



OFFICE OF INDEPENDENT REVIEW

**REPORT FOR THE PERIOD OF
April 1, 2024, to June 30, 2024**

**John A. Gliatta
Independent Reviewer**

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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.

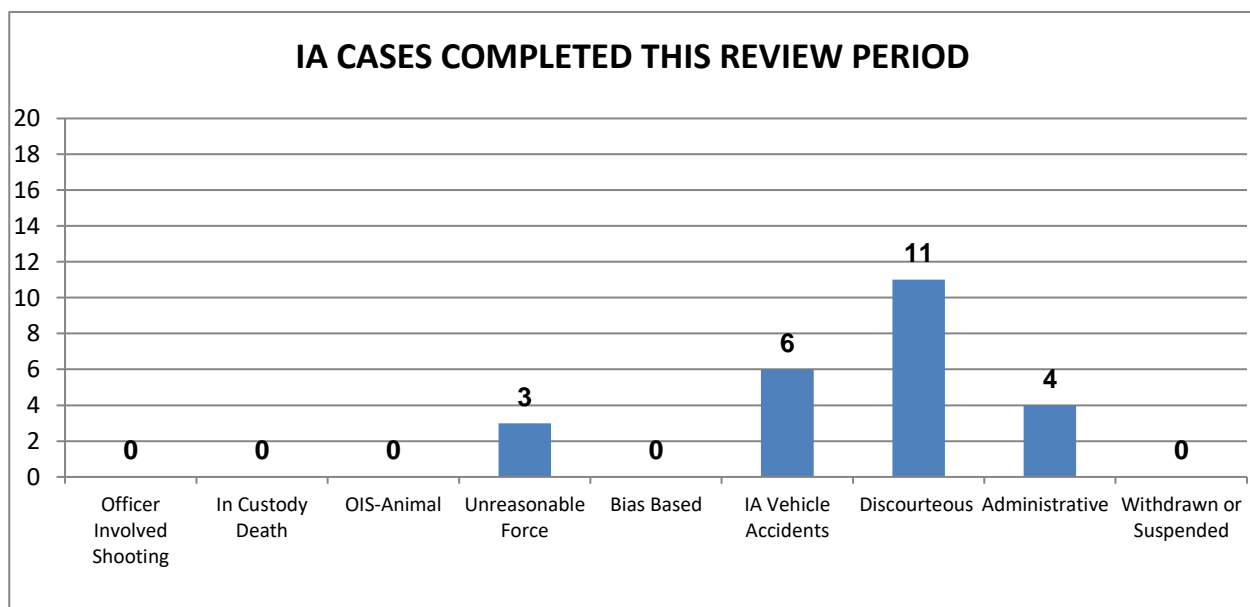
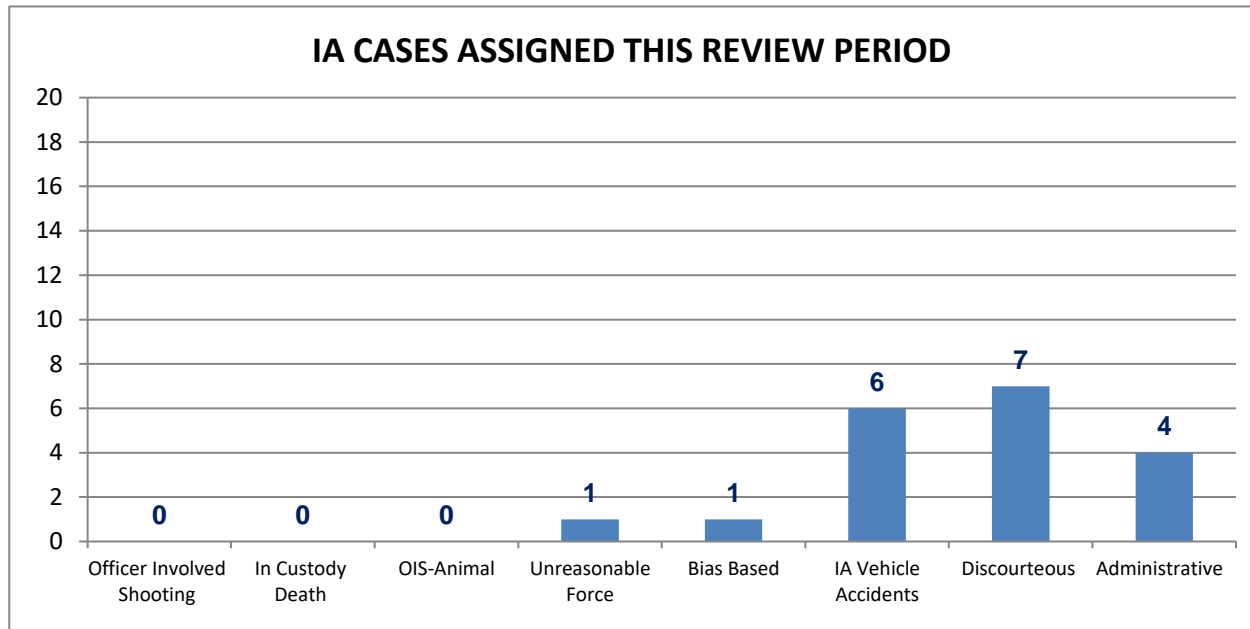
OIR REPORT FORMAT

