

Case Number: 97080078
Date of Violation: 7/10/97
Date Received: 8/11/97
Date to D/C:

How Received: Not Specified
Type of Complaint: Station
Date Back from D/C: 9/5/97

Complainant(s):

	<u>BADGE</u>	<u>VIOLATION</u>	<u>RR</u>	<u>OMS</u>	<u>DISPOSITION</u>	<u>ASSIGNMENT</u>
1	95039	Improper Procedure - Other SSR Entry	137		Sustained	District 2

**DENVER POLICE DEPARTMENT
INTER-DEPARTMENT
CORRESPONDENCE**

REVIEWED BY		
	INITIAL	DATE
CAPT.	SMA	9-9-97
LT.	DZ	9/5/97

TO: Lt. William Nagle, District Two, Detail One

FROM: Sgt. E. J. Tuffield, #75008

DATE: Tuesday, August 26, 1997

SUBJECT: I.A.B. Complaint Case #97080078

**Type of Complaint: Improper Procedure - Other
Regarding Officer: Officer Daniel Pollack, Sr., #95039**

Complaint

That Officer Daniel Pollack, Sr., #95039, failed to pay his fair share payment to the Denver Police Protective Association by the close of business, on July 10, 1997. This was due pursuant to Section 4.4 of the Collective Bargaining Agreement with the City.

Investigation

A letter from the Denver Police Protective Association dated August 11, 1997, which was included with the I.A.B. case showed that Officer Pollack had failed to pay his fair share by the close of business on July 10, 1997, when it was due.

Shirley at the Denver Police Protective Association was contacted on August 19, 1997, and she confirmed that Officer Pollack had not pair his fair share by the due date, July 10, 1997. She also related that he did pay for July, August, and September, on July 28, 1997.

On August 21, 1997, Officer Pollack responded to the District Two station and was advised of the complaint. Officer Pollack was given an Advisement Pursuant to Internal Investigation and made a written statement. In his statement Officer Pollack wrote that he had moved on June 31, 1997, and that he had forgotten to make the July payment. He said that he received the notice in the mail on a Friday when his change of mailing address caught up with him, and that he responded the Monday after (July 28) and made payment for three months.

Conclusion

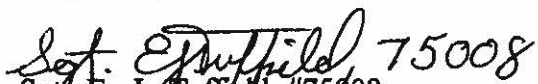
Officer Pollack did fail to pay his fair share payment to the Denver Police Protective Association by the due date,

**DENVER POLICE DEPARTMENT
INTER-DEPARTMENT
CORRESPONDENCE**

Page 2

but has since made payment for July, August, and September. Officer Pollack did violate RR-137 of the Operations Manual which states: "As long as the Collective Bargaining Agreement is in force, all members of the classified service who are not dues paying members of the Denver Police Protective Association, (DPPA), are required, as a condition of employment, to pay the designated fair share fee to the DPPA in accordance with the policy of the DPPA and Article 4.5, 4.6 and 4.7 of the Collective Bargaining Agreement."

Respectfully submitted,

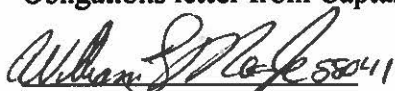

Sgt. E. J. Tuffield, #75008

Finding and Recommendation

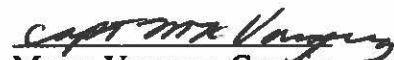
I find the allegation should be carried as **SUSTAINED**

I concur with the finding of Sgt. Tuffield in this matter and recommend the following penalty.

Disciplinary Recommendation: Supervisor Situation Record entry as per order of Chief Michaud in Fair Share Obligations letter from Captain Allison, Internal Affairs Bureau, dated August 1, 1997.



William Nagle, Lieutenant
Detail One, District Two

In concurrence:


Marco Vasquez, Captain
District Two

PENALTY: SSR ENTRY

I have been apprised of this complaint and the findings and recommendations.


Officer Daniel Pollack, Sr., #95039
District Two

DENVER POLICE DEPARTMENT
INTER-DEPARTMENT
CORRESPONDENCE

Page 3

In concurrence:

Timothy J. Cuthriell 9/4/97

Timothy J. Cuthriell, Division Chief
Patrol Division