



SUPERVISOR'S SIGNATURE: Sgt B Hoff DATE: 2-1-13

RECOMMENDATION: Written Reprimand

DECISION: Written Reprimand - Recommendation Accepted

CHIEF'S SIGNATURE: Tracy Gold DATE: 02/01/13

I HAVE READ THIS DOCUMENT AND I UNDERSTAND IT. MY SIGNATURE ACTS TO CONFIRM THAT I HAVE REVIEWED THIS DOCUMENT.

EMPLOYEE'S SIGNATURE: [Signature] DATE: 2-1-13

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## Disciplinary Report Officer Nouman Raja

On Wednesday January 30, 2012 I met with Chief Mangold in reference to a problem discovered with Officer Raja's handling several reports. I went over each incident with Chief Mangold as Follows:

Case # 13-0126: This case was a narcotics case which occurred on January 9, 2013. Officer Raja responded to a room in the JFK hospital where a female patient was found to be in possession of some prescription medication that was not prescribed to her. According to the case entry Officer Raja was to complete a report and file a case with the State Attorney's Office. On January 17, 2013 it came to the attention of Detective Jenne that there was no evidence entered on the case and there was no report turned in. Officer Raja was contacted and said the pills he had seized were either in his locker or in his patrol bag which was kept in his assigned vehicle, 28. The pills were eventually found in vehicle 28 by Sergeant Mahoney. When asked about this incident Officer Raja stated that he had secured the pills in his locker at the end of his shift and on the next day put the pills in his patrol bag intending on completing the report and evidence. Officer Raja said he never did the report and never secured the evidence. As a result of Officer Raja's actions there was a break in the chain of custody on the evidence seized and due to same no charges are to be filed on the case. Officer Raja did put the seized pills into property and did complete a report documenting his mishandling of the evidence.

Chief Mangold said that while looking in Officer Raja's in-tray for the aforementioned missing report two additional reports were found in his tray. Both the reports were original copies and are as follows:

Case # 12-2874, which occurred on June 23, 2102. This was a Petit Theft case wherein a victim reported the theft of her debit card. Attached to the report was a Wells Fargo Bank debit card. The card had no name on it and it is believed the card is a pre-loaded type card. The victim in this case was a Michelle Torres. Included with the report was a victim statement, agreement to prosecute and victim packet.

Case # 12-2879 which occurred on June 24, 2012. This case is a warrant arrest. The person arrested on the outstanding warrant was the victim in the above mentioned theft, Michelle Torres. Attached to the theft report was all the original arrest paperwork for Torres.

Note: I told Chief Mangold that I was working the night of this incident. I advised that as best as I could recall we found that subject Torres did not really have a debit card stolen, we learned she had an outstanding warrant, and she was arrested. I had no explanation of why any of the original reports were never turned in.

Case # 12-4909 which occurred on November 6, 2012. This was a case of a battery on a health care worker that occurred at JFK Hospital. This was an original report that contained all the appropriate documents to file the case, but as the other reports it was never turned in and never filed with the State Attorney's Office.

I was assigned by Chief Mangold to meet with Officer Raja and find out what happened with each of the above mentioned cases.

Investigation: On Thursday January 31, 2012 I met with Officer Raja reference these incidents. The results of my investigation as relates to each case are as follows:

Case # 13-0126. As stated earlier Officer Raja did admit that he failed to complete the report and secure the evidence. Officer Raja did admit that his mishandling of the case was entirely his fault and he accepts all responsibility.

Case # 12-2874. This was the reported Petit Theft case that resulted in the arrest of the victim on outstanding warrants. As I stated earlier I was working when this case occurred and I believed that we found that no theft occurred. Officer Raja said he did recall the case and that he did indeed determine no theft occurred. Officer Raja said that he found this out after completing all the paperwork to file the theft case. Officer Raja said that once he learned there was no theft he had dispatch change the case from a theft to an information report. Officer Raja said that on November 30, 2012 he received a copy of the case card entry from Support Services Manager Robin Ackerman asking him where the report for the case was. On that date the case was still classified as a theft. Officer Raja responded that no theft occurred and he had asked dispatch to change the case to information. Officer Raja provided me with a copy of this document which is attached. When I checked the case it is now classified as information. I asked to Officer Raja why the original report paperwork was in his tray and had not been turned in. I advised Raja he should have turned in the paperwork he had completed even if the case had been reclassified. Officer Raja said that he was responsible for not turning in the paperwork.

