked Officer Ramirez if he worked for PPD. Officer Ramirez replied, "I'm on the payroll."¹⁵ Mr. Martinez told Officer Ramirez, "I'm not going to play this game, are you currently working at the Phoenix Police Department while working at DES."¹⁶ Officer Ramirez told Mr. Martinez he did work for the Property Crimes Bureau at PPD at 620 West Washington Street and he worked 6:00 a.m. to 4 p.m., Monday through Thursday. Mr. Martinez asked Officer Ramirez how long he worked for both PPD and DES simultaneously. Officer Ramirez stated he started with PPD on August 10, 2020. Mr. Martinez asked Officer Ramirez if he told anyone at DES he was employed at PPD. Officer Ramirez stated, "No."¹⁷ Officer Ramirez said to Mr. Martinez, "Should I just resign now? I'm probably going to be terminated at Phoenix PD and have my AZ Post certification revoked

now.”¹⁸ Mr. Martinez told Officer Ramirez, “I can’t tell you to resign, this is something you have brought on to yourself.”¹⁹

On September 24, 2020, at 9:04 a.m., Officer Ramirez re-contacted Mr. Martinez via cell phone and left him a message. Officer Ramirez stated, “Uhm, I’m going to go ahead and officially, resign. I will turn in all my equipment, ahh, tomorrow and I will drop it off there at the office ahh, wherever Kathy’s office is (referring to Kathleen Miller his DES PABF supervisor) alright, Thank you bye.”²⁰

Between August 10 and September 25, 2020, Officer Ramirez worked numerous work shifts simultaneously with PPD and DES. During this 7-week period Officer Ramirez’ work schedule for PPD and DES overlapped 8 hours for 4 days a week. However, during the week of September 7 to September 11, 2020 there was a Holiday and Officer Ramirez’ work schedule for PPD and DES overlapped 6 hours for 4 days a week. Officer Ramirez checked into work with his DES supervisor Ms. Miller on August 11, 13, 18, 19, 20, 21, 27, 28 of 2020 and September 1, 2, 3, 8, 9, 10, 11, 14, 15, 16, 17, 21, 23, 24 of 2020, (twenty-two days) while he worked his PPD shift. The following is a summary of Officer Ramirez’ conflicted work hours with both DES and PPD:

PPD work schedule 6:00 a.m. to 4:00 p.m. Tuesday through Friday

DES work schedule 8:00 a.m. to 4:30 p.m. Monday through Friday

1st Week-- August 10th through August 14th Officer Ramirez checked into work at DES with Ms. Miller via email on all five dates between 7:52 a.m. and 8:26 a.m. Officer Ramirez took paid sick leave with DES on August 12th and 14th. Officer Ramirez worked overlapped shifts with PPD and DES on Tuesday, August 11th and Friday, August 14th. Officer Ramirez was paid for a 40-hour work week by DES and PPD.

2nd Week—August 17th through August 21st Officer Ramirez checked into work at DES with Ms. Miller via email on all five dates between 6:09 a.m. and 6:21 a.m. Officer Ramirez worked overlapped shifts with PPD and DES between Monday, August 17th to Thursday, August 21st. Officer Ramirez was paid for a 40-hour work week by DES and PPD.

3rd Week—August 24th through August 28th Officer Ramirez checked into work at DES with Ms. Miller via email and text message between 6:12 a.m. and 9:25 a.m. Officer Ramirez took paid sick leave with DES on August 24th through August 25th. Officer Ramirez worked overlapped shifts with PPD and DES on Monday August 24th and Thursday August 27th. Officer Ramirez was paid for a 40-hour work week by DES and PPD.

4th Week—August 31st through September 4th Officer Ramirez checked into work at DES with Ms. Miller via email on all five dates between 8:01 a.m. and 8:56 a.m. Officer Ramirez worked overlapped shifts with PPD and DES on Monday, August 31st to Thursday, September 3rd. Officer Ramirez was paid for a 40-hour work week by DES and PPD.

5th Week—September 7th through September 11th, Officer Ramirez checked into work at DES with Ms. Miller via email on four of the five days between 8:05 a.m. and 8:16 a.m. Monday, September 7th was not a workday for DES and PPD due to this day being a paid Holiday. Officer Ramirez worked overlapped shifts with PPD and DES on Tuesday, September 8th and Friday, September 11th. Officer Ramirez was paid for a 40-hour work week which included a paid Holiday by DES and PPD.