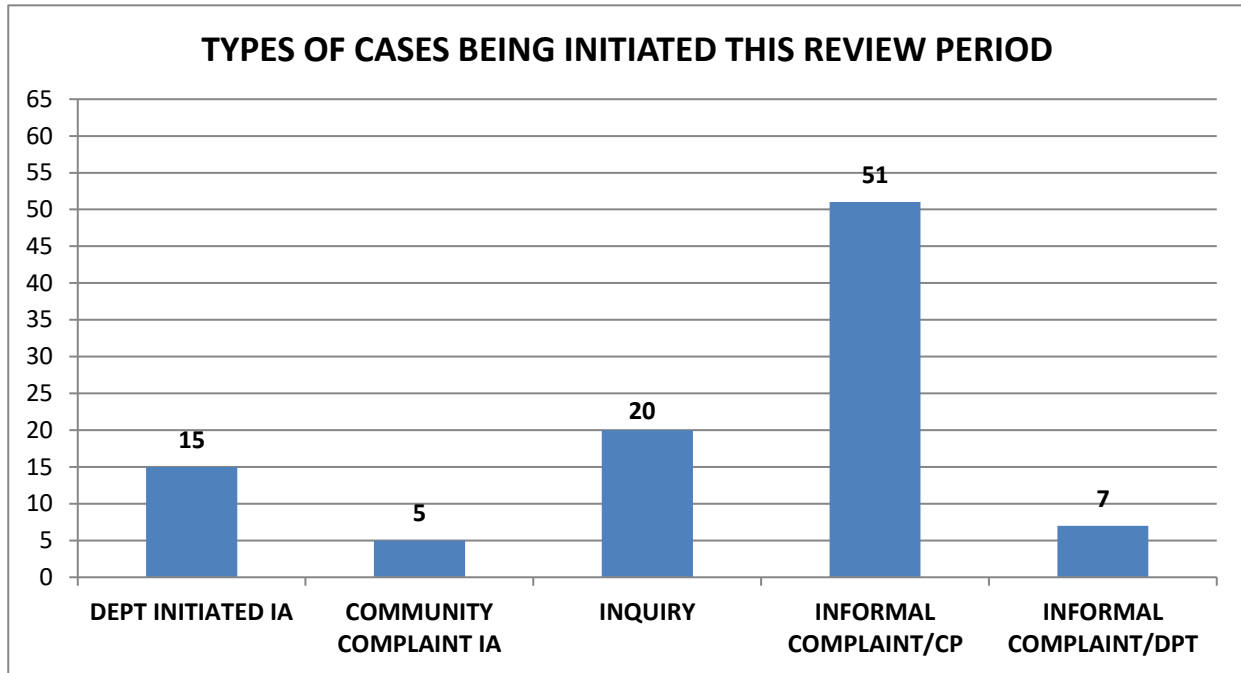
The OIR adheres to the following guidelines, format, and definitions in all quarterly reports:

- 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 Year to Date (YTD) data 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 the allegation was 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, Chief Assistant City Attorney Tina Griffin, and Interim Chief Mindy Casto, 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, including 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. The response received from the FPD will be included without changes or edits.
- 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.
- If CA DOJ is reviewing an OIS it will be noted in the OIS case chart with the letters **DOJ**.

REVIEW OF INTERNAL AFFAIRS INVESTIGATIONS

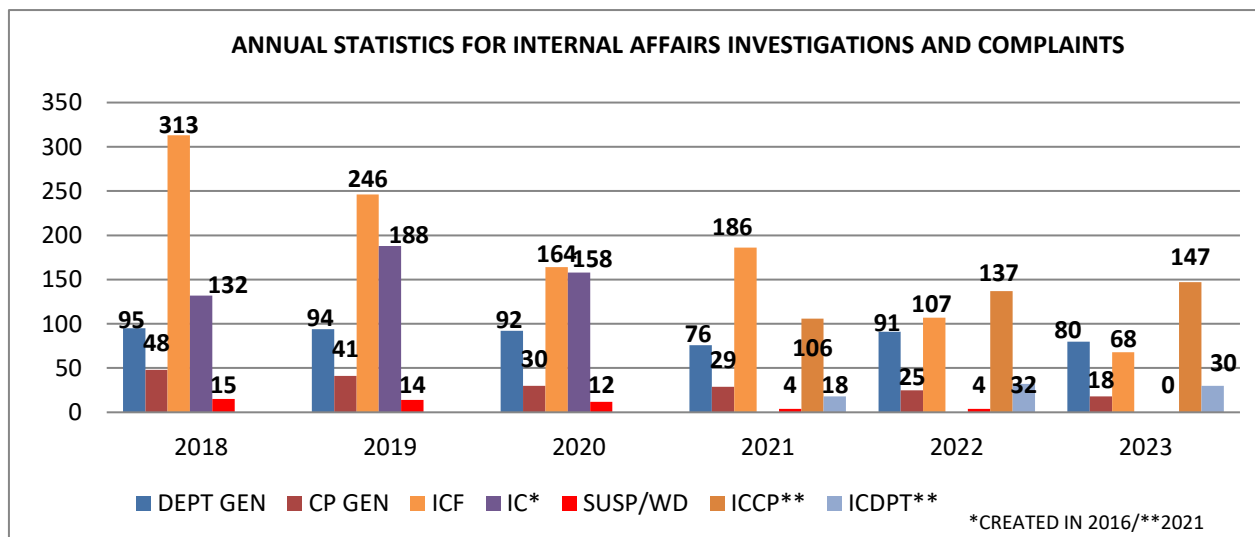
The following charts list the number and types of IA cases assigned and closed during the second quarter of 2024. For classification purposes, Discourteous Treatment also includes cases in which the officer was accused of conduct unbecoming of a police officer. The classification of Administrative Matters 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).