Case # 12-2879. As stated this was a case of the warrant arrest of the above theft victim. I showed Officer Raja where all the arrest paperwork was attached to the theft report paperwork and it had never been turned in. Officer Raja said that he was responsible for not having turned in the paperwork as required and he accepted all responsibility.

Case # 12-4909. As stated this was a battery on a health care worker that occurred at the JFK emergency room. I showed Officer Raja that the entire original report was left in his tray and had never been turned in. Officer Raja said he recalled the case. Officer Raja said that Sergeant Mahoney had reviewed and signed the report. Raja said that Sergeant Mahoney pointed out that the narrative of the report did not seem to be complete and appeared as if he needed to add some more information. Officer Raja said he agreed with Sergeant Mahoney. Raja said he took the original report back and had intended on making the above changes. Raja said that he apparently placed the report in his tray and that he never did finish the report and turns it in as he should have. Officer Raja said he responsible for not having complete and turned in the report as he should have and that he accepts all responsibility.

Based on my investigation I have determined that Officer Raja was derelict in the performance of his duties by not having properly handled his paperwork and evidence. Two of the mishandled cases resulted in no prosecution, the narcotics case 13-0126 and the battery on a health care worker, 12-4909.

While discussing these incidents with Chief Mangold we both agreed that Officer Raja is a good Officer. Officer Raja is extremely proactive and he has willingly taken on a lot of additional responsibilities, such as maintaining Department laptops for example. Even though we agree on the above we also realize that his careless handling of the documented cases could have resulted in severe negative consequences for Officer Raja and the Department.

It is the up to of each Officer to make sure that all of their paperwork is completed in a timely fashion and forwarded to the proper destinations when needed.

It is of utmost importance that Officers properly handle, package, and secure any and all evidence to maintain the admissibility of the evidence at criminal proceedings. Failure of Officers to do so can have severe consequences.

In accordance with the severity of the incidents it is recommended that Officer Raja receive a written reprimand for failing to complete the paperwork, failure to turn in the paperwork, and the negligent mishandling of evidence.

Officer Raja is to be put on notice that any future incidents of this nature will result in a suspension, with the length of the suspension to be determined by the Chief of Police.

Complaints Number: 12002874

ATLANTIS POLICE DEPARTMENT

Date	Complaint #	Recd	Disp	Arrv	Clrd	Zone	Status	Disp
Signal	Type				Officer			
11/23/12	12002874	1927	1927	1927	2006	3J	WR	MH
SAT 30P	THEFT/PETIT				RAJA			
					5301			S CONGRESS AV

Names:

- TORRES, MICHELE
- MASTERS, MELISSA
- MASTERS, RALPH E
- MASTERS, SERENA

- Involve: V
- Involve: S
- Involve: S
- Involve: S

Officer Raja responded to the JFK Medical Center ER to meet with the above subject. The subject advised that her credit card was taken while she was visiting someone in room 4024. See report. MH

NO report has been done on this case? Sgt Mahoney wants a copy of it.

RRP

CC: Raja

This was a No Report and I told Melissa to change it - the credit card was never stolen. She loaned it to a friend and after a fight w the friend she tried to get her arrested for theft. The friend then returned the credit card the same day after borrowg it. Tolles (complaint was alleged for warrant)

RAJA



**DISCIPLINARY ACTION REPORT**

EMPLOYEE NAME: Officer Nouman Raja DEPT: Police  
VIOLATION(S): SOP - Gate Hours  
LOCATION(S): Gatehouses DATE(S): 05/18/2012

