

ORANGE COUNTY SHERIFF'S DEPARTMENT

INTERNAL MEMO



To: Assistant Sheriff Jon Briggs
Assistant Sheriff Jeff Hallock
From: Sergeant Joe Vollmer
Date: December 1, 2020
RE: PI # 19-135

Confidential Notice of Suspension

Please be advised, Deputy Sheriff Amber Delcambre [REDACTED] will be suspended from duty without pay for a period of one hundred twenty (120) working hours for disciplinary reasons. The suspension will be served as follows:

Sunday, December 6, 2020	0930-1730	(8 hours)
Monday, December 7, 2020	0530-1730	(12 hours)
Tuesday, December 8, 2020	0530-1730	(12 hours)
Wednesday, December 9, 2020	0530-1730	(12 hours)
Sunday, December 13, 2020	0530-1730	(12 hours)
Monday, December 14, 2020	0530-1730	(12 hours)
Tuesday, December 15, 2020	0530-1730	(12 hours)
Sunday, December 20, 2020	0930-1330	(4 hours)
Monday, December 21, 2020	0530-1730	(12 hours)
Tuesday, December 22, 2020	0530-1730	(12 hours)
Wednesday, December 23, 2020	0530-1730	(12 hours)

Total: 120 hours

cc: Commander Jason Park
Commander Ross Caouette
Captain Margie Sheehan
Captain Jared Dahl
Lieutenant Dawn Haag
Lieutenant Quyen Vuong
Recruiting Manager – Vicki Pirooz
Sheriff's Payroll – Diane Ramos
Sheriff's Payroll – Doris De La Cruz
PSD – Richard Sanchez, HR Records Team
PSD – Sophia Maciel, Employee Services Manager
PSD – Michelle Cross, HR Records Supervisor
PSD – Juana Fierro, Position Control
AOCDS – Julie Cramer



ORANGE COUNTY SHERIFF'S DEPARTMENT

SHERIFF-CORONER DON BARNES

NOTICE OF SUSPENSION

Personnel Investigation #19-135

AMBER DELCAMBRE
MISSION VIEJO POLICE SERVICES
SOUTHEAST OPERATIONS

You are hereby notified that the Orange County Sheriff-Coroner Department ("Department") is suspending you without pay from your position of Deputy Sheriff for a period of one hundred twenty (120) working hours. Your suspension shall be served in its entirety over consecutive days and will be completed within one pay period. Pursuant to Article X, Section 3, of the County of Orange Memorandum of Understanding for the Peace Officer Unit, and the Orange County Sheriff's Department Policy Manual 340.2 (a) 2, you will be suspended for violating the following:

- 1. OCSD POLICY 1018.1 – STANDARD OF CONDUCT**
 1. Members shall conduct their private and professional lives in such a manner as to avoid bringing discredit upon themselves or the Department.
 2. Commissioned officers shall conform with the Code of Professional Conduct and Responsibilities for Peace Officers (Policy 1001).
- 2. OCSD POLICY 1018.5 – PERFORMANCE OF DUTY**

Members shall perform their duties as required or directed by law, Department rules/regulations, procedures, policies, or by order of a superior officer. All lawful duties required by competent authority shall be performed promptly as directed.
- 3. OCSD POLICY 1018.6(1) – OBEDIENCE TO LAWS AND REGULATIONS**
 1. Members shall observe and obey all laws and ordinances, all rules/regulations, procedures and policies of the Department and all orders of the Department or commands thereof. In the event of improper action or breach of discipline, it will be presumed that the Member was familiar with the law, rule/regulation, procedure or policy in question.
- 4. OCSD POLICY 1018.18(2) – REPORTING FOR DUTY AND TIME OFF REQUESTS**
 2. Members, when applicable, shall submit their time off requests and receive approval from their supervisor prior to taking time off.