PPD workdays changed from Tuesday through Friday to Monday through Thursday

6th Week—September 14th through September 18th Officer Ramirez checked into work at DES with Ms. Miller via email on four of the five days between 8:09 a.m. and 8:48 a.m. On Friday, September 18th Officer Ramirez did not check in until 10:22 a.m. Officer Ramirez worked overlapped shifts with PPD and DES on Monday, September 14th through Thursday, September 17th. Officer Ramirez was paid for a 40-hour work week by DES and PPD.

7th Week—Monday, September 21st Officer Ramirez checked into work at DES with Ms. Miller at 7:20 a.m. via email. On Tuesday, September 22nd Officer Ramirez notified Ms. Miller via email at 7:21 a.m., he would be taking a paid sick day. Officer Ramirez told Ms. Miller he could barely move and would be in bed all day however, he worked a full work shift for PPD on this day. On Wednesday, September 23rd Officer Ramirez checked into work at DES with Ms. Miller at 6:30 a.m. via email. On Thursday, September 23rd Officer Ramirez checked into work at DES with Ms. Miller via email at 6:15 a.m. Later in the morning Officer Ramirez admitted to DES Mr. Martinez he was employed with PPD and resigned with DES.

A DES investigator conducted an analysis of Officer Ramirez' DES laptop which showed his active user time from August 10 to September 29 of 2020.²¹ The analysis found Officer Ramirez did not activate his DES laptop until after his shift ended with PPD. The following is a summary of Officer Ramirez computer usage:

1st Week--August 10th to August 16th the total computer usage was 12:03:43 hours.

2nd Week—August 17th to August 23rd the total computer usage was 14:00:59 hours.

3rd Week—August 24th to August 30th the total computer usage was 10:03:07 hours.

4th Week—August 31st to September 6th the total computer usage was 10:18:01 hours.

5th Week—September 7th to September 13th the total computer usage was 10:09:54 hours.

6th Week—September 14th to September 20th the total computer usage was 6:27:13 hours.

7th Week—September 21st to September 27th the total computer usage was 1:46:04 hours.

DES pay roll manager calculated from August 8 to September 25 of 2020, Officer Ramirez' total gross pay for the 7-week period at DES was \$7,352.13.²² The DES investigation determined an overpayment of \$7,352.13 was fraudulently collected by Officer Ramirez. DES submitted criminal charges to the Attorney General's Office for Fraudulent Schemes and Artifices (ARS 13-2310, Class 2 Felony), Theft (ARS 13-1802, Class 3 Felony), Tampering with a Public Record (ARS 13-2407(A)(1), Class 3 Felony) and Computer Tampering (ARS 13-2316(A)(4), Class 6 Felony) which is ongoing at this time.²³

Interview with Officer Carl Ramirez:

On November 18, 2020, PSB investigators interviewed Officer Ramirez. Officer Ramirez told PSB investigators he was hired by DES on March 21, 2020 as a senior investigator. Officer Ramirez' work shift with DES was Monday through Friday from 8 a.m. to 4:30 p.m. Officer Ramirez stated sometime in May of 2020, he was assigned to work from home due to the Covid-19 pandemic.

Officer Ramirez said on August 10, 2020 he was reinstated with PPD and was assigned to the Property Crimes Bureau as an Organized Retail Theft detective. Officer Ramirez work shift was Tuesday through Friday from 8:00 a.m. to 4:00 p.m. On September 14, 2020, Officer Ramirez' workdays changed from Tuesday through Friday to Monday through Thursday and his workhours remained the same.

PSB investigators asked Officer Ramirez how he checked into work each day with DES. Officer Ramirez stated he sent his supervisor, Ms. Miller, a text message or an email which said, "Hi, I'm just checking in."²⁴ PSB investigators asked Officer Ramirez if he submitted his DES time sheets each week to Ms. Miller. Officer Ramirez stated, "Yes."²⁵

PSB investigators asked Officer Ramirez why he remained employed with DES after being reinstated with PPD. Officer Ramirez stated, "Because when I had gotten terminated from Phoenix, I went you know three and half months without pay, so I had to live off whatever I had in savings. So one, I was trying to build that back up because you know it's... you always do that kind of cushion savings. The other one is because I knew my file was down at AZ Post and

that that was going to be another battle and that once you know if I got decertified then I would be out of a job again with Phoenix. So yeah I was trying to prepare for that to where if I get terminated again from Phoenix because I don't have a certification that I don't have to try and hunt for another job, because trying to find a job when you were terminated was a major headache."²⁶