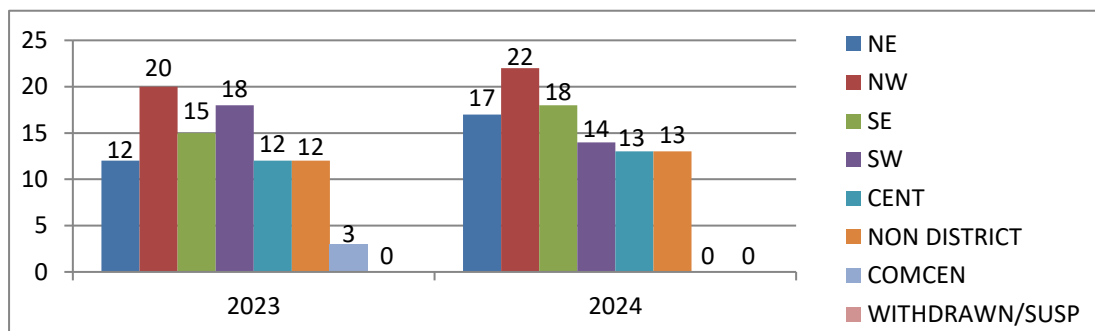
COMPLAINTS OR INQUIRIES ASSIGNED BY POLICING DISTRICT

The following charts reflect the complaints or inquiries assigned in each of the five policing districts for the second quarter of 2024, and a quarterly comparison between 2023 and 2024. 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 SECOND QUARTER OF 2024									
ASSIGNED	NE	NW	SE	SW	CENT	NON-DISTRICT	COMCEN	WITHDRAWN/SUSPENDED	TOTAL
IA CASES	1	3	3	2	5	6	0	0	20
INFORMAL COMPLAINTS-CP	8	15	10	6	6	6	0	0	51
INFORMAL COMPLAINTS-DPT	1	2	0	1	2	0	0	0	6
INQUIRIES	7	2	5	5	0	1	0	0	20
2ND QTR TOTALS	17	22	18	14	13	13	0	0	97

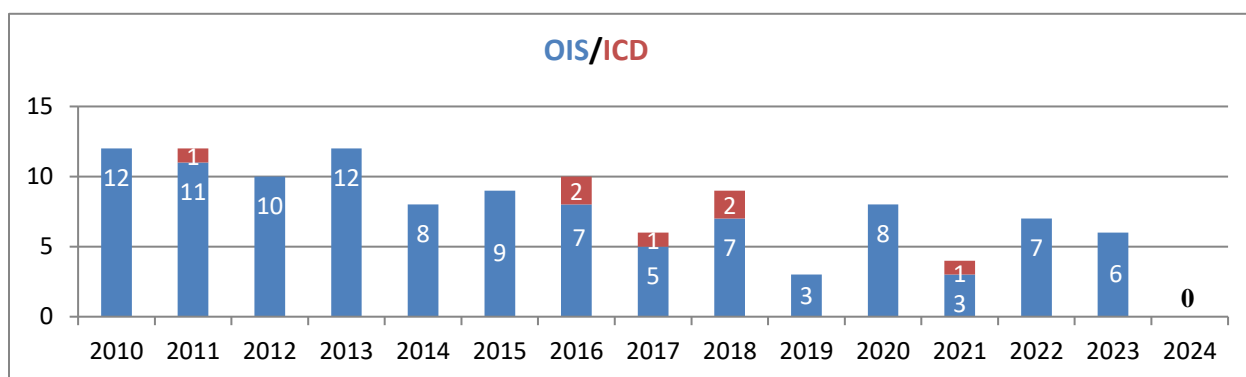
QUARTERLY COMPARISON OF MATTERS BY DISTRICT



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 & VIDEO OF CONTACT 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 2024 (OIS 2016 TO 2024 YTD MAPPED BELOW)



COMPLETED AND PENDING OFFICER INVOLVED SHOOTING INVESTIGATIONS

There were no OIS investigations initiated or completed during the second quarter. Two of the four pending OIS cases, in addition to the FPD investigation and OIR review, are also being investigated by the California Department of Justice (DOJ) under [AB1506](#). Presently there are [44 pending OIS cases](#) statewide being reviewed by the DOJ. Since the implementation of AB1506, a total of [12 investigations have been completed](#) with no criminal charges filed against any of the involved officers. The list of pending and completed investigations can be found by selecting the respective hyperlinks above.

