



LEXINGTON POLICE DEPARTMENT
PERSONNEL ORDER
Lexington, Kentucky

DATE OF ISSUE

January 30, 2024

EFFECTIVE DATE

February 5, 2024

NUMBER

PO:24-042

TO:

SUSPENSION WITHOUT PAY

AMENDS:

INDEX AS:

OFFICER
BRANDON HOLBROOK / 55452

RESCINDS:

Effective Monday, February 5th – Sunday, April 28th, 2024, Officer Brandon Holbrook will be placed in a suspended without pay status for three (3) months for violation of General Order 1973-02K, Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11, Unsatisfactory Performance / Inefficiency – Emergency and Pursuit Driving.

Officer Holbrook is not authorized to enter any Government work site or other employee only area while suspended. Officer Holbrook must surrender any Police Department and Urban County Government property, including keys and identification.

Officer Holbrook will also be scheduled for a six (6) month suspension of Home Fleet.

Lawrence B. Weathers
Chief of Police

LBW/rmh

LEXINGTON POLICE DEPARTMENT

AGREEMENT OF CONFORMITY WITH KRS 95.450 / 15.520 AND RELEASE

FORM 113 (8/20)

An allegation has been made that: Officer Brandon Holbrook #55452

has committed the offense of:

Emergency and Pursuit Driving

which constitutes misconduct under the provisions of KRS 95.450 and/or KRS 15.520

(list other applicable law or rule)

General Order 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11

Unsatisfactory Performance/ Inefficiency

in that on the 8 day(s) of August, 20 2023 he/she allegedly:

Officer Holbrook engaged in a pursuit that did not comply with department policy. Officer Holbrook has previously received retraining on department expectations related to emergency and pursuit driving and traffic laws. Retaining was conducted on November 10, 2020- August 25, 2021- June 13, 2023- July 2, 2023- and August 22, 2023 related to similar deficiencies. Officer Holbrook's performance has been determined to not be in compliance with performance standards.

Officer Holbrook took full responsibility for the incident and his violations of policy.

This is Officer Holbrook's second formal complaint since his employment in March 2017.

I have read KRS 95.450, 95.460 and 15.520, and attest that I fully understand all rights guaranteed by these statutes, including the rights to have formal charges preferred and a hearing conducted on those charges.

Further, I, with knowledge of the provisions and my rights under KRS 95.450, 95.460, and 15.520 and in consideration of the recommendation of the Chief of Police of the Lexington Police Department, acknowledge that the appropriate punishment for this conduct is:

Three (3) months suspension without pay and upon his return, six (6) months suspension of home fleet

I do hereby voluntarily accept the above disciplinary action, provided that the punishment awarded by the Urban County Council will not exceed the above recommendation of the Chief of Police.

If the Urban County Council rejects the above recommendation, I will be so notified, in which case I may withdraw my acceptance, and will be entitled to all rights, as applicable, under KRS 95.450, 95.460 and 15.520, and this agreement will not be used against me or by me in any hearing in determination of my guilt or punishment.

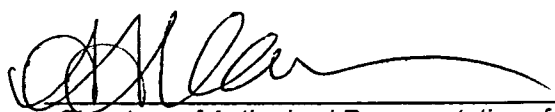
In further consideration of the acceptance of the above recommendation and penalty by the Urban County Council, I do for myself, my heirs, legal representatives, as assigns hereby expressly release and forever discharge the Lexington-Fayette Urban County Government, its officers, agents, employees, and their successors and assigns from all claims, demands, actions, damages or causes of action and from all liability for damages of whatsoever kind, nature of description that I ever had, now have or may have against the aforementioned entities created by or arising out of the action contained herein.