5. **OCSD POLICY 1018.31 – ABSENCE FROM DUTY**
No Member shall be absent from duty without proper leave or permission from, or notification to, the appropriate supervisor.
6. **OCSD POLICY 338.1.1 – SUBMISSION OF REPORTS**
To provide the best service to our stakeholders, contract partners, and the public through current data and statistical analysis, it is the policy of this Department to require all reports be complete, accurate, and submitted prior to or at the end of each shift. It shall be the responsibility of all Members assigned to Commands required to document criminal offenses and other reportable activities to submit all reports for approval prior to leaving their assigned work location at end of watch.
7. **OCSD POLICY 802.2.1 – PROPERTY BOOKING PROCEDURES**
All property must be booked prior to the Member going off-duty unless otherwise approved by a supervisor.
8. **OCSD POLICY 1018.27 – UNTRUTHFULNESS**
No Member shall knowingly make false statements or misrepresentations to other Members or superiors.
9. **OCSD POLICY 1018.55 (39) – PROHIBITED ACTS OR OMISSIONS**
The following acts or omissions by Members are prohibited:
 39. Giving false or misleading statements, or misrepresenting or omitting material information to a supervisor, or other person in a position of authority, in connection with any investigation or in the reporting of any Department-related business.
10. **OCSD POLICY 1018.33 – INCURRING LIABILITY**
Members shall exercise extreme caution and good judgment to avoid occurrences that might give rise to liability chargeable against the Department, the Sheriff-Coroner, or the county.
11. **OCSD POLICY 1019.11 – TAMPERING WITH EVIDENCE**
Members shall not fabricate, withhold, alter, or destroy evidence of any kind.
12. **OCSD FIELD OPERATIONS MANUAL SECTION 19.V.C.4 – EVIDENCE**
Once you have collected the item, retain physical control over it until it is booked in the evidence locker. Property and evidence WILL be secured in an authorized Property/Evidence locker by the end of shift. (Placing items in an employee locker or in your personal vehicle for temporary storage is strictly prohibited). Under extenuating circumstances, a supervisor may authorize temporary storage in an authorized secure area (example: locked office safe, closet or file cabinet) if that

area is only accessible by the deputy or the supervisor. This will maintain chain of custody.

In the letter entitled "Notice of Pending Suspension" you were provided, the specifics of the above listed violations. In addition, you were provided your right to request a Due Process Review (Skelly Meeting) of this matter, which you did not exercise.

This incident may serve as basis for a substandard evaluation, and/or denial of promotion and/or transfer. Also, be advised that any future sustained incident of a similar nature may result in a substandard performance evaluation, more severe discipline being imposed upon you, up to and including termination, and/or the denial of promotion and/or transfer.

You have the right to appeal, pursuant to Article X, Section 3C and Article XI, Sections 7 & 8 of the Memorandum of Understanding, County of Orange and the Association of Orange County Deputy Sheriff's for the Peace Officer and Supervising Peace Officer Unit.

Your suspension is effective as of the date signed below and will be scheduled within thirty (30) days of that date. The specific dates and times of your suspension will be coordinated by Internal Affairs and your division. Do not schedule yourself for any time off without the express permission of Internal Affairs and the administrative staff of your division.


Jared Dahl, Captain

11-24-20
Date


Amber Delcambre, Deputy Sheriff

11/24/20
Date

Vollmer, Joe T

From: Delcambre, Amber D
Sent: Monday, November 16, 2020 2:41 PM
To: Vollmer, Joe T
Subject: PI #19-135

Hello Sir,
I wanted to advise you I do not wish to skelly this PI.
Please let me know if you have any comments or concerns.
Thank you sir.

Deputy Amber Delcambre #8626



ORANGE COUNTY SHERIFF'S DEPARTMENT

SHERIFF-CORONER DON BARNES

NOTICE OF PENDING SUSPENSION

Personnel Investigation #19-135

AMBER DELCAMBRE
MISSION VIEJO POLICE SERVICES
SOUTHEAST OPERATIONS

You are hereby notified that the Orange County Sheriff-Coroner Department ("OCSD") intends to suspend you without pay from your position as a Deputy Sheriff II, for a period of one hundred twenty (120) working hours. Your suspension shall be served in its entirety over consecutive days and will be completed within two consecutive pay periods. Pursuant to Article X, Section 3, of the County of Orange Memorandum of Understanding for the Peace Officer Unit, and the Orange County Sheriff's Department Policy Manual 340.2 (a) 2, you will be suspended for violating the following:

- 1. OCSD POLICY 1018.1 – STANDARD OF CONDUCT**
 1. Members shall conduct their private and professional lives in such a manner as to avoid bringing discredit upon themselves or the Department.
 2. Commissioned officers shall conform with the Code of Professional Conduct and Responsibilities for Peace Officers (Policy 1001).
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- 3. OCSD POLICY 1018.6(1) – OBEDIENCE TO LAWS AND REGULATIONS**
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To provide the best service to our stakeholders, contract partners, and the public through current data and statistical analysis, it is the policy of this Department to require all reports be complete, accurate, and submitted prior to or at the end of each shift. It shall be the responsibility of all Members assigned to Commands required to document criminal offenses and other reportable activities to submit all reports for approval prior to leaving their assigned work location at end of watch.