The OIR review of an OIS case will include a hyperlink to the respective Critical Incident Video if one was released by the FPD. By including the link the reader will be able to view pertinent information firsthand, which may include BWC recordings. The intent of including the link to the Critical Incident Video is to provide as much transparency as possible, which is a primary goal of this office. **All OIS reviews are conducted after personally viewing the full unedited BWC recordings along with other numerous amounts of evidence, to include but not limited to reports and interviews. In addition, I physically respond to the OIS scene and monitor the subsequent interviews of the officers and witnesses whenever possible.**

Below are the pending OIS investigations including the two cases also being investigated by the **DOJ**.

OFFICER INVOLVED SHOOTING (OIS) AND IN CUSTODY DEATHS (ICD)					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
22-0033	5/19/2022	P			O SHOT SUBJECT WHO HAD POINTED A REPLIC A WEAPON AT RESPONDING Os, FATAL (DOJ)
23-0009	3/4/2023	P			SUBJECT SHOT AT, AND HIT O, AFTER A SHORT PURSUIT. Os RETURNED FIRE, FATAL (DOJ)
23-0050	7/30/2023	P			O SHOT SUBJECT WHO REFUSED COMMANDS AND PRODUCED A PELLET GUN, NON-FATAL
23-0079	11/4/2023	P			Os SHOT SUBJECT WHEN HE REFUSED TO COMPLY AND ADVANCED TOWARDS OFFICERS WHILE HOLDING SCISSORS, FATAL

STATUS OF INTERNAL AFFAIRS INVESTIGATIONS BY CLASSIFICATION

There were no pending Bias Based investigations pending at the beginning of the quarter. One new investigation was initiated during the second quarter, and it is listed in the chart on the next page.

BIAS BASED					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
24-0044	6/3/2024	P			CP ALLEGED Os USED UNREASONABLE FORCE AND O1 EXHIBITED BIAS TOWARDS CP

Three Unreasonable Force case investigations were completed this quarter, and one new investigation was initiated. In IA23-0081, the officer was found to have violated the policy on unreasonable force. The actions of the remaining officers involved were being reviewed to determine if they violated the policies, [Duty to Intercede \(330.3.1\)](#) and [Duty to Report Excessive Force \(300.3.2\)](#). IA determined the other officers did not violate either policy. After a thorough review of the evidence, this office concurred with findings of unfounded for the other officers. The remaining cases were determined to be in compliance with the respective policies.

UNREASONABLE FORCE					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
23-0081	11/9/2023	4/15/2024	SUS x 1 UNF x 5 UNF x 5	NR UNF x 5 UNF x 5	DEPT ALLEGED O USED UNREASONABLE FORCE WHILE RESTRAINING A SUBJECT & Os FAILED TO INTERCEDE & Os FAILED TO REPORT FORCE
23-0087	11/30/2023	4/5/2024	EX x 3 UNF x 1	EX x 3 UNF x 1	CP ALLEGED Os USED UNREASONABLE FORCE CP ALLEGED O1 WAS DISCOURTEOUS
24-0017	2/27/2024	4/24/2024	UNF EX	UNF EX	CP ALLEGED O USED UNREASONABLE FORCE DEPT ALLEGED O FAILED TO ACT BWC
24-0033	4/18/2024	P			CP ALLEGED O USED UNREASONABLE FORCE DEPT ALLEGED O FAILED TO ACTIVATE BWC

Eleven Discourteous Treatment or Conduct Unbecoming cases were completed, and seven cases were initiated during the review period. In five of the completed cases, at least one officer was determined to have violated a department policy.