Employee Signature

1-15-24
Date


Chief of Police Signature

1-15-24
Date

ACTION BY URBAN COUNTY COUNCIL	
<input checked="checked" type="checkbox"/>	APPROVE ABOVE RECOMMENDATION
<input type="checkbox"/>	DISAPPROVE ABOVE RECOMMENDATION
 Signature of Authorized Representative of Urban County Council	

SUSPENSION SERVICE GUIDELINES:

Suspensions will be served as outlined in General Order series 1973-02 Disciplinary Procedures of Sworn Officers.



Lexington-Fayette Urban County
Division of Police
MEMORANDUM
Lexington, Kentucky

DATE OF ISSUE

January 9, 2024

EFFECTIVE DATE

NUMBER
COP:
24-0012

TO:

Kenneth Armstrong, Commissioner
Department of Public Safety

FROM:

Lawrence B. Weathers
Chief of Police

SUBJECT:

Disciplinary Recommendation
PIU2023F-011
Officer Brandon Holbrook

I met with Officer Brandon Holbrook on January 8, 2024, and have determined this as
“Improper Conduct” for violation of:

- General Order 1973-02K - Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11 – Unsatisfactory Performance/Inefficiency

I have recommended three (3) months Suspension without Pay, and upon return to duty, six (6) months suspension of Home Fleet.

Officer Holbrook accepted this discipline on January 8, 2024.

Lawrence B. Weathers

Lawrence B. Weathers
Chief of Police

LBW/rmh

Attachment



LEXINGTON POLICE
DEPARTMENT
MEMORANDUM
Lexington, Kentucky

DATE OF ISSUE
November 28th, 2023

EFFECTIVE DATE

NUMBER
PIU 23-100

TO:
Lawrence Weathers
Chief of Police

SUBJECT:
Formal PIU2023F-011
Officer Brandon Holbrook 55452
Summary

FROM:
Lieutenant Jeff Jackson
Bureau of Investigation
Public Integrity Unit

This memorandum will provide a synopsis of the investigation; however, other supporting documents may be viewed in conjunction with this memorandum.

On November 13, 2023 Lieutenant Thomasena Grider filed a formal complaint against Officer Brandon Holbrook that alleged the following:

On August 8, 2023, Officer Holbrook engaged in a pursuit that has been determined not to comply with department policy. This precipitated a formal investigation due to the pattern that has emerged regarding Officer Holbrook's unsatisfactory performance.

Officer Holbrook has previously received retraining on General Orders and departmental expectations related to emergency and pursuit driving and traffic laws. Retraining was conducted on November 10, 2020 - August 25, 2021 - June 13, 2023 - July 2, 2023 - August 22, 2023 related to similar performance deficiencies. Officer Holbrook's most recent performance has been determined not to be in compliance with performance standards.

If the above allegation is true, Officer Holbrook has violated General Order 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11 Unsatisfactory Performance/Inefficiency, which states:

Officers shall familiarize themselves with all rules, regulations, directives, policies and procedures of the department, and maintain sufficient competency to properly perform their duties and to assume the responsibilities of their rank and assignments. Officers shall perform their duties in a manner which will tend to establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the department. Unsatisfactory performance/inefficiency may be demonstrated by:

- 1. Repetitious or consistent lack of knowledge of the application of laws required to be enforced.*
- 2. An inability to perform assigned tasks.*
- 3. The failure to conform to work standards established for the officer's rank or position.*

Investigation –

Officer Holbrook was charged with Unsatisfactory Performance due to five instances where his actions led to _____ and retraining conducted by his chain of command. These _____ and retraining conducted pursuant to actions that Officer Holbrook undertook while acting in an official capacity.

The first retraining, conducted November 10, 2020, addressed Emergency and Pursuit Driving, and terminating pursuits. The retraining addressed the need to clearly articulate an officer's justification for engaging in emergency pursuits and under what circumstances they should be terminated. The retraining specifically addressed General Order 2011-08F, Emergency and Pursuit Driving. This retraining was in response to a pursuit Officer Holbrook engaged in on October 17th, 2020 where the vehicle he pursued was involved in a single vehicle collision after fleeing a traffic stop for traffic violations (CR# 2020-175741). Officer Holbrook did not advise dispatch of the traffic stop until after the vehicle had fled and he located the vehicle after it was involved in a collision. It is noted in the retraining document that Officer Holbrook was receptive to the training and asked questions. This incident resulted in a formal investigation and discipline that resulted in a 40 hour suspension and a 60 day suspension of home fleet.

