#### POLICE DEPARTMENT

#### CITY AND COUNTY OF HONOLULU

801 SOUTH BERETANIA STREET · HONOLULU, HAWAII 96813 TELEPHONE: (808) 529-3111 · INTERNET: www.honolulupd.org



CHIEF KEITH K. HORIKAWA RADE K.VANIC DEPUTY CHIEFS

DEPT. COMM. NO. 33C

OUR REFERENCE **RI-JK** 

RICK BLANGIARDI MAYOR

January 31, 2023

The Honorable Ronald D. Kouchi President State Senate 415 South Beretania Street, Room 409 Honolulu, Hawaii 96813

Dear President Kouchi:

In accordance with Section 52D-3.5 of the Hawaii Revised Statutes, Reports to legislature, the Honolulu Police Department (HPD) is submitting its 2022 annual report to the Legislature.

The report includes a summary of the facts, the nature of the misconduct for each incident that resulted in the suspension or discharge of a police officer, and the disciplinary action imposed. Furthermore, the report also indicates the number of police officers suspended and discharged during 2022 under the following categories of our department's Standards of Conduct:

- 1. Malicious Use of Physical Force
- 2. Mistreatment of Prisoners
- 3. Use of Drugs and Narcotics
- 4. Cowardice

It should be noted that the enclosed summary covers each individual incident for which discipline was meted out by the HPD. Out of that total number, an officer may have been involved in more than one incident and disciplined more than once.

Additionally, the discipline meted out in a case is dependent upon the past disciplinary record of the officer. For example, discipline for an officer who has been disciplined recently for the same or similar violation would be more severe than for an officer who has a spotless disciplinary record.

The Honorable Ronald D. Kouchi January 31, 2023 Page 2

For the reporting period, 22 officers were disciplined for 14 incidents.

Should there be any questions, Major Raynor Ikehara of the Human Resources Division may be contacted at (808) 723-3564.

Sincerely,

Arthur J. Logan

Chief of Police

Enclosures

cc: Honolulu Police Commission

POLICE DEPARTMENT

#### CITY AND COUNTY OF HONOLULU

801 SOUTH BERETANIA STREET · HONOLULU, HAWAII 96813 TELEPHONE: (808) 529-3111 · INTERNET: www.honolulupd.org



RICK BLANGIARDI MAYOR

ARTHUR J. LOGAN CHIEF

KEITH K. HORIKAWA RADE K.VANIC DEPUTY CHIEFS

OUR REFERENCE RI-JK

January 31, 2023

The Honorable Scott K. Saiki Speaker House of Representatives 415 South Beretania Street, Room 431 Honolulu, Hawaii 96813

Dear Speaker Saiki:

In accordance with Section 52D-3.5 of the Hawaii Revised Statutes, Reports to legislature, the Honolulu Police Department (HPD) is submitting its 2022 annual report to the Legislature.

The report includes a summary of the facts, the nature of the misconduct for each incident that resulted in the suspension or discharge of a police officer, and the disciplinary action imposed. Furthermore, the report also indicates the number of police officers suspended and discharged during 2022 under the following categories of our department's Standards of Conduct:

- 1. Malicious Use of Physical Force
- 2. Mistreatment of Prisoners
- 3. Use of Drugs and Narcotics
- 4. Cowardice

It should be noted that the enclosed summary covers each individual incident for which discipline was meted out by the HPD. Out of that total number, an officer may have been involved in more than one incident and disciplined more than once.

Additionally, the discipline meted out in a case is dependent upon the past disciplinary record of the officer. For example, discipline for an officer who has been disciplined recently for the same or similar violation would be more severe than for an officer who has a spotless disciplinary record. The Honorable Scott K. Saiki

January 31, 2023 Page 2

For the reporting period, 22 officers were disciplined for 14 incidents.

Should there be any questions, Major Raynor Ikehara of the Human Resources Division may be contacted at (808) 723-3564.

