



OFFICE OF INDEPENDENT REVIEW

**REPORT FOR THE PERIOD OF
January 1, 2023, to March 31, 2023**

**John A. Gliatta
Independent Reviewer**

**Arlene Medina
Community Coordinator**

ABOUT THE OFFICE OF INDEPENDENT REVIEW

The Office of Independent Review (OIR) works to strengthen community trust in the Fresno Police Department (FPD) by providing a neutral, third-party review of police policies, strategies, and Internal Affairs (IA) investigations. The OIR operates independently of the FPD and provides City leaders and the public with an objective analysis of policing data, actions, and outcomes. The OIR analyzes complaints filed by the community, and those initiated by the department to ensure they have been investigated fairly and thoroughly. Periodically, the OIR provides an objective analysis of individual units within the FPD to ensure compliance with policy and procedure, best practices, and the law. This includes recommendations and findings to increase thoroughness, quality, and accuracy of each police unit reviewed.

The work of the OIR is guided by the following principles:

- Independence
- Fairness
- Integrity
- Honesty
- Transparency
- Participation of Stakeholders, both internally and externally
- Acceptance, Cooperation, and Access
- Obedience to Legal Constraints



Please contact our office if you would like us to speak to your group or participate at your next community event. Contact information can be found on the last page of this report.

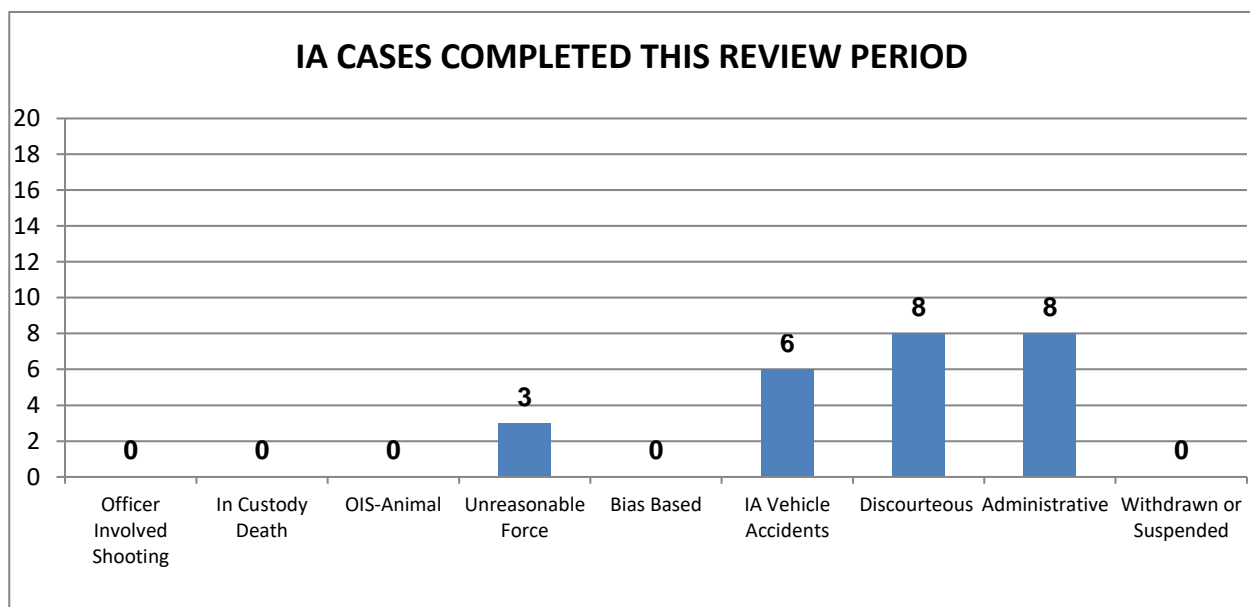
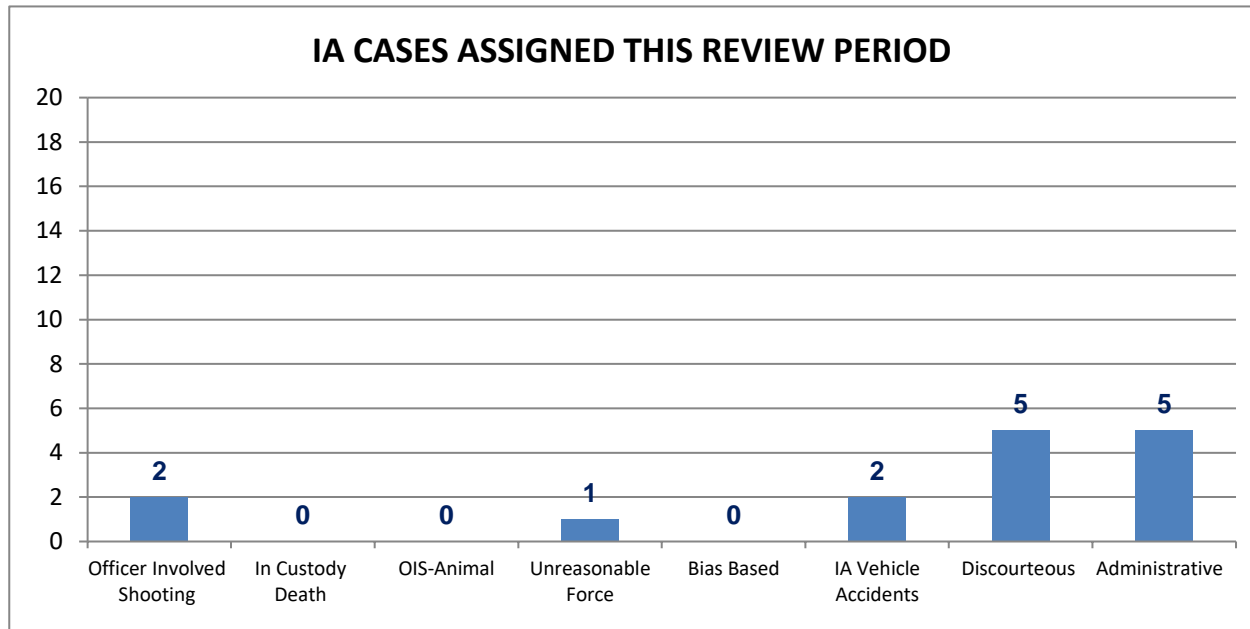
OIR REPORT FORMAT