The second retraining conducted on August 25, 2021, addressed officer safety and de-escalation used by Officer Holbrook during an arrest he made on August 19, 2021. The retraining addressed deficiencies Officer Holbrook experienced that are not consistent with training and insufficient de-escalation strategies. This was in response to Officer Holbrook's response to a call for unknown trouble at a motel which led him to force a door open before backup arrived to arrest a subject, resulting in the suspect's physical injury (CR# 2021-401856). The retraining documentation stated that Officer Holbrook demonstrated a satisfactory level of comprehension regarding officer safety and the use of force.

The third retraining, conducted on June 13, 2023, addressed General Order 1992-02J Traffic Law Enforcement. This retraining was in response to a felony stop performed by Officer Holbrook where he rushed up on an occupied vehicle and pointed a firearm at a suspect. This occurred during a call involving a possible kidnapping (CR# 2023-104509), and the retraining documentation stated that Officer Holbrook demonstrated a satisfactory level of comprehension of the retraining that was covered.

The fourth retraining was conducted on July 2, 2023, and addressed General Order 2011-08F Emergency and Pursuit Driving. This was in response to a pursuit that occurred on I-64 at the 88 mile marker (CR# 2023-119201). Officer Holbrook performed his duties in an unsatisfactory manner driving at high rates of speeds to a call that was not dispatched to him. He drove to the interstate from Harrodsburg Road.

On August 22, 2023 Officer Holbrook _____ along with a request for retraining in reference to General Order 2011-08F Emergency and Pursuit Driving. This was issued in reference to Officer Holbrook engaging in a pursuit initiated by Scott County Police Department that came through Fayette County on August 8, 2023. Officer Holbrook disregarded a terminate pursuit order issued over the radio by the duty commander and repeated by dispatch (CR# 2023-151112). Two officers were already involved in the pursuit, yet Officer Holbrook drove throughout the city and onto the interstate at high rates of speed with emergency equipment activated in an attempt to catch up and join the pursuit. Retraining was completed on August 31, 2023. The retraining

documentation stated that Officer Holbrook felt like he better understood the general order after the retraining. This incident precipitated the current formal investigation due to the pattern that emerged.

All retraining was documented to record his failure to perform to the expectations of his chain of command.

Interview with Officer Brandon Holbrook

On November 27, 2023, I met with Officer Holbrook in the PIU offices. Lieutenant Meredith Taylor was also present. Officer Holbrook and I discussed the formal complaint and that were the basis for the charge.

Regarding the traffic stop and pursuit on October 17, 2020, which resulted in retraining on November 10, 2020, Officer Holbrook advised that it involved a vehicle that failed to yield while he was running radar conducting traffic enforcement at New Circle and Alumni. Officer Holbrook stated he believed he pursued the fleeing vehicle in excess of 100 miles per hour on New Circle Road in an attempt to catch up to it. He turned his equipment off as it failed to yield, but continued traveling in the same direction until coming upon the vehicle, which had been involved in a single vehicle collision on Malibu Drive (CR# 2020-175741). Officer Holbrook believes his mistake was not going in the opposite direction after self-terminating. Officer Holbrook could not recall if training conducted the retraining, but recalls that he received formal discipline for that incident. The documented retraining addressed General Order 2011-08F, Emergency and Pursuit Driving. The formal discipline summary states that he drove in excess of 125 miles per hour while pursuing the vehicle, and did not advise dispatch of the pursuit until after the vehicle collision.