Sincerely,

Arthur J. Logan Chief of Police

Enclosures

cc: Honolulu Police Commission

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
17-002	Walter Gouveia	Posted an unprofessional and offensive caption on social media.	No	1 day	A	<u>,</u>
18-003	Lianne Wolfram	Intentionally damaged the property of another without permission. Failed to report a change of home address as required by policy. Criminal Conduct Initiated: Criminal Property Damage in the Third Degree	Yes	10 days	P	
19-009	Ming Wang	Tackled a family member while attempting to restrain them from leaving a residence. Criminal Conduct Initiated: Abuse of Family or Household Members *Pursuant to the grievance process, suspension reduced from 1 day to written reprimand.	Yes	*Written reprimand	F	
20-003	Derek Hahn	Committed and was found guilty of criminal felony offenses involving Conspiracy and Attempt to Obstruct an Official Proceeding with the former Chief of Police. Criminal Conduct Initiated: Conspiracy Attempt to Obstruct an Official Proceeding *FBI Investigation	*No	Discharged	Р	······································
20-008	Anthony Pangan	Posted an offensive photograph and made an inappropriate comment on his social media account.	No	1 day	F	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

P = Grievance Pending

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
20-010	Kirk Uemura	Was partial and exhibited unprofessional conduct by using his authority as an officer to actively investigate, follow, detain, and question a minor who was accused of harassing the officer's family member. *Pursuant to the grievance process, suspension reduced from 1 day to written reprimand.	No	*Written reprimand	F	
20-011	Zachary Pang	While off duty, stole numerous items from a retail business. Criminal Conduct Initiated: Theft in the Second Degree	Yes	Discharged	F	
20-013	Yvette Miura	Submitted a falsified HPD document. Failed to submit a report in a timely manner as required by department policy. Criminal Conduct Initiated: Tampering with a Government Record	Yes	3 days	A	
20-019	Grandon Costa	Submitted falsified information on multiple required Federal grant documents for an Operating a Vehicle Under the Influence of an Intoxicant roadblock. *Pursuant to the grievance process, suspension reduced from 10 days to 5 days.	No	*5 days	F	
20-024	Eric Hokama	Submitted falsified information on required Federal grant documents for an Operating a Vehicle Under the Influence of an Intoxicant roadblock. *Pursuant to the grievance process, suspension reduced from 5 days to 3 days.	No	*3 days	F	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

P = Grievance Pending Page 2 of 17

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
20-027	Reynwood Makishi	Used a work computer to obtain a female's personal contact information for nonwork-related purposes. Sent unwanted text messages to the female. Failed to activate his body-worn carnera. Criminal Conduct Initiated: Harassment *Unable to establish the elements of a crime.	*No	1 day	A	
20-029	Blake Oshita	Operated a vehicle while under the influence of an intoxicant. Criminal Conduct Initiated: Operating a Vehicle Under the Influence of an Intoxicant *Pursuant to the grievance process, discharge reduced to 6-month suspension.	No	*6 months	F	
20-031	Imanueli Kotobalavu	Provided false information on numerous issued citations and related documents while working a federal grant. Criminal Conduct Initiated: Tampering with a Government Record	Yes	Discharged	F	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

**P** = Grievance Pending

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
20-033	Sheldon Watts	In an incident involving multiple traffic fatalities, engaged in a motor vehicle pursuit and failed to follow departmental policy. Failed to activate his body-worn camera. Provided false information regarding the motor vehicle pursuit in his police report. Criminal Conduct Initiated: False Swearing in Official Matters *Unable to establish the elements of a crime.	*No	Discharged	A	
20-035	Charles Nakagawa	Reported for duty while intoxicated and made inappropriate comments of a sexual nature.	No	8 days	A	
20-042	Mark Villegas	Used unnecessary and excessive force while attempting to detain an arrestee, causing injury to the individual. Used profanity during the incident.	No	Discharged	F	
20-044	Diana Lugo	During an off-duty altercation, pushed an individual that resulted in bodily injury. Criminal Conduct Initiated: Abuse of Family or Household Members *Pursuant to the grievance process, the arbitrator reversed the discharge and reinstated the officer. The arbitrator determined that the officer had not been terminated for just and sufficient cause. The arbitrator found that the officer's actions were justified and that the City failed to prove, by clear and convincing evidence, that the officer violated the Standards of Conduct, committed a crime, or acted inappropriately.	Yes	*Reinstated	F	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

1

**P** = Grievance Pending

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
20-047	Nathan Oshima	Displayed partiality when responding to a domestic argument involving HPD personnel. Failed to notify a supervisor, deactivated the body-worn camera, and failed to submit a written report.	No	1 day	A	
20-048	Albert Moniz	Displayed partiality when responding to a domestic argument involving HPD personnel. Failed to notify a supervisor, failed to activate the body-worn camera, and failed to submit a written report.	No	1 day	Р	
20-051	Cary Izuka	Failed to follow motor vehicle pursuit and use of force departmental policies. Failed to notify supervisor in a timely manner after a critical incident.	No	3 days	P	
20-052	Lordy Cullen	Failed to follow motor vehicle pursuit and uniform/equipment policies. Failed to submit a report in a timely manner.	No	1 day	A	
20-053	Jeffrey Tallion	Failed to supervise and did not immediately intervene and/or take appropriate action to stop an argument between another officer and a detainee which subsequently escalated to a physical confrontation. Failed to file required departmental documentation and take appropriate administrative action regarding the incident.	No	10 days	A	
20-054	Micah Medeiros	Was unprofessional and used unreasonable force when addressing and detaining an individual. Failed to properly document the incident as required by departmental policy.	No	10 days	Р	
20-055	Erik linuma	Made explicit comments, jokes, and gestures of a sexual nature in the workplace on multiple occasions.	No	5 days	Р	
20-056	Steven Ono	Showed an image of a sexual nature to a co-worker. Failed to take corrective or preventive measures to stop further sexual harassment from occurring in the workplace.	No	3 days	Р	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