Officer Ramirez told PSB investigators he did not use the DES laptop during his work hours with PPD. Officer Ramirez stated he used the DES cell phone to check into work with Ms. Miller during PPD work hours. PSB investigators asked Officer Ramirez if he completed any DES work during his PPD work hours. Officer Ramirez stated, "No ma'am."²⁷

PSB investigators asked Officer Ramirez how he completed work for DES when his PPD work shift conflicted with his DES work shift. Officer Ramirez stated, "I would start about 5 O'clock when I got home and then I would work till about 11 or 12 at night and then Saturdays when I got up in the morning. Then I would start doing the work and it would be throughout the day on and off till the end of the day cause I wasn't going anywhere on the weekends."²⁸

Officer Ramirez stated Ms. Miller allowed him to flex his DES work hours. Officer Ramirez stated, "We worked these hours ugh but, she says that we can flex our times, if it needs to be. We just won't change it on the time sheets because um the position is for daytime hours."²⁹ (It should be noted in the DES investigation, Ms. Miller told detective Quinonez she did not give Officer Ramirez approval to work after-hours or to work overtime due to his low work production.)³⁰

PSB investigators asked Officer Ramirez what Ms. Miller thought when he checked into work at DES. Officer Ramirez stated, "That I'm working."³¹ PSB investigators asked Officer Ramirez what Ms. Miller would have told him if she knew he was employed with PPD. Officer Ramirez stated, "That I would have to resign from DES."³² Officer Ramirez said DES investigations could not be shared with a law enforcement agency and therefore there would be a conflict working for PPD and DES.³³

Officer Ramirez admitted to PSB investigators he made untruthful statements to Ms. Miller when she asked him about his employment with PPD.³⁴ PSB investigators asked Officer Ramirez why he provided untruthful statements to Ms. Miller when she asked him if he was employed with PPD. Officer Ramirez stated, "Like I told you, I didn't want her to know I was back with Phoenix cause then she would tell me you know that I'd have, I couldn't work both jobs and I wanted to keep both jobs because of the financial situation that I was in due to the termination,

plus with my file being at AZ Post what, what was possibly going to happen.”³⁵ PSB investigators asked Officer Ramirez if he notified a DES supervisor of his employment with PPD. Officer Ramirez stated, “No ma’am.”³⁶

PSB investigators asked Officer Ramirez why he asked Mr. Martinez during their conversation if he should just resign now. Officer Ramirez stated, “Cause I didn’t know what he wanted done cause I didn’t know if he was, if he wanted me to just go ahead and quit DES now or if there was going to be an issue to allow me to keep working.”³⁷

PSB investigators asked Officer Ramirez if he knew it was against PPD and DES policy to work both jobs simultaneously. Officer Ramirez stated, “No I didn’t think so, I didn’t think so and the reason being is because DES work was all they had me doing was administrative stuff and it wasn’t, I wasn’t doing any law enforcement type duties.”³⁸

PSB investigators asked Officer Ramirez if he advised any PPD supervisor of his employment with DES. Officer Ramirez stated, “No ma’am.”³⁹ PSB investigators asked Officer Ramirez why he did not inform a supervisor of his employment with DES. Officer Ramirez stated, “My thought was because, I did, it wasn’t a law enforcement position I didn’t think you know I didn’t know he had to know. I didn’t know that part of the policy, I didn’t know, and all that work being, I was doing was on my own time after I got off.”⁴⁰ PSB investigators asked Officer Ramirez if he completed a Notice of Outside Employment form. Officer Ramirez stated he did not know about this form.⁴¹ Officer Ramirez stated, “Yea I should have told them and I should have told Phoenix you know now that I know what the policy is but, like I said DES, I didn’t say anything because I wanted to keep that second job so I could get financially stable.”⁴²

CONCLUSION:

Between August 10, 2020 and September 25, 2020, Officer Ramirez worked simultaneous work shifts with DES and PPD. On twenty-two days of the 7-week period, Officer Ramirez checked into work with his DES supervisor Ms. Miller, while he was at work with PPD. Officer Ramirez told PSB investigators the reason he checked in with Ms. Miller was to show he was working for DES. Officer Ramirez told PSB investigators he wanted to keep both jobs and if Ms. Miller was aware of his employment with PPD she would tell him he would have to resign with DES. Therefore, the allegation Officer Ramirez committed criminal behavior, (Fraudulent Schemes and Artifices-ARS13-2310, Class 2 Felony, Theft-ARS-13-1802, Class 3 Felony, Computer Tampering ARS-13-2316(A)(1), Class 3 Felony, and Tampering with a Public Record-ARS13-

2407(A)(4) Class 6 Felony), which constituted elements of a felony while employed simultaneously with PPD and DES (allegation #1) is sustained.