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Members shall exercise extreme caution and good judgment to avoid occurrences that might give rise to liability chargeable against the Department, the Sheriff-Coroner, or the county.

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Once you have collected the item, retain physical control over it until it is booked in the evidence locker. Property and evidence WILL be secured in an authorized Property/Evidence locker by the end of shift. (Placing items in an employee locker or in your personal vehicle for temporary storage is strictly prohibited). Under extenuating circumstances, a supervisor may authorize temporary storage in an authorized secure area (example: locked office safe, closet or file cabinet) if that area is only accessible by the deputy or the supervisor. This will maintain chain of custody.

On December 10, 2019, at the direction of Commander David Sawyer, Internal Affairs initiated a personnel investigation into your on-duty actions related to a call for service at Trabuco Hills High School on Tuesday, November 5, 2019 at 1542 hours. During this incident, you were the School Resource Officer (SRO) assigned to the school. You were scheduled to work from 0600 hours until 1630 hours. It was alleged that you left work early without supervisor approval and were untruthful with your Sergeant. Further allegations were made that you failed to book evidence or complete your reports by the end of your shift on multiple occasions.

On August 4, 2020, you were interviewed by Sergeants T. Hylton and K. Lybrand of the Internal Affairs Bureau. You were provided an opportunity to review security footage from the Southeast Substation which showed you returning your equipment to the Southeast Equipment Cage at 1528 hours. At 1530 hours, you were seen walking out of the picture frame for the last time. At 1535 hours, a vehicle is seen exiting the rear parking lot of the Southeast substation. You described the vehicle as matching the description of the vehicle you carpooled to work in.

You told the sergeants you had returned to the station at 1530 hours because that was the standard practice for SROs. You said you did not hear the call for service at Trabuco Hills High School because you had left work around 1535-1540 hours. You acknowledged you did not ask for supervisor permission to leave at that time because you felt it was common practice for all the SROs to leave then. You stated, at the time, you did not believe you did anything wrong leaving around 1540 hours. You said you assumed your supervisor was aware you were leaving prior to 1630 hours because all the SROs were leaving then.

On the date of the incident, you were contacted by Sergeant Brass via text message reference the call for service at the high school. You stated you did not recall texting with Sergeant Brass at the time. You were shown a photocopy of a text exchange between yourself and Sergeant Brass where he was inquiring why you were not responding to the call for service at the school. During the text exchange, you wrote to Sergeant Brass, "We were at the sub booking evidence." During your interview you admitted you did not book any evidence on that date. A review of the internal evidence records also indicated you had not booked evidence on that date. Your text message to Sergeant Brass was time stamped at 1559 hours, almost 20 minutes after you admitted you had left work.

You told the sergeants that you did not book any evidence nor did you submit any reports on the day in question. During your shift, you collected evidence (Morphine pills) from a student and requested a report number reference the incident. You acknowledged you booked the pills 2 days later. You also acknowledged you did not turn your report in at the end of your shift. A review of the report showed it was not submitted for supervisor approval until seven days later on November 12, 2019. You admitted you did not have supervisor approval to book the evidence late or delay writing your report. You stated the pills were kept in your personal locker at the station until you booked them.

You were shown records indicating you collected an airsoft gun and tobacco pipe on November 18, 2019. The records also showed that you booked the items for destruction two days later, on November 20, 2019. Again, you stated you kept the items in your personal locker and did not have supervisor permission to book the items past the end of your shift on the date you collected them. Your report for the items collected for destruction was not started until November 21, 2019, three days later. You acknowledged

OCSD policy states reports must be completed prior to the end of a deputy's shift. You did not have supervisor approval to delay the writing of this report.