1

**P** = Grievance Pending

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
21-001	Michael Rourke	Was involved in a physical confrontation with the complainant, causing pain and injury. Harassed and/or acted inappropriately when he continued to approach and argue with the complainant after she told him to leave her alone. Sent numerous text messages to the complainant that were demeaning and/or manipulative. Criminal Conduct Initiated: Abuse of Family or Household Members	Yes	Discharged	P	
21-002	Gilbert Lanai	Criminal Property Damage in the Third Degree Operated his police vehicle in an unsafe manner. Failed to activate his body-worn camera and failed to document the omission. Was untruthful and intentionally made false statements to police investigator(s). Criminal Conduct Initiated: False reporting to Law Enforcement Authorities	Yes	Discharged	A	
21-003	Tyler Kerch	Knowingly falsified his submitted police reports. Failed to prepare and/or submit a property receipt for the items he accepted as found property. Failed to activate his body-worn camera, failed to document the omission and failed to immediately notify his supervisor. Revealed his confidential departmental password to another officer. Criminal Conduct Initiated: Tampering With a Government Record *Pursuant to the grievance process, discharge reduced to 20-day suspension.	Yes	*20 days	F	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

÷.,

**P** = Grievance Pending

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
21-004	Jonathan Thorpe	Conspired to have another officer submit a falsified police report in an attempt to have an item released to an individual who was not the finder/reporting person. Was untruthful to Honolulu Police Department personnel and knowingly falsified his police report. Attempted to log into another officer's departmental account. Criminal Conduct Initiated: Tampering With a Government Record	Yes	Discharged	A	
21-005	Christian Rodrigues- Gum	Without authorization, took and/or was in illegal possession of a dangerous drug. Disposed of the pills in a manner that would conceal the identity of the culprit that took them. Criminal Conduct Initiated: Promoting Dangerous Drugs in the Third Degree Theft in the Fourth Degree *Pursuant to the grievance process, discharge reduced to 6-month suspension.	Yes	*6 months	F	
21-013	Thomas Deponte	Was untruthful when he intentionally gave false statements to individuals within and outside of the Honolulu Police Department regarding his exposure to COVID-19. *Officer retired prior to discharge.	No	*Discharged	F	
21-014	Duane Hookano	Was discourteous and overbearing and used profanity toward the complainant during a traffic stop.	No	1 day	A	
21-017	Robert King	Yelled at and degraded a subordinate officer.	No	1 day	A	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

**P** = Grievance Pending Page 7 of 17

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
21-019	Scott Valdez	Swore multiple times at the complainant and his passenger. Failed to activate his body-worn camera, failed to document the omission, and failed to immediately notify his supervisor. *Pursuant to the grievance process, suspension reduced from 3 days to 1 day.	No	*1 day	F	
21-021	Mark Kutsy	Made numerous and misleading statements which criticized orders given by various supervisory personnel and criticized the handling of personnel complaints.	No	1 day	Р	
21-022	Dorian Soto	Operated a motor vehicle while under the influence of an intoxicant and collided into another vehicle. Failed to comply with traffic regulations when he operated his motor vehicle while holding and/or using a mobile electronic device with no legal exemption to do so. Criminal Conduct Initiated: Operating a Vehicle Under the Influence of an Intoxicant	Yes	Discharged	P	
21-023	Richard Schenk	Failed to remain impartial when he cancelled a citation. Did not submit the citation and all required paperwork stating the reason for the cancellation. *Pursuant to the grievance process, suspension reduced from 1 day to a written reprimand.	No	*Written reprimand	F	
21-024	Paul Carroll	Failed to establish an inner perimeter and failed to notify the Communications Division about the barricade incident. Made forcible entry into the apartment despite the lack of exigent circumstances necessitating such action.	No	1 day	Р	
21-027	Mikel Kunishima	Failed to conduct a proper and/or fair investigation regarding misconduct by a subordinate officer.	No	1 day	F	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