On September 24, 2020, Officer Ramirez made untruthful statements to his DES supervisor, Ms. Kathleen Miller after he told her he did not work for PPD but had applied to PPD and was awaiting clearance. Officer Ramirez admitted to Professional Standards Bureau (PSB) investigators he made these untruthful statements to Ms. Miller because he did not want to lose his job with DES. Therefore, the allegation Officer Ramirez provided untruthful statements to his DES supervisor (allegation #2) is sustained.

Officer Ramirez told PSB investigators he did not notify his PPD supervisor of his employment with DES and nor did he complete a PPD Notice of Outside Employment form. Officer Ramirez told PSB investigators he did not know his supervisor needed to be aware of his outside employment with DES and nor was he aware of the Notice of Outside Employment form. The allegation Officer Ramirez failed to notify a supervisor or complete a notice of outside employment form (allegation #3) is sustained.

This investigation has concluded Officer Ramirez' actions are in violation of the following policies:

- Operations Order 1.1.2.C.(2),(Rev 1/99) "Guiding Values – P.R.I.D.E (Integrity and Ideals): We demand the highest degree of integrity and professionalism from all members of the department."
- Operations Order 3.11.19.A.(1),(Rev.10/15), "The Notice of Outside Employment form will be completed when outside employment is non-police related."
- Operations Order 3.13.6.B.(5),(Rev 6/14),"Employees will not commit acts where the elements of felony or misdemeanor crimes are met."
- Operations Order 3.13.6.B.(10),(Rev 6/14), "Proper supervisory approval is required for employees seeking supplemental work through the private sector and must meet the requirements under AR 2.62."
 - Employees must submit a Notice of Outside Employment Form 150-49D to seek approval for outside employment.
 - Department and function heads have the primary responsibility for ensuring outside employment is not in conflict with City employment and are granted the authority to deny outside work.

The most significant policy violation is designated in Operations Order 3.18, Addendum A, 3.D.(2)(a),(Rev.6/20), "Unprofessional conduct where elements of a felony are met, regardless of whether the employee was indicted, prosecuted, or convicted." Per the Classification Guidance Criteria, Operations Order 3.18, Addendum A, 4.C.(4), "The employees actions violated the oath of office or basic Department values.

The policy violation is categorized as a Class III violation that will be referred to the DRB for a possible demotion and/or 40, 80, or 240-hour suspension without pay, or termination or will be referred to the police Chief (or designee) for a Loudermill Hearing.

Officer Ramirez was terminated on December 2, 2019 for knowingly including false information in a search warrant affidavit he authored for the location of [REDACTED] and providing false and misleading statements after having been served a Notice of Investigation to PSB investigators when questioned about a search warrant affidavit he authored for the location of [REDACTED]. Officer Ramirez was reinstated on August 10, 2020 and issued a 240-hour suspension. The 240-hour suspension was rendered served during his termination period. The NOI for this investigation was issued on July 13, 2018.

Officer Ramirez was issued a 24-hour suspension for changing the status of approximately 34 reports to "Pended-Suspect Contact" without completing an incident supplement. The 24-hour suspension was rendered served during his termination period. The NOI was served on April 6, 2018.

Officer Ramirez was issued a 24-hour suspension for inappropriately using his privileges as a police officer by involving himself in the criminal investigation of a suspect, who is a family friend and interfered with a criminal investigation. The 24-hour suspension was served on June 22, 2018 to June 24, 2018. The NOI was served on April 11, 2017.

Based on Officer Ramirez' discipline history, the Progressive Discipline Table as outlined in Operations Order 3.18.4.C indicates if the "Corrective Action/Discipline Would Be" a second suspension within a five (5) year period, the "Corrective Action/Discipline May Become," Police Chief or DRB suspension (24, 40, 80, or 240-hours), Demotion, Termination, Loudermill Hearing.

CLOSING:

This Professional Standards Bureau investigation is complete and upon review and approval by Police Chief Jeri L. Williams, a Loudermill Hearing will be scheduled. Upon finalization, this

investigation will be retained at the Professional Standards Bureau in accordance with retention policies/law.