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**DEPARTMENT STATEMENT**  
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On Friday 05/18/2012 at approximately 0526 hours Councilman Fernandez observed an Atlantis Police Officer open the gates and gatehouse at JFK Drive (C350). This a violation of our long standing SOP, that is, gates are opened at approximately 0600 when contract security is scheduled to man the gates. While researching records (officer daily reports) to determine who was responsible for violating the SOP I discovered that Officer Raja was responsible for opening C350 early. I also discovered that Sgt. Bergeron had opened the gate and gatehouse located at North Country Club Blvd. (C375) at 0535 hours. On Wednesday 05/23/2012 I met with Sgt. Bergeron and Officer Raja to determine the facts regarding the violations. Sgt. Bergeron acknowledged the SOP, but went on to state that the gate security officers have routinely been showing up early and citizens are usually at the gates and waiting for them to be opened hence they have been opening them early. Officer Raja concurred with Sgt. Bergeron's statement. I reiterated the necessity for adhering to the SOP, that the violation was viewed as a serious breach of security, and advised both officers that I was issuing written reprimands. I further stated that any future violations of this sort would result in suspensions.

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**EMPLOYEE STATEMENT**  
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SUPERVISOR'S SIGNATURE: N/A DATE:  
RECOMMENDATION: N/A  
DECISION: Written Reprimand

CHIEF OF POLICE SIGNATURE: Robert G. Meyer DATE: 05/18/12

I HAVE READ THIS DOCUMENT AND I UNDERSTAND IT. MY SIGNATURE ACTS TO CONFIRM THAT I HAVE REVIEWED THIS DOCUMENT.

EMPLOYEE'S SIGNATURE: [Signature] DATE: 6-1-12



ATLANTIS POLICE DEPARTMENT

COUNSELING STATEMENT

NOTICE TO THE EMPLOYEE

Your supervisor is indicating below that your conduct/performance does not meet department standards and some level of administrative action is necessary. Management assumes employees who are working in good faith want to follow the rules, regulations, policies and procedures of this department, and when given constructive feedback such as this, will respond in a positive manner.

In the event your failure to improve your conduct/performance results in more serious disciplinary action being taken against you, this report will be used as documentation to show at any review/appeal process that you have been given adequate notice to improve your conduct/performance prior to such disciplinary action.

Supervisor completes the following:

Ofc. Nouman Raja

- I have made the following observation regarding your conduct/performance:**  
On 09/18/11 at approximately 2011 hours, Ofc. Raja observed a vehicle with an expired tag. Ofc. Raja also found the registered owner had a suspended FL driver's license. Ofc. Raja indicated in his report that he was able to identify the driver through D.A.V.I.D. as the registered owner of the vehicle. A traffic stop was initiated and the vehicle stopped in the parking lot of J.F.K. Medical Center. As Ofc. Raja approached the vehicle; the driver sped off causing pedestrians to jump out of his way. During the vehicle pursuit that followed, Ofc. Raja indicated in his report, that as the driver made a u-turn, he was once again able to identify the driver as the registered owner.
- The following standards/expectations of conduct/performance must show immediate improvement.**  
As stated in the Atlantis Police Department General Orders III-05, in the event that one of the authorization requirements is satisfied, a pursuit should not automatically be undertaken. An officer must still consider factors which would warrant termination of pursuit. One such factor is the identification of the violator. When the identification of the violator is known, other steps can be taken in their apprehension that does not involve endangering the public. As stated in his report, Ofc. Raja was able to positively identify the driver. At such time, the pursuit should have been terminated.
- Failure on your part to demonstrate correct conduct/performance will result in the following action(s) being taken:**  
Officers must know the policies that have been set forth by the Chief of Police that govern the way a Department operates. Failure to adhere to departmental policies will result in immediate progressive disciplinary action.

This form will be placed in the employee's personnel file. A copy of the original form will be kept by the issuing supervisor in a shift fact file and a copy given to the employee. This report is valid for a period of one year from its anniversary date. If you achieve and maintain the desired conduct/performance for a period of one year from the report anniversary date, the report will be voided, and of no administrative value in any future corrective action.

In the event your performance does not improve, this report will be used to support any related corrective action management deems appropriate in order to improve this conduct/performance deficiency.

Sgt. E. Bergman 203  
Supervisor's Signature  
E. Bergman

Employee's Signature

10-20-11  
Date