DISCOURTEOUS TREATMENT OR CONDUCT UNBECOMING OF A POLICE OFFICER					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
23-0023	4/20/2023	6/10/2024	SUS x 2 NS x 4 UNF x 4	NR NS x 4 UNF x 4	DEPT ALLEGED O1, O2, O3 & O4 WERE DISCOURTEOUS DEPT ALLEGED O5 & O6 FAILED TO SUPERVISE

DISCOURTEOUS TREATMENT OR CONDUCT UNBECOMING OF A POLICE OFFICER					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
23-0055	8/15/2023	4/9/2024	UNF	UNF	CP ALLEGED O COMMITTED SEXUAL ASSAULT
			UNF	UNF	CP ALLEGED Os USED UNREASONABLE FORCE
			NS	NS	DEPT ALLEGED O FAILED TO INVESTIGATE SEXUAL ASSAULT
23-0056	8/16/2023	4/4/2024	SUS	NR	DEPT ALLEGED O PLACED BOGUS 911 CALLS TO HAVE FPD RESPOND TO EX-GIRLFRIEND'S HOME
23-0058	8/25/2023	P			DEPT ALLEGED Os WERE UNPROFESSIONAL OFF DUTY
23-0059	8/25/2023	5/10/2024	SUS	NR	DEPT ALLEGED O VIOLATED PROFESSIONAL STANDARDS
23-0064	9/13/2023	5/31/2024	UNF x 8	UNF x 8	DEPT ALLEGED Os MISHANDLED PROPERTY OF CP AFTER ARREST
23-0074	10/11/2023	4/30/2024	SUS x 2	NR	DEPT ALLEGED O1 & O2 FAILED TO TAKE PROPER ACTION FOR A DISTURBANCE WHILE ON CONTRACT ASSIGNMENT
23-0084	11/16/2023	P			DEPT ALLEGED O1 VIOLATED FELONY STATUTE WHILE OFF DUTY
					DEPT ALLEGED O2 VIOLATED MISD STATUTE WHILE OFF DUTY
23-0088	11/30/2023	P			DEPT ALLEGED O1 HAD NEG DISCHARGE WHILE TRNG
					DEPT ALLEGED O1 FAILED TO ADVISE SUPV DEPT ALLEGED O1 & O2 DISPLAYED CONDUCT UNBECOMING OF A POLICE OFFICER
23-0089	11/30/2023	6/6/2024	SUS SUS	NR NR	DEPT ALLEGED O WAS INTOXICATED OFF-DUTY RESULTING IN BEING DETAINED BY ANOTHER AGENCY & ENGAGED IN CONDUCT UNBECOMING OF AN OFFICER
23-0090	11/30/2023	4/5/2024	UNF	UNF	CP ALLEGED ABUSE BY O APPROX 20 YEARS AGO
23-0092	12/6/2023	P			DEPT ALLEGED O WAS DISCOURTEOUS TO ANOTHER O
23-0093	12/15/2023	P			DEPT ALLEGED Os FAILED TO CONDUCT PROPER INVESTIGATION
23-0095	12/15/2023	P			DEPT ALLEGED O INVOLVED IN PURSUIT AT EXCESSIVE SPEEDS
24-0001	1/4/2024	P			DEPT ALLEGED O MADE INAPPROPRIATE COMMENT ABOUT ANOTHER O
24-0004	1/10/2024	P			DEPT ALLEGED Os DID NOT TERMINATE PURSUIT
					DEPT ALLEGED O DROVE AT HIGH SPEED DURING PURSUIT