The retraining that occurred on August 25, 2021 addressed de-escalation strategies. This was in response to Officer Holbrook forcing a door open at a hotel following a dispatched call for service regarding a subject refusing to open the door to their room. This resulted in Officer Holbrook using force to take the non-compliant suspect into custody (CR# 2021-401856). Once reminded of what the incident involved, a hotel room occupant that refused to answer the door, with water coming from beneath the door, Officer Holbrook confirmed that the retraining covered de-escalation. It was not discussed further.

Officer Holbrook and I then discussed the June 13, 2023 retraining that occurred after he performed a stop on a kidnapping suspect (CR# 2023-104509). During this stop Officer Holbrook described his actions as rushing the car to take the suspect into custody instead of performing a felony stop. He advised that while attending in-service the following week he also learned that rushing a vehicle is not an approved tactic. He also is aware that his speeds in getting to the call were also seen as too fast by his lieutenant. His retraining covered General Order 1992-02J Traffic Law Enforcement.

The forth retraining that we discussed occurred on July 2, 2023, in response to Officer Holbrook's pursuit on I-64 (CR# 2023-119201). He stated that the vehicle was going the wrong way on the interstate, and he proceeded to the call from Harrodsburg Road. He mistakenly believed it was his call for service. He stated that he believes the issue with that call was his speeds in proceeding to the call, which he believed were reasonable on a limited access road. He did not state what his speeds were during that call. The retraining involved a review of his body worn camera footage during the incident, and a review of General Order 2011-08F Emergency and Pursuit Driving, as well as KRS 189.910 to 189.950, specifically the portion that states "No portion of this subsection shall be construed to relieve the driver of any emergency or public safety vehicle from the duty to drive with due regard for the safety of all persons and property upon the highway."

When asked about the pursuit that he engaged in on August 8th (CR# 2023-151112), Officer Holbrook stated that he heard on the radio that a pursuit was entering the county being conducted by an out of county agency. He advised dispatch that he was going to assist in the pursuit, and spent the duration trying to catch up to the pursuit. He did not advise what his location was when the pursuit entered Fayette County from Scott County, and his body worn camera footage does not reflect his location. Mapping generated by the BWC Axon program shows his approximate location as Chilesburg near Royster Road. Once the pursuit entered Fayette County on I-75, he advised dispatch that he was going to assist with the pursuit. Officer Holbrook stated that he was unaware at this point of how many units were involved in the actual pursuit. He believed he heard Lieutenant Sizemore state on the radio that the two involved units could stay engaged until reaching Madison County, and to terminate at that point and allow Madison County law enforcement to pick up the pursuit. Officer Holbrook continued with emergency equipment activated, entering Madison County. He again heard Lieutenant Sizemore clarifying on the radio that only two officers were to be involved. Officer Holbrook advised it was clear to him at that point that he needed to disengage, which he did, turning off his emergency equipment and leaving his body worn camera activated. Once he heard one of the units disengage due to running out of gas, he reactivated his emergency equipment and advised radio he was re-entering the pursuit. He stated that he assumed he was all right to do so as no one told him on the radio to disregard. He continued until he heard Lieutenant Sizemore transmit on the radio something that was unclear to him until dispatch reiterated his order to terminate due to Kentucky State Police engaging in the pursuit. Officer Holbrook then turned around and returned to Fayette County from Madison County.

When asked if he heard Lieutenant Sizemore ordering termination of the pursuit at approximately 9:12 on his BWC, Holbrook advised he did not understand the lieutenant's transmission, but assumed that officers were allowed to continue pursuing due to later radio traffic, where Lieutenant Sizemore advised to re-engage. At 17:45, on Officer Holbrook's BWC, Lieutenant Sizemore advised all units to terminate due to the pursuit entering Madison County. When asked about this, Officer Holbrook advised that he took that to mean dispatch was using their discretion to have other units disregard due to their distance, but as he was only a mile or two out by his estimation, he had the discretion to proceed. Once Lieutenant Sizemore asked for clarification that only two units were involved, Officer Holbrook acknowledged that he terminated his involvement and shut his emergency equipment off. He re-engaged again when he heard a unit drop out of the pursuit and thought that only one unit was involved. He then acknowledged the final termination from Lieutenant Sizemore and returned to Fayette County. Officer Holbrook acknowledged at this point that he is aware that only two units are allowed in a pursuit absent special circumstances. He believes he did not disregard a terminate pursuit order from the lieutenant, but instead feels it was a miscommunication that he should have asked for clarification on.