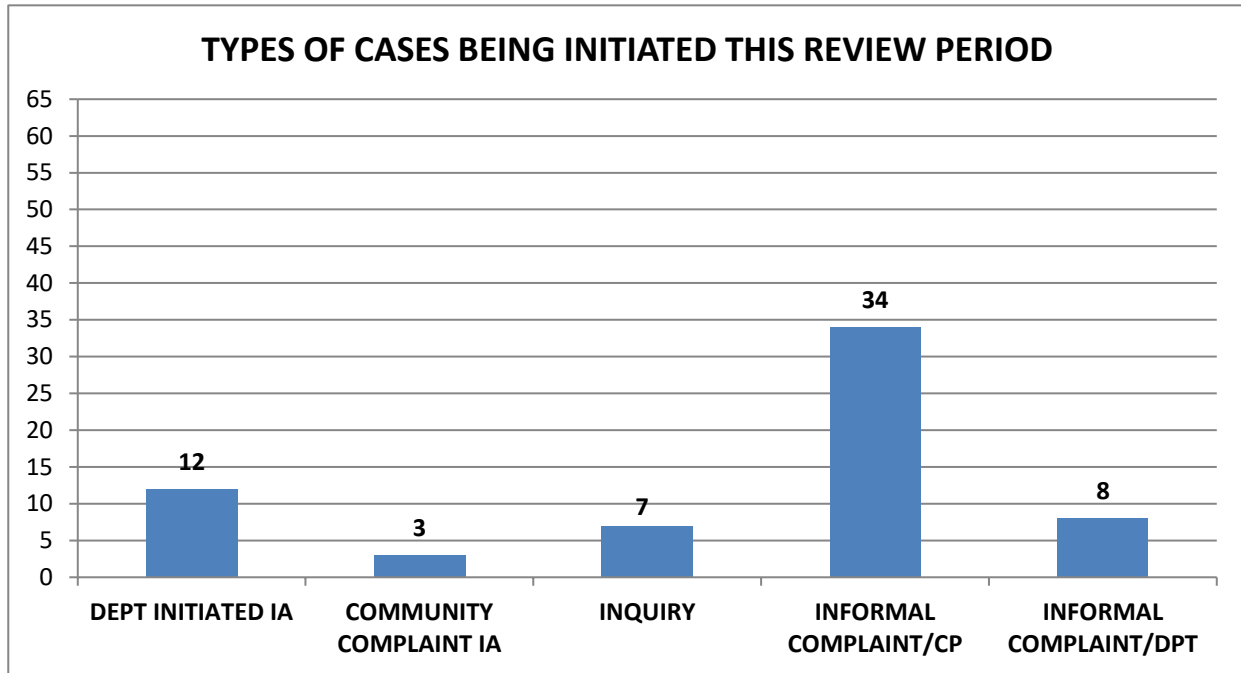
The OIR adheres to the following guidelines, format, and definitions in all quarterly reports:

- Definitions for the terms used are consistent with the definition of terms used in California Legislative documents and the FPD.
- Officers are referred to as “O” and where there is more than one officer involved they will be identified as Os, or O1, O2, and so on depending on the total number of officers.
- The charts are grouped by incident type and cases appear in order of case number.
- The incident type charts list all cases which were pending, assigned, or closed during the review period, and where applicable a Year to Date (YTD) chart will be listed.
- All cases in which the FPD IA determined the employee(s) was Exonerated, Unfounded, or Not Sustained are reviewed by the OIR. The findings reached by the OIR for these cases will also be listed. If IA and the OIR have not reached the same decision the OIR explanation will appear following the chart. Cases in which IA deemed employee(s) Sustained will not be reviewed by the OIR.
- Cases are not reviewed by the OIR until IA has completed their investigation and the case is classified as closed by IA, thus allowing for all information/evidence to be reviewed.
- In the event the OIR proposes a recommendation or corrective action, it will appear directly following the chart summarizing the cases within the specific incident type.
- Recommendations or corrective actions which are not directly related to a charted incident type will appear at the end of the report prior to the summary.
- The report is previewed by Mayor Jerry Dyer, City Manager Georgeanne White, Assistant City Attorney Tina Griffin, and Chief Paco Balderrama, prior to finalization. This allows the respective parties an opportunity to respond to recommendations and/or findings, and those responses may be included in the final report. However, their reviews and responses will not alter the recommendations or corrective actions suggested by the OIR.
- All FPD responses to OIR recommendations, to include if the FPD implemented a policy change(s) in response to recommendation(s) listed in the previous quarterly report, will be addressed before the summary section of this report.
- Previously when the officer or employee’s employment status changed the cases were no longer listed as pending or closed, which created doubt on their status. However, as of January 1, 2023, each law enforcement agency shall be responsible for the completion of investigations of allegations of serious misconduct by a peace officer, regardless of their employment status, per [Senate Bill 2](#), Section 13510.8.(9)(c)(1).
- Officer Involved Shootings (OIS) involving an animal are listed in the OIS charts. Per FPD Policy 337.7.9, an officer is within policy to use deadly force to stop a dangerous animal, such as a dog.
- Depending on the policy they were found to have violated officers/employees may be offered a Last Chance Agreement (LCA) in lieu of proposed termination. The individual must adhere to strict guidelines for the duration of their employment with the City of Fresno or be subjected to termination as outlined in their agreed upon and signed LCA.

REVIEW OF INTERNAL AFFAIRS INVESTIGATIONS

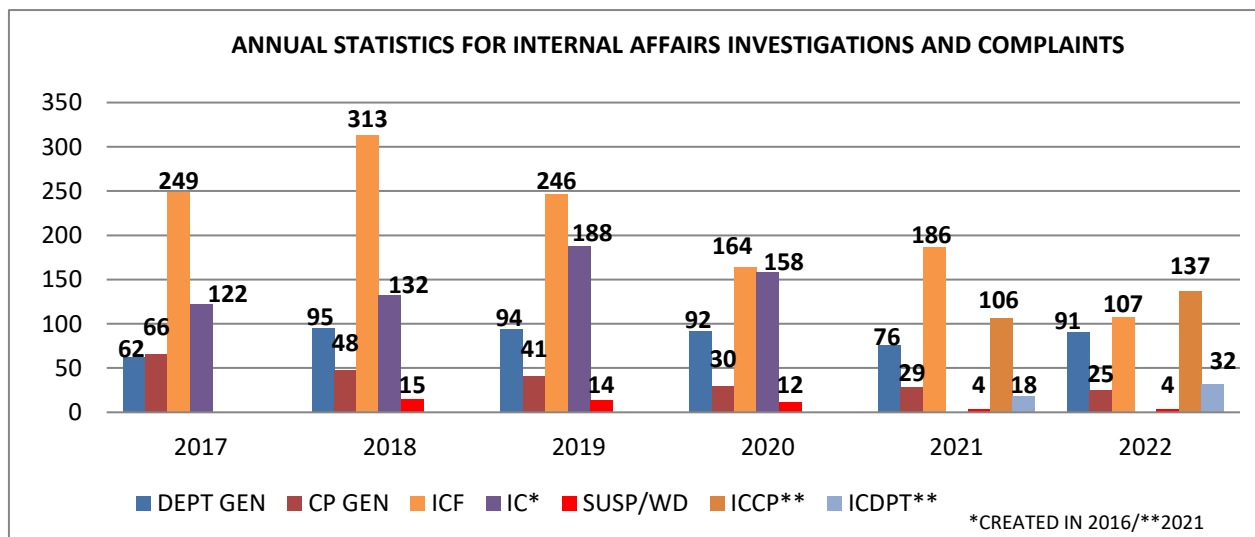
The following charts list the number and types of IA cases assigned and closed during the first quarter of 2023. For classification purposes, Discourteous Treatment also includes cases in which the officer was accused of conduct unbecoming of a police officer. The classification of Administrative Matters includes officers or employees accused of violating policies which do not involve responding to a call for service or interacting with the public.





Inquiry: An inquiry involves a question about the policy or procedures of the FPD. Inquiries may be documented via an Inquiry Complaint Form (ICF).

Informal Complaint: A matter which can be handled at the supervisor level within a district/division and is not reasonably likely to result in disciplinary measures. Generally, complaints handled via this process include minor allegations or general violations. A finding of Sustained, Not Sustained, Unfounded, or Exonerated is required. As of January 1, 2021, the informal complaints will be categorized by the manner the complaint was initiated, either by the community (CP) or the department (DPT).



