

VALLEJO POLICE DEPARTMENT

Memorandum

From: Shawny K. Williams, Chief of Police

Date: December 8, 2021

Subject: Written Reprimand

I am issuing you this written reprimand as a result of your acts and omissions on June 1, 2020, described below.

Applicable Policies and Procedures

By your acts and omissions on June 1, 2020, you violated the following provisions of the Vallejo Police Department Policies. Under the circumstances. any one of the violations set forth below, standing alone or in combination with any other violation(s), would support the reprimand.

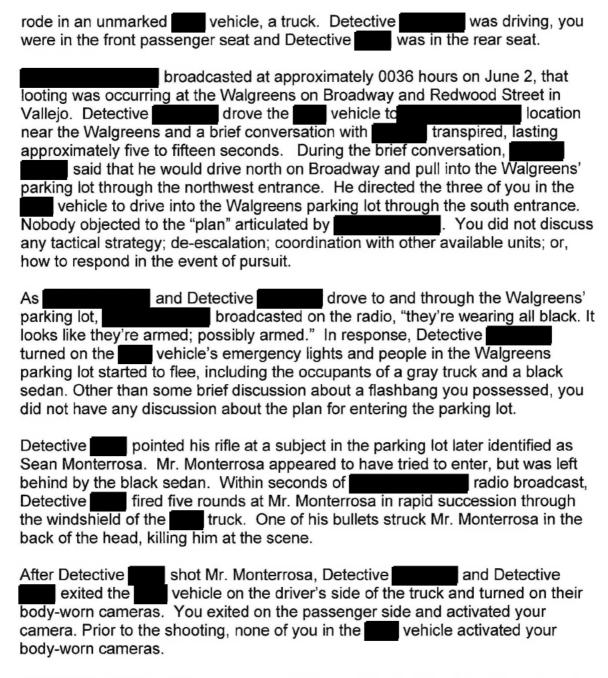
- Policy #300.4 De-Escalation¹
- 2. Policy #321.5.6 Efficiency
- 3. Policy #423.4 Portable Audio/Video Recorders
 - a. Policy #423.4 Member Responsibilities
 - b. Policy #423.5 Activation of the Portable Recorder

Summary of Facts

In the days after the murder of George Floyd, the City of Vallejo was one of many jurisdictions to experience civil unrest, much of which was peaceful, but some of which involved looting, vandalism, and other criminal behavior. To meet the community's increased security needs, the Police Department called you. Detective , and Detective into work on the night of June 1, 2020.



¹ All references to "Policy" refer to the Vallejo Police Department Policy Manual. I am enclosing copies of the policies with this notice.



The Solano County District Attorney's Office and the Vallejo Police Department jointly conducted a criminal investigation of the incident, which the California Attorney General's Office is still evaluating.

The City also engaged a team of police practices experts, the OIR Group, to conduct an administrative investigation into your use of deadly force against Mr. Monterrosa. OIR investigators interviewed you as part of that investigation. The OIR investigators determined that your actions violated Departmental policies.

Analysis

You violated Policy 300.4, which requires officers to take "reasonable and prudent actions which operate to mitigate the immediacy of the threat." You, your colleagues and helped create confusion and chaos by rushing into the Walgreens parking lot without adequate planning. You should have provided feedback to and your colleagues that the four of you needed a better plan. After leaving you should have continued communicating with your colleagues, especially about how to deescalate. Your brief discussion about using a flashbang was not a meaningful discussion about de-escalation. Your failure to communicate the need for a plan and to attempt to de-escalate amounts to unsatisfactory performance in violation of Policy 321.5.6.

You also failed to timely activate your body worn camera. You were required to activate your camera as soon as you had a reasonable expectation of an adversarial encounter. The moment you and the others discussed driving into the parking lot to confront suspected looters you should have activated your camera. You told investigators that you believed the policy only applied to "uniformed patrol" but the policy applies to all members.

The Department is committed to transparency and accountability. Your failure to activate your body worn camera until after driving into the parking lot, and the shooting, is not only a violation of Departmental policies but it also undermines the Department's commitment to transparency and accountability and potentially deprive investigators of important evidence.

Your acts and omissions that night tend to undermine public confidence in the ability of the Police Department to deliver safe and effective police services in Vallejo.

Your conduct as described herein, and in detail in the OIR Investigative Report, warrants this written reprimand. The purpose of the reprimand is to correct your conduct and reduce the likelihood you repeat it.

WARNING AGAINST RETALIATION

This provision is to notify you that it is illegal and inappropriate to retaliate against any person who has participated in complaining or providing information regarding allegations of your misconduct. You may not retaliate against any individual who has provided information to the City of Vallejo regarding your above-described conduct.

RIGHT TO APPEAL

You have the opportunity to appeal this reprimand pursuant to Government Code section 3304(b) of the Public Safety Officers Procedural Bill of Rights Act and

Section 42 of the Memorandum of Understanding respond between the City of Vallejo and the Vallejo Police Officers Association. If you wish to appeal, you must notify my office within ten (10) regularly scheduled working days of the date of this reprimand. Your failure to timely appeal will result in a waiver of your right to appeal.

Attachments:

- A. Investigative Report and Policies Referenced in Investigative Report
- B. VPOA MOU Section 42 Administrative Appeal Procedure

cc: Personnel File

ACKNOWLEDGEMENT OF RECEIPT OF WRITTEN REPRIMAND	
SIGNATURE: _	DATE: 12/4/21
Employee's Name: _	
PERSONAL SERVICE WITNESSED BY:	
SIGNATURE:	DATE: 12 08 21
Witness's Name: SHAME DOWN	
Personal Service Witness(es) LT. TS. KNIGHT	DATE: 12/8/21
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