**P** = Grievance Pending Page 8 of 17

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
22-001	Warren Rohr	Failed to ensure that subordinates received proper instruction or guidance to address a detainee's behavior in an appropriate manner. Failed to ensure that subordinates were properly supervised when they entered the detainee's holding cell with the intention to take away the detainee's clothing.	No	20 days	A	
22-002	Cole Dante	Used unreasonable force by grabbing and forcing a detainee onto a bench when the detainee was not initially resisting or given a reasonable opportunity to comply with instructions. Used unreasonable force while assisting with restraining the detainee in an effort to remove the detainee's clothes without justification. Failed to intervene and take appropriate action upon witnessing the detainee being subjected to unreasonable force by other officers. Criminal Conduct Initiated: Assault in the Second Degree	Yès	10 days	P	
22-003	Sean Kim	Used unreasonable force by grabbing and forcing a detainee onto a bench when the detainee was not initially resisting or given a reasonable opportunity to comply with instructions. Used unreasonable force while assisting with restraining the detainee in an effort to remove the detainee's clothes without justification. Failed to intervene and take appropriate action upon witnessing the detainee being subjected to unreasonable force by other officers. Criminal Conduct Initiated: Assault in the Second Degree *Officer resigned prior to 10-day suspension.	Yes	*10 days	F	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

**P** = Grievance Pending Page 9 of 17

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
22-004	Rayden Casamina	Used unreasonable force while assisting with restraining a detainee in an effort to remove the detainee's clothes without justification. Failed to intervene and take appropriate action upon witnessing the detainee being subjected to unreasonable force by other officers. Criminal Conduct Initiated: Assault in the Second Degree	Yes	10 days	P	
22-005	Ian Rosario	Used unreasonable force while assisting with restraining a detainee in an effort to remove the detainee's clothes without justification. Failed to intervene and take appropriate action upon witnessing the detainee being subjected to unreasonable force by other officers. Criminal Conduct Initiated: Assault in the Second Degree	Yes	10 days	P	
22-006	Eric Reis	Used unreasonable force while assisting with restraining a detainee in an effort to remove the detainee's clothes without justification. Failed to intervene and take appropriate action upon witnessing the detainee being subjected to unreasonable force by other officers. Criminal Conduct Initiated: Assault in the Second Degree	Yes	10 days	P	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

**P** = Grievance Pending

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
22-007	Thomas-John Kaanana	Used excessive and/or unreasonable force while assisting with grabbing or restraining a detainee in an effort to remove the detainee's clothes without justification. Used excessive and/or unreasonable force when he struck the detainee without justification. Committed a criminal act when he intentionally, knowingly, or recklessly caused bodily injury to the detainee without justification. Failed to intervene and take appropriate action upon witnessing the detainee being assaulted or subjected to unreasonable force by other officers. Submitted an incomplete report and was untruthful and/or falsified his police report. Criminal Conduct Initiated: Assault in the Second Degree	Yes	Discharged	P	
22-008	Judah Kekua	Used excessive and/or unreasonable force while assisting with grabbing or restraining a detainee in an effort to remove the detainee's clothes without justification. Used excessive and/or unreasonable force when he struck the detainee without justification. Committed a criminal act when he intentionally, knowingly, or recklessly caused bodily injury to the detainee without justification. Failed to intervene and take appropriate action upon witnessing the detainee being assaulted or subjected to unreasonable force by other officers. Criminal Conduct Initiated: Assault in the Second Degree	Yes	Discharged	P	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

P = Grievance Pending A = Arbitration Page 11 of 17

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
22-009	Deanna Strikolis	Selected various items from a retail establishment, concealed the items, and exited the store without making payment. Criminal Conduct Initiated: Theft in the Fourth Degree *Pursuant to the grievance process, discharge reduced to 20-day suspension.	Yes	*20 days	F	
22-010	Branden Fujioka-Lau	Accessed a police report for an ongoing criminal investigation without authorization. Took a screenshot of a redacted face page and sent it to a friend.	No	5 days	F	
22-011	Brian Taniguchi	Failed to lead and guide subordinates in conducting a proper investigation for a motor vehicle collision and operating a vehicle under the influence of an intoxicant incident that involved a HPD officer. Failed to submit a proper report for the investigation. *Officer retired prior to 1-day suspension.	No	*1 day	F	
22-012	Michael Rodriguez	Failed to lead and guide subordinates in conducting a proper investigation for a motor vehicle collision and operating a vehicle under the influence of an intoxicant incident that involved a HPD officer. Failed to submit a proper report for the investigation. *Officer retired prior to 1-day suspension.	No	*1 day	F	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