Conclusion

The basis for the Unsatisfactory Performance charge is the five incidents for which Officer Holbrook from his supervisors, as well as the formal discipline he received for the pursuit in October of 2020. Officer Holbrook's engagement in an out of county pursuit in August of 2023 established a pattern of pursuits that disregarded earlier retraining and During each of those , Officer Holbrook acknowledged he understood his failure to meet expectations. The standards put forth by the department have not been met by Officer Holbrook due to this continued pattern of behavior.

The individual incidents investigated merit scrutiny.

The pursuit in which Officer Holbrook engaged in on October 17, 2020 that resulted in his formal discipline and retraining on November 10, 2020 was undertaken with the only charge being speeding. This violated General Order 2011-08F Emergency and Pursuit Driving:

V. PURSUITS

A. General Procedures

1. Officers shall not pursue vehicles when the occupants are wanted for violations, misdemeanors, or non-violent crimes unless they can articulate specific exigencies and circumstances that justify the risk of a pursuit. The officer must weigh the immediate danger or potential danger to the public, should the suspect be allowed to remain at large, against the danger or potential danger created by the pursuit itself. A supervisor, at their discretion, may authorize the continuation of the pursuit based on their evaluation of those exigencies and circumstances, or may direct that pursuing officers immediately terminate their involvement in the pursuit.

Officer Holbrook further failed to follow policy when he did not advise radio that he was attempting a traffic stop, and subsequently pursuing the suspect vehicle.

V. PURSUITS

C. Pursuit Operations

1. When an officer initiates or becomes involved in a pursuit and operates their vehicle as an emergency vehicle, the officer shall:
a. Activate and maintain continuous operation of the vehicle's emergency lights and siren.
b. Place their body-worn camera in Event Mode.
c. Notify E911 on the radio by voice transmission that they are initiating or are involved in a pursuit.

The call for service Officer Holbrook responded to on August 19, 2021 resulted in retraining due to his unwillingness to approach the situation slowly and wait for additional units before entering a room and engaging in a confrontation with a suspect.

The June 13, 2023 retraining was the result of Officer Holbrook rushing up to a vehicle which contained a possible felon suspected of kidnapping, taking the suspect into custody. This violated General Order 1992-02J Traffic Law Enforcement:

D. Felony Stops and High Risk Stops

7. The officer initiating the stop should utilize the PA system to give directions to the driver/passengers on turning off the car, displaying hands, exiting the vehicle individually and other directions as needed.

The July 2, 2023 retraining stemmed from an incident where Officer Holbrook mistakenly believed a vehicle traveling the wrong way on I-64 was a call that he was placed on, leading him to speed excessively by his own admission on Harrodsburg Road to reach the call. This was in violation of General Order 2011-08F Emergency and Pursuit Driving, which states:

KRS 189.940 Exemptions from traffic regulations.

(7) KRS 189.910 to 189.950 does not relieve the driver of any emergency or public safety vehicle from the duty to drive with due regard for the safety of all persons and property upon the highway.