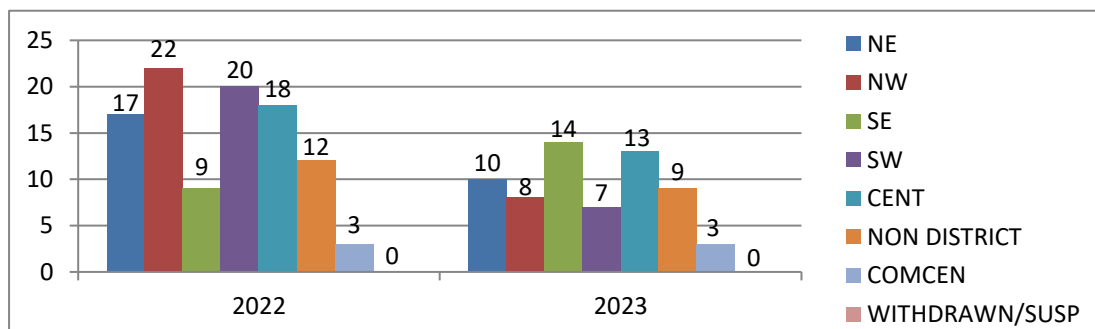
COMPLAINTS OR INQUIRIES ASSIGNED BY POLICING DISTRICT

The following charts reflect the complaints or inquiries assigned in each of the five policing districts for the first quarter of 2023, and a quarterly comparison between 2022 and 2023. The informal complaints are listed by the manner in which the complaint was initiated, community complaint (CP), or department generated (DPT).

EXPLANATION OF TERMS IN CHART	
NE	NORTHEAST
NW	NORTHWEST
SE	SOUTHEAST
SW	SOUTHWEST
CENT	CENTRAL
NON-DISTRICT	NOT ATTRIBUTED TO A SPECIFIC DISTRICT (OFF-DUTY, ETC)
COMCEN	COMMUNICATION CENTER (DISPATCH)
WITHDRAWN/SUSPENDED	COMPLAINT WAS WITHDRAWN BY CP OR EMPLOYEE IS NO LONGER WITH FPD

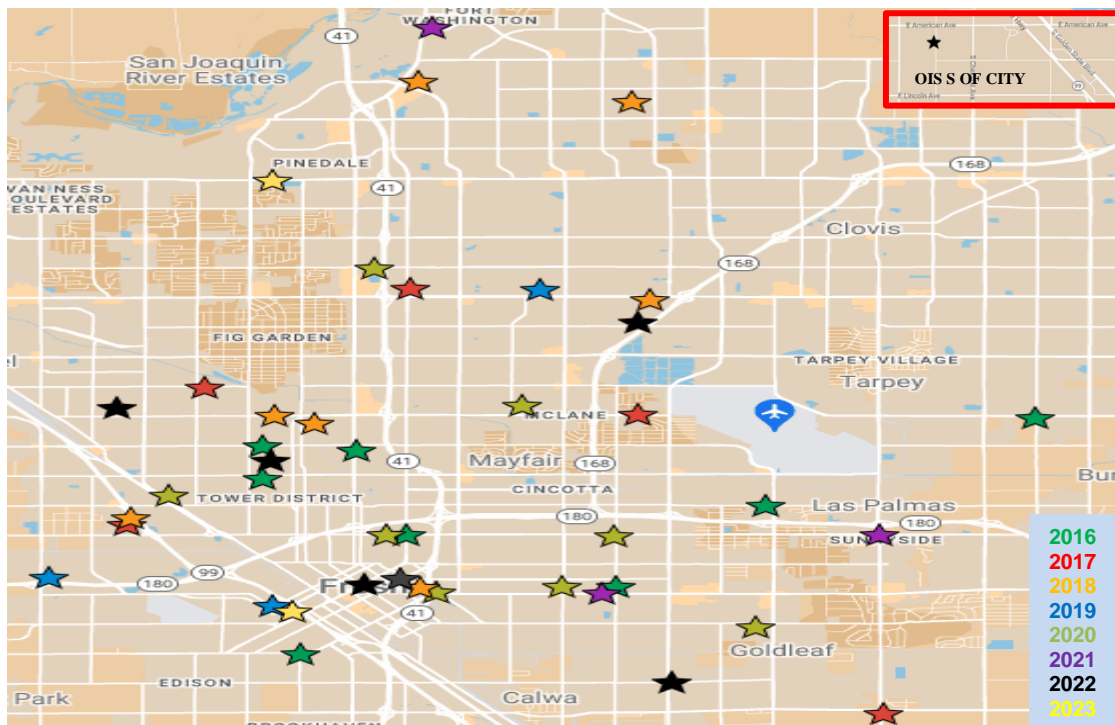
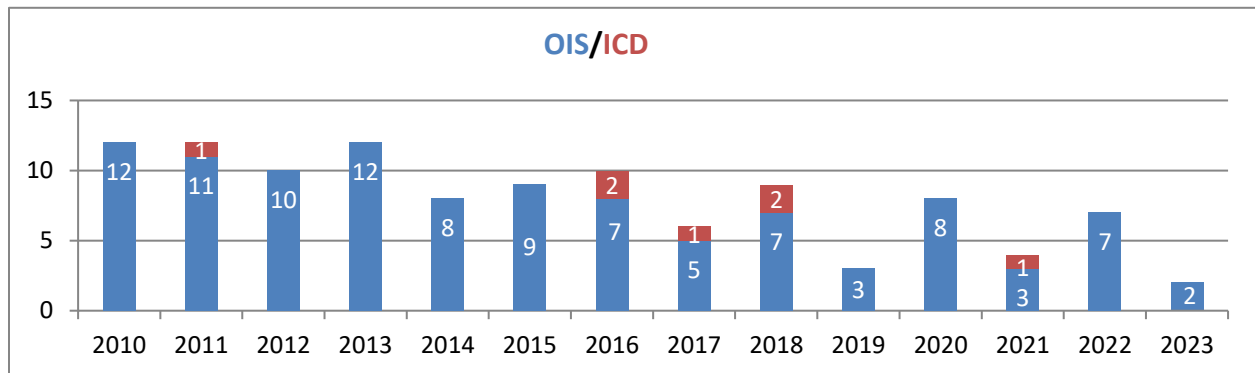
MATTERS ASSIGNED BY POLICING DISTRICTS FOR THE FIRST QUARTER OF 2023									
ASSIGNED	NE	NW	SE	SW	CENT	NON-DISTRICT	COMCEN	WITHDRAWN/SUSPENDED	TOTAL
IA CASES	3	3	0	3	2	3	1	0	15
INFORMAL COMPLAINTS-CP	5	3	10	3	7	4	2	0	34
INFORMAL COMPLAINTS-DPT	1	0	3	0	2	2	0	0	8
INQUIRIES	1	2	1	1	2	0	0	0	7
2ND QTR TOTALS	10	8	14	7	13	9	3	0	64