DISCOURTEOUS TREATMENT OR CONDUCT UNBECOMING OF A POLICE OFFICER					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
24-0006	1/17/2024	5/9/2024	NS	NS	DEPT ALLEGED O DISPLAYED CONDUCT UNBECOMING AT A BAR WHILE OFF-DUTY
24-0008	1/19/2024	4/16/2024	UNF	UNF	CP ALLEGED O WAS DISCOURTEOUS WHILE AT THE HOSPITAL WITH ARRESTEE
24-0011	2/9/2024	P			DEPT ALLEGED O ARRIVED FOR THE SCHEDULED SHIFT WHILE UNDER THE INFLUENCE OF AN ALCOHOLIC BEVERAGE
24-0012	2/16/2024	P			DEPT ALLEGED O MADE INAPPROPRIATE COMMENTS TO A CADET
24-0013	2/21/2024	P			DEPT ALLEGED Os FAILED TO EXERCISE DUE REGARD AND CAUTION DURING A VEHICLE PURSUIT
24-0014	2/21/2024	P			DEPT ALLEGED O WAS ARRESTED FOR A DV MATTER
24-0015	2/21/2024	P			DEPT ALLEGED O FAILED TO USE GOOD JUDGMENT WHEN HANDLING A CALL FOR SHOTS FIRED
24-0020	3/13/2024	6/18/2024	NS NS	NS NS	CP ALLEGED AN OFF-DUTY O WAS DISCOURTEOUS AND DEPT ALLEGED O FAILED TO USE DISCRETION
24-0021	3/20/2024	P			DEPT ALLEGED O WAS UNPROFESSIONAL AND USED POOR JUDGEMENT WHEN INTERACTING WITH A JUVENILE
24-0022	3/21/2024	P			CP ALLEGED O REMOVED CURRENCY DURING THE SERVICE OF A SEARCH WARRANT
24-0025	3/27/2024	P			CP ALLEGED O PLAYED AN INAPPROPRIATE CELL PHONE VIDEO TO CP DURING A RIDE ALONG
24-0028	3/28/2024	P			DEPT ALLEGED CADET WAS ARRESTED FOR OFF-DUTY DV
24-0028	4/2/2024	P			DEPT ALLEGED LT WAS DISCOURTEOUS TO OTHER Os
24-0029	4/8/2024	P			DEPT WAS ADVISED BY ANOTHER DEPT AN O WAS ACCUSED OF ABUSING STEP-CHILD BY A RELATIVE OF THE CHILD
24-0036	5/6/2024	P			DEPT ALLEGED O IS USING NARCOTICS
24-0037	5/10/204	P			DEPT ALLEGED O SIGNED OUT CURRENCY FROM EVIDENCE IN VIOLATION OF DEPT POLICY & DISPLAYED CONDUCT UNBECOMING
24-0038	5/14/2024	P			CP ALLEGED O FAILED TO BOOK WHEELCHAIR AFTER CP WAS HOSPITALIZED & CHAIR IS NOW MISSING

DISCOURTEOUS TREATMENT OR CONDUCT UNBECOMING OF A POLICE OFFICER					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
24-0043	6/3/2024	P			DEPT ALLEGED NON-SWORN EMP FALSELY CLAIMED TO BE A VICTIM OF HIT/RUN AND ALSO ACCESSED DATA SYSTEM TO RUN NAME OF EX-PARTNER
24-0045	6/14/2024	P			CP ALLEGED O USED CP's DISPOSABLE GLOVES WITHOUT PERMISSION, ACCUSING O OF THEFT

Four Administrative or Performance Matter investigations were completed, and four new cases were initiated during the review period. In each of the completed cases, an officer was found to be in violation of a FPD policy.

ADMINISTRATIVE OR PERFORMANCE MATTERS					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
23-0044	7/10/2023	P			DEPT ALLEGED O USED DEROGATORY TERM FOR CP
23-0045	7/11/2023	P			DEPT ALLEGED Os WERE INVOLVED IN OUT OF POLICY PURSUIT
23-0067	9/28/2023	P			DEPT ALLEGED O DID NOT PROPERLY DOCUMENT SALE OF HIS PERSONAL FIREARM, SEIZED DURING AN ARREST BY AN OUTSIDE AGENCY OF UNRELATED SUBJECT
23-0094	12/15/2023	P			DEPT ALLEGED O DROVE WITHOUT CARE OR CAUTION DEPT ALLEGED O ENGAGED IN POLITICAL ENDORSEMENT WHILE ON DUTY
23-0096	12/19/2023	5/31/2024	SUS	NR	DEPT ALLEGED O FAILED TO COMPLETE DUI TRAFFIC COLLISION REPORT PER POLICY TIMELINE
23-0098	12/26/2023	6/11/2024	SUS	NR	DEPT ALLEGED O LEFT WORK EARLY W/OUT APPROVAL
24-0002	1/9/2024	4/24/2024	SUS	NR	DEPT ALLEGED O LOST DEP ISSUED TASER
24-0003	1/10/2024	P			DEPT ALLEGED O SELF-REPORTED MAKING AN INAPPROPRIATE COMMENT WHILE TALKING TO ANOTHER O
24-0009	1/30/2024	P			DEPT ALLEGED Os VIOLATED SEVERAL DEPT POL
24-0010	2/7/2024	5/9/2024	SUS x 1 NS x 3	SUS x 1 NS x 3	DEPT ALLEGED Os DID NOT INSPECT PATROL VEHICLE FOR DAMAGE BEFORE SHIFT USE

