CITY OF BISHOP

PRESS RELEASE

March 9, 2016

On September 16, 2015 the City of Bishop received a "*Letter of No Confidence in Bishop Police Chief Chris Carter*" ("Letter"). The Letter was prepared and published to local media outlets by 7 individual Bishop Police Officers and alleged unethical behavior and misconduct against Chief Chris Carter, who at that time had already announced his retirement to take effect September 30, 2015. The letter also alleged unethical behavior and misconduct on the part of Councilman Joe Pecsi, and City Administrator Jim Tatum.

In response to the Letter, the City contracted with Norman A. Traub Associates to conduct a personnel investigation to determine the facts and circumstances alleged in and surrounding the Letter. Norman A. Traub Associates is an organization of former Police Executives and Attorneys engaged in workplace investigations for local governments, special districts, and private sector companies.

Norman A. Traub Associates assigned Investigator Jeffry L. Johnson to conduct the investigation. Mr. Johnson's work background includes 29 years as a police officer, retiring as a Commander at Long Beach Police Department. He is a graduate of the FBI National Academy, and holds both a Master of Public Administrator Degree and a Juris Doctor Degree. He is an Attorney at Law, admitted to practice before all of the Courts of the State of California.

Mr. Johnson conducted an extensive investigation which included interviewing Chief Chris Carter and all members of the Bishop Police Department, Councilman Joe Pecsi, City

Administrator Jim Tatum, and all other percipient witnesses. In all, he conducted 25 recorded interviews. Additionally, he obtained relevant documents from witnesses and the City of Bishop. He also researched and reviewed all applicable Bishop Police Department and City of Bishop policies.

All witness interviews were recorded and summarized in writing. All statements and evidence were investigated and analyzed and a report of findings and conclusions was prepared. All relevant evidentiary items and documents were cataloged and included in the Final Investigative Report ("Final Report").

A Final Report of 623 pages was delivered to Ryan J. Jones, Bishop City Attorney, on February 23, 2016. That Report analyzed 17 allegations of misconduct, and 13 allegations of mismanagement.

The Final Report determined that all of the allegations against Councilman Joe Pecsi, and City Administrator Jim Tatum were UNFOUNDED. (UNFOUNDED means the investigation conclusively proved that the act or acts complained of did not occur, or the members named in the allegation were not involved in the act or acts). The Final Report also determined that with two exceptions all allegations against Chief Chris Carter were either UNFOUNDED or EXONERATED. (EXONERATED means the act or acts, which provided the basis for the allegations occurred, however, the investigation revealed they were justified, lawful, and proper). The allegation that Chief Carter had on two occasions used inappropriate language in dealing with police officers was SUSTAINED. (SUSTAINED means the investigation disclosed sufficient evidence to prove the allegation). The additional allegation that Chief Carter failed to facilitate firearms qualifications to all sworn personnel on a quarterly basis as required by policy

was also SUSTAINED. With respect to the firearms qualification allegation, the Bishop Police Department is taking steps to ensure policy compliance. It is with the permission of Chief Carter, Jim Tatum, and Joe Pecsi that the findings noted above have been disclosed.

All other allegations dealt with in the Final Report involve police personnel and are confidential under California law. Because the Final Report addressed so many allegations, and in so much commingled detail, it is impossible to release any part of the report itself without violating California law. Therefore, the City is legally prohibited from releasing the Final Report or from revealing anything surrounding these remaining personnel matters to the public.

California law does, however, allow review of the Final Report by the Grand Jury. As a matter of transparency, the City of Bishop has delivered a full and complete copy of the Final Report to the Inyo County Grand Jury.

RYAN J. JONES
Bishop City Attorney