QUARTERLY COMPARISONS OF MATTERS BY DISTRICT



EXPLANATION OF TERMS AND ABBREVIATIONS	
UNF	UNFOUNDED: THE INVESTIGATION CLEARLY ESTABLISHED THE ALLEGATION WAS NOT TRUE. COMPLAINTS WHICH ARE DETERMINED TO BE FRIVOLOUS WILL FALL WITHIN THE CLASSIFICATION OF UNFOUNDED [PENAL CODE 832.5(C)]
EX	EXONERATED: THE INVESTIGATION CLEARLY ESTABLISHED THE ACTIONS OF THE PERSONNEL WHICH FORMED THE BASIS OF THE COMPLAINT DID NOT VIOLATE THE LAW OR FPD POLICY
NS	NOT SUSTAINED: THE INVESTIGATION FAILED TO DISCLOSE SUFFICIENT EVIDENCE TO CLEARLY PROVE OR DISPROVE THE ALLEGATION WITHIN THE COMPLAINT
SUS	SUSTAINED: THE INVESTIGATION DISCLOSED SUFFICIENT EVIDENCE TO PROVE THE TRUTH OF THE ALLEGATION IN THE COMPLAINT BY THE PREPONDERANCE OF THE EVIDENCE.
P	PENDING: THE INVESTIGATION HAS NOT BEEN COMPLETED
O	OFFICER: IF FOLLOWED BY A 1, 2, 3, ETC., INDICATES MORE THAN ONE OFFICER WAS BEING INVESTIGATED
RAI	REQUESTED ADDITIONAL INFORMATION WAS MADE BY OIR BEFORE A DECISION COULD BE MADE
NR	NOT REVIEWED: OIR DID NOT REVIEW THE CASE DUE TO FPD FINDING OF SUSTAINED OR THE CASE WAS SUSPENDED
CP	COMPLAINING PARTY: THE PERSON WHO FILED THE COMPLAINT
SUSP	SUSPENDED: THE OFFICER/EMPLOYEE RESIGNED OR RETIRED PRIOR TO THE CONCLUSION OF THE INVESTIGATION
BWC	BODY WORN CAMERAS: Device affixed to uniforms which records audio and video of interaction with public
DATE ASSIGNED IS THE DATE THE CASE WAS ASSIGNED TO AN IA INVESTIGATOR, NOT THE ACTUAL DATE OF OCCURRENCE	

OFFICER INVOLVED SHOOTINGS (OIS) & IN-CUSTODY DEATHS (ICD) 2010 THROUGH 2023 (OIS 2016 TO 2023 MAPPED BELOW)



COMPLETED AND PENDING OFFICER INVOLVED SHOOTING INVESTIGATIONS

OFFICER INVOLVED SHOOTING (OIS) AND IN CUSTODY DEATHS (ICD)					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
22-0020	3/29/2022	P			O SHOT SUBJECT WHILE BEING ASSAULTED IN FPD ANNEX OFFICE, FATAL
22-0033	5/19/2022	P			O SHOT SUBJECT WHO HAD POINTED A REPLICA WEAPON AT RESPONDING Os, FATAL
22-0039	6/18/2022	P			Os SHOT SUBJECT WHO REFUSED TO DROP WEAPON, FATAL
22-0119	12/23/2022	P			SUBJECT WAS SHOT AFTER REFUSING TO COMPLY AND DROVE TOWARDS THE O, NON-FATAL
23-0009	3/4/2023	P			SUBJECT SHOT AT AND HIT O AFTER A SHORT PURSUIT, Os RETURNED FIRE, FATAL
23-0012	3/18/2023	P			Os SHOT SUBJECT WHO REFUSED COMMANDS AND ADVANCED ON Os WHILE HOLDING A KNIFE, FATAL

Officer Involved Shootings: During this quarter there were no OIS investigations completed and two new investigations initiated and assigned to investigators. This office responded to the scene of the two OIS during this quarter. I was permitted to view the crime scenes, view the BWC recordings, and monitor the officer interviews in real time. This valuable information will be utilized along with other evidence during my reviews of the OIS cases.