Endnotes:

- ¹ Attachment 10: Email about Outside Employment Form
- ² Attachment 13: DES Investigation #IA2020-165773, page 5 of 28, 2nd bullet point
- ³ Attachment 13: DES Investigation #IA2020-165773, page 5 of 28, 6th bullet point
- ⁴ Attachment 5: Ofc. Ramirez' Employment Packet for DES, page #35
- ⁵ Attachment 13: DES Investigation #IA2020-165773, page 1 of 1, bottom of 1st paragraph
- ⁶ Attachment 28a: DES Audio Recording with Ofc. Ramirez, total time of recording
- ⁷ Attachment 28a: DES Audio Recording with Ofc. Ramirez {00:10 to 00:11}
- ⁸ Attachment 28a: DES Audio Recording with Ofc. Ramirez {00:14 to 00:15}
- ⁹ Attachment 28a: DES Audio Recording with Ofc. Ramirez {00:21 to 00:21}
- ¹⁰ Attachment 28a: DES Audio Recording with Ofc. Ramirez {03:33 to 03:33}
- ¹¹ Attachment 28a: DES Audio Recording with Ofc. Ramirez {03:45 to 03:51}
- ¹² Attachment 28a: DES Audio Recording with Ofc. Ramirez {00:31 to 00:39}
- ¹³ Attachment 28a: DES Audio Recording with Ofc. Ramirez {00:45 to 00:51}
- ¹⁴ Attachment 28a: DES Audio Recording with Ofc. Ramirez {01:12 to 01:12}
- ¹⁵ Attachment 4: DES Chief Frank Martinez interview with Ofc. Ramirez, paragraph 3
- ¹⁶ Attachment 4: DES Chief Frank Martinez interview with Ofc. Ramirez, paragraph 3
- ¹⁷ Attachment 4: DES Chief Frank Martinez interview with Ofc. Ramirez, paragraph 6
- ¹⁸ Attachment 4: DES Chief Frank Martinez interview with Ofc. Ramirez, paragraph 7
- ¹⁹ Attachment 4: DES Chief Frank Martinez interview with Ofc. Ramirez, paragraph 7
- ²⁰ Attachment 4: DES Chief Frank Martinez interview with Ofc. Ramirez, paragraph 9
- ²¹ Attachment 13: DES Investigation #IA2020-165773, page 25-28
- ²² Attachment 13: DES Investigation #IA2020-165773, page 28 of 28, last paragraph
- ²³ Attachment 13: DES Investigation #IA2020-165773, page 1 of 2, last paragraph
- ²⁴ Attachment 28b: PSB Interview with Ofc. Ramirez {19:36 to 19:43}
- ²⁵ Attachment 28b: PSB Interview with Ofc. Ramirez {19:55}
- ²⁶ Attachment 28b: PSB Interview with Ofc. Ramirez {24:33 to 25:17}
- ²⁷ Attachment 28b: PSB Interview with Ofc. Ramirez {27:53}
- ²⁸ Attachment 28b: PSB Interview with Ofc. Ramirez {49:21 to 49:36}
- ²⁹ Attachment 28b: PSB Interview with Ofc. Ramirez {20:53 to 21:08}
- ³⁰ Attachment 13: DES Investigation #IA2020-165773, page 6 of 28, 9th bullet point
- ³¹ Attachment 28b: PSB Interview with Ofc. Ramirez {30:25 to 30:26}
- ³² Attachment 28b: PSB Interview with Ofc. Ramirez {35:23 to 35:26}
- ³³ Attachment 28b: PSB Interview with Ofc. Ramirez {1:07:11 to 01:07:46}
- ³⁴ Attachment 28b: PSB Interview with Ofc. Ramirez {34:38 to 34:54}
- ³⁵ Attachment 28a: DES Interview with Ofc. Ramirez {34:57 to 35:14}
- ³⁶ Attachment 28b: PSB Interview with Ofc. Ramirez {32:17}
- ³⁷ Attachment 28b: PSB Interview with Ofc. Ramirez {38:11 to 38:21}
- ³⁸ Attachment 28b: PSB Interview with Ofc. Ramirez {38:30 to 38:42}
- ³⁹ Attachment 28b: PSB Interview with Ofc. Ramirez {27:53}
- ⁴⁰ Attachment 28b: PSB Interview with Ofc. Ramirez {28:30 to 28:42}
- ⁴¹ Attachment 28b: PSB Interview with Ofc. Ramirez {1:06:50 to 1:06:55}
- ⁴² Attachment 28b: PSB Interview with Ofc. Ramirez {01:06:55 to 01:07:09}