



INTEROFFICE CORRESPONDENCE

TO: Capt. Paul Fields, MVD

FROM: Police Chief Chuck Jordan

A handwritten signature in black ink, appearing to be "C. Jordan", written over the name "Police Chief Chuck Jordan".

DATE: June 9, 2011

SUBJECT: PERSONNEL ORDER #11-80
80 Hours/10Day Suspension without Pay

Effective Sunday, June 12, 2011, through Saturday, June 25, 2011, you are suspended without pay for 80 hours/10 days, your regular days off have been included in this timeframe. This action is taken as a result of your violation of the following Tulsa Police Department Policies, Rules & Regulations:

You are hereby suspended for 40 hours for the following policy violation:

- Rules and Regulation #6: Duty to be Truthful and Obedient, which states in part: *"Employees shall obey lawful orders from an officer or employee, verbal or written in nature, including any relayed from a superior by an employee of the same or lesser rank."*

Specifically, you failed to follow the directives of your chain of command regarding furnishing officers to attend the "Law Enforcement Appreciation Day", held March 4, 2011.

You are hereby suspended for 40 hours for the following policy violation:

- Rules and Regulation #8: Conduct Unbecoming an Officer or Police Employee, which states in part: *"Employees shall not commit any act or indulge in any behavior, on or off duty, which tends to bring reproach or discredit upon the Department. They shall not engage in any conduct that is considered unbecoming an officer or employee which might be detrimental to the service."*

Specifically, your actions and writings that were made public brought discredit upon the department related to furnishing officers to attend the "Law Enforcement Appreciation Day", held March 4, 2011.

Any further violations of Rules and Regulations and/or Policies and Procedures of the Tulsa Police Department will lead to more severe disciplinary action, including dismissal. Furthermore, you will not be considered for future promotions for a period

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of one at least one (1) year from the effective date of this order.

In accordance with Section 7.4 of the FOP Collective Bargaining Agreement, if you wish to appeal this disciplinary action, you must complete form Appendix "D" of the CBA, and submit to the Human Resources Director or his designee within ten (10) calendar days of receiving written notification of the action, or your right will be lost.

CJ/lb

By my signature, I acknowledge receipt of the original of this document.

Signature: *Paul Fields* Badge No: 00312

- cc: Deputy Chief Daryl Webster
- Deputy Chief Dennis Larsen
- Deputy Chief Mark McCrory
- Major Matt Kirkland
- Major Julie Harris
- FOP President, Phil Evans
- Cheri O'Neal, Police Payroll
- Joyce Powell, HR
- Order File
- Personnel File
- City Legal
- Internal Affairs

I certify that I served the original of this document to
Capt. Paul Fields on:

6/9/11 @ 1700 hrs
Date/Time

[Redacted]
Location

Signed by: *Gabriel Priole -ADC*

Badge No: 01516