ADMINISTRATIVE OR PERFORMANCE MATTERS					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
24-0018	3/5/2024	P			DEPT ALLEGED O FAILED TO PROPERLY SEARCH SUBJECT WHEN FIREARM WAS LATER FOUND IN BACKSEAT OF PATROL CAR
24-0035	4/29/2024	P			DEPT ALLEGED NON-SWORN FAILED TO COMPLETE DUTIES
24-0040	5/20/2024	P			DEPT ALLEGED O FAILED TO REPORT DAMAGE TO PATROL VEHICLE
24-0042	6/3/2024	P			DEPT ALLEGED O QUERIED IND NAME AT THE REQUEST OF IND'S RELATIVE
24-0046	6/18/2024	P			DEPT ALLEGED O IMPROPERLY STORED PERSONALLY OWNED FIREARM IN PATROL CAR

Six Vehicle Accident investigations were completed, and six new investigations were initiated during the review period. In each of the completed investigations, an officer was found to be at fault for the accident.

IA INVESTIGATION DISCIPLINE RESULTS

The chart on the next page shows the 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 was terminated, one was issued a Last Chance Agreement, 11 were suspended for a total of 600 hours, two received a Letter of Reprimand, and seven 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 be required to attend additional training. Beginning this quarter the discipline category for Training was added to the chart.

DISCIPLINE ISSUED	2016	2017	2018	2019	2020	2021	2022	2023	2024 2nd QTR
TERMINATIONS	7	3	2	8	5	5	6	8	1
RESIGNED IN LIEU OF	0	1	0	4	8	3	5	2	0
RETIRED IN LIEU OF	0	0	0	4	3	0	2	3	0
DEMOTION	0	0	0	1	0	0	0	1	0
SUSPENDED	16	17	32	31	52	22	28	40	11
PAYMENT IN LIEU OF	0	0	0	4	1	0	0	0	0
FINES	0	0	0	0	0	0	1	0	0
MEDICAL SEPARATION	NA	NA	NA	3	0	0	0	0	0
LETTERS OF REPRIMAND	9	10	15	17	15	25	12	23	2
LAST CHANCE AGREEMENT	N/A	N/A	N/A	N/A	N/A	4	4	2	1
TRAINING	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7
TOTAL	32	31	49	72	84	59	58	79	22

SUMMARY

If your group or organization is planning an event this summer and you would like our office to set up an informational booth at your event, or speak at your meeting, please contact us. By participating in community events we are able to inform the public of our role in enhancing trust and transparency with the FPD. Through the first six months of 2024, we have participated in more than 60 events or meetings. You can follow our social media pages to view a few of the recent events we attended.

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

There are several ways to contact this office and our policy is to return all correspondence within a 24-hour period except for communications received over the weekend and holidays. The below contact information can also be used if you have questions regarding how to initiate a complaint or the complaint process.

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

Telephone: (559) 621-8617

Email: OIR@fresno.gov

John A. Gliatta
Independent Reviewer
Office of Independent Review