STATUS OF INTERNAL AFFAIRS INVESTIGATIONS BY CLASSIFICATION

Bias Based: During the review period there were no new, completed, or pending Biased Based investigations.

Unreasonable Force: During the first quarter one new case was initiated and three investigations were completed. In each of the three completed cases the allegations of unreasonable force were exonerated, which were determined to be appropriate after my review. However, in IA22-0069 one officer was found to be in violation of the policies for being discourteous, and also for failing to provide identification when requested by the CP.

UNREASONABLE FORCE					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
22-0050	7/20/2022	1/14/2023	EX x 3	EX x 3	CP ALLEGED Os USED EXCESSIVE FORCE DURING THE ARREST OF THE CP

UNREASONABLE FORCE					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
22-0058	8/19/2022	P			DEPT ALLEGED O USED UNREASONABLE FORCE DEPT ALLEGED O DIRECTED PROFANITY AT SUBJ
22-0069	9/9/2022	3/15/2023	EX x 2 SUS x 1 SUS x 1	EX x 2 NR NR	CP ALLEGED Os USED UNREASONABLE FORCE CP ALLEGED O2 WAS DISCOURTEOUS CP ALLEGED O2 FAILED TO PROVIDE ID
22-0074	9/14/2022	P			CP ALLEGED O USED UNREASONABLE FORCE
22-0097	11/9/2022	P			CP ALLEGED O USED UNREASONABLE FORCE & TOOK CURRENCY FROM CP
22-0098	11/10/2022	P			CP ALLEGED Os USED UNREASONABLE FORCE
22-0102	11/18/2022	3/6/2023	EX x 3	EX x 3	DEPT WAS CONTACTED BY NURSE WHO REPORTED PATIENT WAS VICTIM OF ALLEGED UOF
23-0002	1/5/2023	P			CP ALLEGED O USED UNREASONABLE FORCE

Discourteous Treatment or Conduct Unbecoming of a Police Officer: Eight investigations were completed during the review period. In four of the cases an officer was found to be in violation of a policy within this category. This office concurred with the findings in the cases where the officers were found not to be in violation of a policy. There were five new investigations initiated during the same period.

DISCOURTEOUS TREATMENT OR CONDUCT UNBECOMING OF A POLICE OFFICER					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
22-0029	5/16/2022	P			CP ALLEGED Os ENTERED HOME ILLEGALLY AND ALSO REMOVED CURRENCY FROM HOME
22-0030	5/16/2022	P			DEPT ALLEGED Os ARRESTED A SUSPECT WHO DISCARDED A FIREARM IN THE TRANSPORT AMBULANCE
22-0031	5/16/2022	3/15/2023	UNF x 2 SUS x 1 SUS x 1	UNF x 2 NR NR	CP ALLEGED Os REMOVED CURRENCY FROM CP'S WALLET AFTER BEING ARRESTED DEPT ALLEGED O FAILED TO ACTIVATE BWC DEPT ALLEGED O FAILED TO COMPLETE PROPERTY DOC

DISCOURTEOUS TREATMENT OR CONDUCT UNBECOMING OF A POLICE OFFICER					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
22-0042	7/12/2022	P			CP ALLEGES O GAVE CP's PETS TO AN INDIVIDUAL WITHOUT CP's PERMISSION SUBSEQUENT TO ARREST
22-0045	7/18/2022	P			CP ALLEGED O WAS INAPPROPRIATE DURING POST ARREST SEARCH OF CP'S PERSON IN 2013
22-0048	7/20/2022	2/7/2023	SUS	NR	DEPT ALLEGED AN EMP WAS ARRESTED FOR DUI
22-0059	8/19/2022	2/16/2023	SUS	NR	CP ALLEGED O FAILED TO DOCUMENT A DV CASE
22-0060	8/19/2022	3/16/2023	EX	EX	CP ALLEGED O WRONGLY DISCARDED CP's PROPERTY
22-0063	8/23/2022	2/28/2023	UNF	UNF	DEPT ALLEGED Os WERE DISCOURTEOUS TO EACH OTHER
22-0072	9/12/2022	P			DEPT ALLEGED O WAS ARRESTED FOR DV MATTER
22-0073	9/14/2022	P			DEPT ALLEGED O WAS UNPROFESSIONAL WHILE HANDLING A CALL FOR SERVICE
22-0076	9/21/2022	P			DEPT ALLEGED O WAS UNDER THE INFLUENCE OF ALCOHOL WHILE ON DUTY
22-0078	9/21/2022	P			DEPT ALLEGED O WAS ON DUTY WHILE UNDER THE INFLUENCE OF ALCOHOL
22-0081	10/6/2022	P			DEPT ALLEGED O WAS ARRESTED BY ANOTHER AGENCY FOR PUBLIC INTOXICATION
22-0082	10/7/2022	P			CP ALLEGED O HAD AN ON-DUTY SEXUAL ENCOUNTER WITH FPD NON-SWORN
22-0084	10/10/2022	P			DEPT ALLEGED Os DID NOT DOCUMENT A DV CASE
22-0090	10/13/2022	2/7/2023	SUS	NR	DEPT ALLEGED O NEGLIGENTLY FIRED DEPT RIFLE WHILE CONDUCTING WEAPONS CHECK AT STATION
22-0091	10/20/2022	P			DEPT ALLEGED ESD WAS DISCOURTEOUS TO SEVERAL CPs IN SEPTEMBER
22-0094	10/27/2022	P			DEPT ALLEGED O LEFT ARRESTEE'S CELL ON ROOF OF PATROL CAR, LOST DURING DRIVE TO JAIL
22-0099	11/10/2022	P			DEPT ALLEGED Os REMOVED CASH FROM EVIDENCE