The final instance, which led to the investigation and formal complaint, was the pursuit that led out of county on August 8, 2023. Officer Holbrook operated his motor vehicle with emergency equipment activated in an attempt to catch up and join in the pursuit, which exceeded speeds repeatedly of 100 miles per hour on New Circle Road as well as surrounding streets before entering I-75 and leaving Fayette County for Madison County. During this, on his BWC, it is clear that Lieutenant Chis Sizemore gave terminate pursuit orders repeated by dispatch, specifically around the 9:12 and 17:12 minute marks on his body worn camera. At no point did Officer Holbrook terminate his emergency equipment, violating General Order 2011-08F Emergency and Pursuit Driving, which states:

D. Terminating a Pursuit

3. A pursuit shall be terminated:

b. When termination is ordered by a supervisor. Officers shall immediately obey any direct order to terminate a pursuit issued by a supervisor, and shall acknowledge their pursuit termination on the radio by voice transmission.

A pattern has clearly been established that despite numerous retraining sessions, three of which were for violations of the same General Order, G.O. 2011-08F Emergency and Pursuit Driving, Officer Holbrook's performance has been found not to be in compliance with departmental standards. His continued disregard of departmental policy and expectations has persisted despite numerous retraining sessions as well and . These

note that Officer Holbrook demonstrated a satisfactory level of comprehension, leading to the conclusion that while he understands departmental policy and expectations, he knowingly has not followed them.

Officer Holbrook has violated General Order 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11 Unsatisfactory Performance/Inefficiency. Specifically, he has failed to conform to work standards established for the officer's rank or position. Officer Holbrook has failed to perform his duties in a manner which establishes and maintains the highest standard of efficiency in carrying out the functions and objectives of the department.

I recommend that the Formal Complaint be substantiated.

Lieutenant Jeff Jackson
Bureau of Investigation
Public Integrity Unit

cc: file – PIU 2023F-011



Lexington Police Department
MEMORANDUM
Lexington, Kentucky

DATE OF ISSUE

November 13, 2023

EFFECTIVE DATE

NUMBER

PIU: 23-097

TO:

Assistant Chief Brian Maynard
Bureau of Patrol

SUBJECT:

FORMAL COMPLAINT

FROM:

Commader Jackie Newman
Bureau of Investigation
Public Integrity Unit

COMPLAINANT: Lieutenant Thomasena Grider

ACCUSED OFC.: Officer Brandon Holbrook

ALLEGATION: Violating General Order 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11 - Unsatisfactory Performance/Inefficiency.

ALLEGED CIRCUMSTANCES: On August 22, 2023, Officer Holbrook engaged in a pursuit that has been determined not to comply with department policy. This precipitated a formal investigation due to the pattern that has emerged regarding Officer Holbrook's unsatisfactory performance.

Officer Holbrook has previously received retraining on General Orders and departmental expectations related to emergency and pursuit driving and traffic laws. Retraining was conducted on November 10, 2020 - August 25, 2021 - June 13, 2023 - July 2, 2023 - August 22, 2023 related to similar performance deficiencies. Officer Holbrook's most recent performance has been determined not to be in compliance with performance standards.

ACTION REQUESTED:

- The Bureau Commander and Officer Holbrook should sign the Acknowledgment Sheet and process this complaint.
- The Commanding Officer should provide the attached copy of the Form 111 and the Officer's Rights Packet to Officer Holbrook
- Officer Holbrook should contact the Public Integrity Unit to arrange for a time to provide a formal statement.

		<u>DATE</u>	<u>TIME</u>
Bureau Commander	<u>Jesse Harris 29461</u>	<u>11-14-23</u>	<u>1000</u>
Supervisor	<u>[Signature] 44981</u>	<u>11/13/2023</u>	<u>2228 HRS</u>
Officer	<u>[Signature] 55452</u>	<u>11-13-23</u>	<u>2228</u>

Accused officer would like the Public Integrity Unit to notify the FOP President or their designee that a formal complaint is filed against them. (Circle One) YES or NO

Returned to the Public Integrity Unit D. Binsell 33732

[Signature]
Commander Jackie Newman
Bureau of Investigation
Public Integrity Unit

mrv

enclosures

cc: Chief Lawrence Weathers
file – PIU2023F-011

LEXINGTON POLICE DEPARTMENT
FORMAL COMPLAINT FORM
FOR OFFICIAL USE ONLY

FORM 111 (5/21)