P = Grievance Pending

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
22-013	Patrick Akana-Klein	Provided multiple false and/or misleading statements during an administrative investigation regarding his use of a prescription drug. Criminal Conduct Initiated: Abuse of Family or Household Members Terroristic Threatening in the Second Degree Violation of Privacy in the Second Degree	Yes	20 days	F	
22-014	Lance Yashiro	Failed to supervise and ensure that personnel were proactively taking enforcement action during their entire shift. Improperly authorized department personnel to work back-to-back shifts and/or weekly hours that exceeded the maximum limit. Failed to abide by the weekly overtime limits by repeatedly working over the established limitation. Criminal Conduct Initiated: Theft in the Fourth Degree	Yes	5 days	Ρ	



NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

P = Grievance Pending Page 13 of 17

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
22-015	Corey Morgan	Used excessive and/or unreasonable force when he pushed a handcuffed arrestee head first into a shelving unit and struck him in the face without justification. Committed a criminal act when he struck the arrestee's face while the arrestee was handcuffed and caused the arrestee to sustain bodily injury. Submitted an incomplete report when he did not document the use of force and/or did not submit the appropriate form. Was untruthful and/or falsified his submitted report when he knowingly wrote a false statement about how the arrestee was injured. Was unprofessional and/or acted inappropriately when directing profanity toward the arrestee. Criminal Conduct Initiated: Assault in the Second Degree	No	Discharged		
22-016	Matthew Ogoshi	Failed to report and/or document an incident truthfully after witnessing and/or becoming aware of an officer pushing an arrestee head first into a shelving unit and/or striking the arrestee in the face. Was untruthful and/or falsified his police report when he wrote a false statement regarding how the arrestee sustained injuries. Failed to intervene and/or take appropriate action during the entire incident due to being partial to the officer.	No	Discharged	Р	
22-017	Debra Lee Silva	Misclassified an incident and failed to submit the police report before her work shift ended. Failed to reclassify the police report upon instruction from a supervisor.	No	1 day	Р	
22-018	Franchot Termeteet	Was overbearing when he placed his Conducted Energy Weapon (CEW) against a detainee's face. Was unprofessional when he told the detainee that he would activate the CEW in the detainee's mouth.	No	10 days	Р	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

**P** = Grievance Pending

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
22-019	Gary Hunter	On multiple occasions manipulated the special duty system by using another officer's account and credentials without authorization to bid for, secure, and cancel numerous special duty jobs. Worked and received compensation for special duty jobs that were awarded to another officer. Was untruthful when he accessed another officer's special duty account and entered false information about the disposition of the awarded special duty jobs. Criminal Conduct Initiated: Unauthorized Computer Access in the First Degree *Officer retired prior to discharge.	No	*Discharge	F	
22-020	Alexander Sanga	Left his post without being properly relieved. Failed to obtain proper approval to work an additional overtime assignment. Failed to accurately document the amount of hours worked on an overtime assignment. Criminal Conduct Initiated: Theft in the Fourth Degree	No	1 day	F	22-021
22-021	Alexander Sanga	Acted inappropriately when he left his toddler alone for more than five minutes in an unlocked and unattended vehicle with the engine running without justification. Criminal Conduct Initiated: Endangering the Welfare of a Minor in the Second Degree	Yes	3 days	F	22-020
22-022	Timothy Massie	Failed to conduct a thorough investigation and follow proper procedures as required by departmental policy.	No	1 day	F	

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

**P = Grievance Pending** Page 15 of 17

Reference No.	Employee Name	Summary / Findings	PAT Notified	Disciplinary Action	Status	Ref. No. with Same Officer
22-023	Timothy Antoku	Acted inappropriately and in an overbearing manner while off duty, attired in a HPD uniform, and not working in an official HPD capacity when he repeatedly berated, yelled, and used profanity during a heated discussion with the complainants.	Yes	*Termination	F	
		Criminal Conduct Initiated: Terroristic Threatening in the Second Degree *Officer resigned prior to termination.				



NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

**P = Grievance Pending** Page 16 of 17

Suspended	Discharged	Standard of Conduct
0	3	Malicious Use of Physical Force
5	3	Mistreatment of Prisoners
0	0	Use of Drugs and Narcotics
0	0	Cowardice

NOTE: The initiation of a criminal case does not imply that the case was accepted for prosecution or that it was a determining factor in the disciplinary action taken against the officer.

F = Final

P = Grievance Pending Page 17 of 17