DISCOURTEOUS TREATMENT OR CONDUCT UNBECOMING OF A POLICE OFFICER					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
22-0100	11/14/2022	2/16/2023	UNF x 2	UNF x 2	CP ALLEGED Os WERE UNPROFESSIONAL AND USED IMPROPER DISCRETION
22-0103	11/28/2022	3/16/2023	UNF x 4	UNF x 4	CP ALLEGED Os KEPT A PORTION OF CP's CURRENCY
22-0106	12/1/2022	P			DEPT ALLEGED O VIOLATED A MISD OR FELONY STATUTE
22-0107	12/1/2022	P			CP ALLEGED O ENGAGED IN SEXUAL CONTACT TO AVOID ISSUING A TRAFFIC CITATION TO CP
22-0108	12/1/2022	P			DEPT ALLEGED O WAS SMOKING ON DUTY, IMPROPERLY DISPOSED OF SUBJ PROPERTY, AND MISSTATED FACTS ON REPORT
22-0112	12/14/2022	P			DEPT ALLEGED O WAS INVOLVED IN OFF-DUTY DISTURBANCE
22-0115	12/19/2022	P			CP, A FPD O, ALLEGED RECRUIT IS MAKING DISPARAGING REMARKS ABOUT O
23-0005	1/17/2023	P			DEPT ALLEGED O FAILED TO COLLECT EVIDENCE IN A SEXUAL ASSAULT MATTER DEPT ALSO ALLEGED O LEFT SENSITIVE FPD PROPERTY UNATTENDED IN PUBLIC AREA
23-0006	1/27/2023	P			DEPT ALLEGED A SGT IS BEING DISCOURTEOUS TO AN OFFICER IN THE UNIT
23-0008	3/1/2023	P			EMP TERMINATED FOLLOWING SEARCH WARRANT AT RESIDENCE FOR CHILD PORN
23-0010	3/10/2023	P			CP ALLEGED O COMMITTED DV WHILE OFF-DUTY
23-0015	3/29/2023	P			CP ALLEGED O PLACED CP'S WALLET AND CELL ON HOOD OF PATROL CAR AND DROVE OFF, LOSING BOTH

Administrative or Performance Matters: Eight investigations were completed within this category during the review period. Of the eight completed investigations, six cases resulted in at least one policy violation in each incident. In the two cases resulting in unfounded findings this office concurred with FPD after the matters were thoroughly reviewed. Five new investigations were also initiated during this period. The complete list of completed and pending cases appear on the next page.

ADMINISTRATIVE OR PERFORMANCE MATTERS					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
22-0003	1/5/2022	1/14/2023	UNF SUS	UNF NR	CP ALLEGED FPD FAILED TO CONDUCT A THOROUGH INVESTIGATION DEPT ALLEGED O LACKED CONSCIENTIOUSNESS
22-0034	6/2/2022	3/28/2023	SUS	NR	DEPT ALLEGED O COPIED AND DISSEMINATED A SENSITIVE DOCUMENT WITHOUT APPROVAL
22-0041	7/11/2022	P			CP ALLEGES WEAPONS WERE SEIZED AND IMPROPERLY DESTROYED FOLLOWING A SEARCH WARRANT
22-0044	7/14/2022	2/17/2023	UNF	UNF	DEPT ALLEGES O IMPROPERLY USED SICK LEAVE
22-0046	7/20/2022	P			DEPT ALLEGED O DID NOT COMPLETE DUI REPORT IN A TIMELY MANNER
22-0054	8/8/2022	3/2/2023	SUS	NR	DEPT ALLEGED EMP IS ABUSING LEAVE POLICY
22-0056	8/17/2022	2/17/2023	SUS	NR	DEPT ALLEGED RECRUIT O DID NOT PROPERLY SEARCH DETAINED SUBJ AND A WEAPON WAS LATER FOUND IN PATROL VEH WHERE SUBJ WAS PLACED
			SUS	NR	ALSO RECRUIT DID NOT ACTIVATE BWC
22-0057	8/18/2022	P			DEPT ALLEGED Os FAILED TO REVIEW REPORTS DEPT ALLEGED OS FAILED TO SUPERVISE
22-0062	8/22/2022	P			DEPT ALLEGED O ENGRAVED FPD LOGO ON DUTY WEAPON WITHOUT DEPT APPROVAL
22-0071	9/12/2022	P			DEPT ALLEGED Os FAILED TO PERFORM DUTIES
22-0079	9/27/2022	2/7/2023	SUS	NR	DEPT ALLEGED O FAILED TO COMPLETE REPORTS
22-0080	9/27/2022	P			DEPT ALLEGED O CONDUCTED IMPROPER PURSUIT
22-0083	10/10/2022	P			DEPT ALLEGED EMP IS ABUSING LEAVE POLICY
22-0092	10/26/2022	2/16/2023	SUS	NR	DEPT ALLEGED O HAD A NEGLIGENT DISCHARGE WHILE CONDUCTING THE SEARCH OF AN APT
22-0101	11/18/2022	P			DEPT WAS INFORMED BY O OF ALLEGATIONS OF OTHER Os VIOLATING POLICIES
22-0104	11/29/2022	1/20/2023	UNF	UNF	DEPT ALLEGED CADET FAILED TO DISCLOSE TRUE IDENTITY OF SUBJECT PROCESSED UNDER ALIAS
22-0105	11/29/2022	P			DEPT ALLEGED O FAILED TO COMPLETE 27 REPORTS