File #: PIU2023F-011

Employee Involved: Officer Brandon Holbrook			Employee #: 55452	Hire Date: 03/06/2017
Present Assignment: Bureau of Patrol/East Sector 3rd Shift				
Complainant: Lieutenant Thomasena Grider		Complainant Address: 150 E. Main Street Lexington KY 40507		
Complainant Phone #: (859) 258-3600	Alternate Complainant Phone #:	Complainant Email: trgider@lexingtonpolice.ky.gov		
Date of Incident: 08/08/223	Time of Incident: 0105	Location of Incident: Interstate 75	Date and Time Reported: 10/30/223 1936	How Reported: <input type="checkbox"/> Letter <input type="checkbox"/> Phone <input type="checkbox"/> Person <input checked="" type="checkbox"/> Email

DESCRIPTION OF ALLEGATIONS:

On August 08, 2023, Officer Holbrook engaged in a pursuit that has been determined not to comply with department policy. This precipitated a formal investigation due to the pattern that has emerged regarding Officer Holbrook's unsatisfactory performance.

Officer Holbrook has previously received retraining on General Orders and departmental expectations related to emergency and pursuit driving and traffic laws. Retraining was conducted on November 10, 2020 - August 25, 2021 - June 13, 2023 - July 2, 2023 - August 22, 2023 related to similar performance deficiencies. Officer Holbrook's most recent performance has been determined not to be in compliance with performance standards.

If the above allegation is true, Officer Holbrook has violated General Order 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11 Unsatisfactory Performance/Inefficiency, which states: Officers shall familiarize themselves with all rules, regulations, directives, policies and procedures of the department, and maintain sufficient competency to properly perform their duties and to assume the responsibilities of their rank and assignments. Officers shall perform their duties in a manner which will tend to establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the department. Unsatisfactory performance/inefficiency may be demonstrated by:

1. Repetitious or consistent lack of knowledge of the application of laws required to be enforced.
2. An inability to perform assigned tasks.
3. The failure to conform to work standards established for the officer's rank or position.

I swear/affirm that the facts set out in the allegations herein are true to the best of my knowledge and belief.

Complainant Signature: [Signature] Date: 11/28/2023
Subscribed and sworn before me this date: 11-28-2023 Melanie K. Volaw KYNP2019
(Date) (Notary)
My Commission Expires: 2-3-2025

Witness:

Name: _____ Address: _____ Phone: _____

Recorded By: Bureau of Investigation, Public Integrity Unit

File #: PIU2023F-011Employee: Officer Brandon Holbrook**CHIEF OF POLICE**[Finding: PC=Proper Conduct, IC=Improper Conduct, IE=Insufficient Evidence, PF=Policy Failure, UC=Unfounded Complaint]
Finding Policy Violation

IC	General Order 1973-02K Disciplinary Procedures of Sworn Officers, Appendix B, Operational Rule 1.11 Unsatisfactory Performance/Inefficien

Chief of Police Recommendation: ☐ Case Be Closed ☐ Corrective Training ☒ Disciplinary Action (see below)

Materials Reviewed:

PIU Summary

Comments:

Recommendation: Three (3) months suspension without pay and upon return to duty after suspension, six (6) months suspension of Home Fleet.

Signature: *Jamuna B. Weather*Date: January 8, 2024**DISCIPLINARY REVIEW BOARD**

Finding

Policy Violation

Disciplinary Review Board Recommendation: ☐ Case Be Closed ☐ Corrective Training ☐ Disciplinary Action (see below)

Comments:

Signature: _____

Date: _____

CHIEF OF POLICE FINAL RECOMMENDATION☐ Case Be Closed ☐ Corrective Training ☐ Disciplinary Action (see below)

Comments:

Signature: _____

Date: _____

FOR OFFICIAL USE ONLY