ADMINISTRATIVE OR PERFORMANCE MATTERS					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
22-0109	12/9/2022	P			DEPT ALLEGED ESD ACCESSED & DISSEMINATED SENSITIVE INFORMATION TO FAMILY
22-0113	12/14/2022	P			DEPT ALLEGED O FAILED TO CONDUCT FOLLOW-UP INVESTIGATION ON SEVERAL FELONY CASES
22-0114	12/14/2022	P			DEPT ALLEGED O SHARED CONFIDENTIAL INFORMATION WITH ANOTHER O
22-0118	12/27/2022	P			DEPT ALLEGED Os VIOLATED PURSUIT POLICY
23-0001	1/5/2023	P			DEPT ALLEGED EMP ENGAGED IN WORKPLACE DISHONESTY
23-0004	1/14/2023	P			DEPT ALLEGED O MADE FALSE STATEMENT REGARDING AN O INVOLVED VEH ACC
23-0007	2/23/2023	P			DEPT ALLEGED ESD IS MAKING PERSONAL CALLS WHILE ASSIGNED TO THE RADIO
23-0011	3/16/2023	P			DEPT ALLEGED O HAD A ND WITH LESS LETHAL WEAPON IN STATION PARKING GARAGE
23-0013	3/28/2023	P			Os FAILED TO PROPERLY SEARCH ARRESTEE FOR FIREARM WHICH ARRESTEE LATER DISCARDED
23-0014	3/28/2023	P			DEPT ALLEGED O FAILED TO COMPLETE REPORTS WITHIN ESTABLISHED POLICY TIMELINE

Vehicle Accidents: Six accident investigations were completed during the period and the FPD determined the officers were at fault in each of the accidents. During the same period one new investigation was initiated.

IA INVESTIGATION RESULTS

On the following page are annual and this quarter's totals for the discipline issued, or option chosen by the officers/employees, who were determined to be in violation of a FPD policy. During this quarter one officer/employee was terminated, one received a Last Chance Agreement, seven were suspended a total of 510 hours, and four were required to attend additional training. It should be noted that an officer/employee may be subject to more than one disciplinary action. As an example, an officer/employee may receive a suspension plus required to attend additional training. The chart shows the number of disciplinary actions imposed.

DISCIPLINE ISSUED	2016	2017	2018	2019	2020	2021	2022	2023 (YTD)
TERMINATIONS	7	3	2	8	5	5	6	1
RESIGNED IN LIEU OF	0	1	0	4	8	3	5	0
RETIRED	0	0	0	4	3	0	2	1
DEMOTION	0	0	0	1	0	0	0	0
SUSPENDED	16	17	32	31	52	22	28	7
PAYMENT IN LIEU OF	0	0	0	4	1	0	0	0
FINES	0	0	0	0	0	0	1	0
MEDICAL SEPARATION	NA	NA	NA	3	0	0	0	0
LETTERS OF REPRIMAND	9	10	15	17	15	25	12	7
LAST CHANCE AGREEMENT	N/A	N/A	N/A	N/A	N/A	4	4	1
TOTAL	32	31	49	72	84	59	58	17

SUMMARY

Now that the wet weather appears to be behind us and the temperatures are climbing, more community events are being held. Our Community Coordinator, Arlene Medina, is available to set up an informational booth at your next event. Please refer to our social media pages to view a few of the recent events we have attended.

Facebook: [Fresno Review](#) Twitter: [Fresno Review](#) Instagram: [Fresno Review](#)

There are several ways to contact this office and it is our policy to return all correspondence within a 24-hour period except for communications received over the weekend. Below are several ways you can reach our office. We look forward to hearing from you!

<https://www.fresno.gov/oir>

Telephone: (559) 621-8617

Email: OIR@fresno.gov

John A. Gliatta
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