This Personnel Investigation determined you failed to follow procedures regarding evidence booking and report submission. You were untruthful with your supervisor when you informed him you were booking evidence, which you did not. You left work earlier without supervisor approval. You failed to perform your duties to the standard expected of a Deputy Sheriff. Your actions can bring unwanted liability to the Department.

As a member of the Orange County Sheriff's Department, you have an unyielding responsibility to continually conduct yourself professionally, honestly, and not bring public embarrassment or liability upon yourself, your Department, or its members.

In addition to this "Notice of Pending Suspension," you are entitled to the documents that substantiate the decision to suspend you:

- Initial Action
- Investigative Summary
- Initiating Memos
- Copy of Text Messages Between Sergeant Brass and You
- Copy of OCSD Reports for DR 19-042618 and Related Documents
- Copy of OCSD Reports for DR 19-044281 and Related Documents
- Security Camera Footage From the Saddleback Station
- CD of Internal Affairs Interview

This incident may serve as basis for a substandard evaluation, and/or denial of promotion and/or transfer. Also, be advised that any future sustained incident of a similar nature may result in a substandard performance evaluation, more severe discipline being imposed upon you, up to and including termination, and/or the denial of promotion and/or transfer. You are entitled to a due process review (Skelly Meeting) before discipline is imposed. You may respond in writing to Assistant Sheriff Jon Briggs within ten (10) calendar days of receipt of this notice, or you may request a meeting. If you choose a meeting, you must notify Internal Affairs Sergeant Joe Vollmer within ten (10) calendar days of receipt of this notice and a meeting will be arranged for a later date.

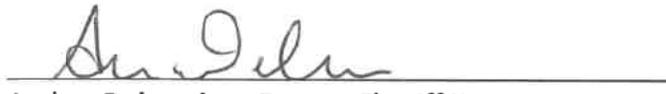
If you do not provide a written response or request a meeting by 1700 hours on the tenth calendar day following your receipt of this notice, it will be assumed you have waived your right to be heard. If you do respond, consideration will be given to your response prior to taking any proposed action on this proposal for suspension. You are entitled to represent yourself or may be represented by the Association of Orange County Deputy Sheriffs ("AOCDS") pursuant to the Memorandum of Understanding between the County of Orange and AOCDS in any pre-disciplinary meeting you may request.

If this proposed action becomes final, you have the right to appeal, pursuant to Article X, Section 3C and Article XI, Sections 7 and 8 of the Memorandum of Understanding, County of Orange and the Association of Orange County Deputy Sheriff's for the Peace Officer and Supervising Peace Officer Unit.



Jared Dahl, Captain

11-03-20
Date



Amber Delcambre, Deputy Sheriff II

11 / 3 / 20
Date

ORANGE COUNTY SHERIFF'S DEPARTMENT

INTERNAL MEMO

To: Commander R. Caouette
From: Captain J. Dahl
Date: September 17, 2020
RE: Request Discipline To Exceed Divisional Authority



I am requesting consideration for discipline that exceeds my authority for IA investigation 19-135 (see attached file).

Employee:

Deputy Amber Delcambre (White) #8626

Discipline Requested:

120 hours or the equivalency of three weeks off

Note:

All other involved employees will be given discipline of 24 hours or less based on their individual involvement.

Incident Date and Location:

November 5 and November 18, 2019 / assigned to Mission Viejo

Summary:

On November 5, 2019, Deputies A. Delcambre (White) #8626, [REDACTED], [REDACTED], and [REDACTED] (all SROs for Mission Viejo at the time) did not respond to their radios for a dispatched call for service at Trabuco Hills High School at 15:42 hours, requiring patrol to cover the assigned call from the school administration. Their shift end time was 16:30 that day. Sergeants covering Mission Viejo that day did not give permission for any of them to leave early.

Deputy Delcambre (White) was contact shortly after the radio call by her supervisor and engaged in a text conversation where she told her supervisor she was unavailable because, "We were at the sub booking evidence." The communication took place at "3:59 pm," which based on station video and her own statement occurred 20 to 25 minutes after she left the station. No evidence was booked and she admitted she put the items in her personal locker knowing the policy against such practice. She did not receive permission to leave early, did not complete her report, and did not receive permission to defer the report.

On November 21, 2019, Sergeant K. Kiltz conducted an evidence verification of his personnel. He found that Deputy Delcambre (White) took a report on November 18, 2019, and collected an air-soft gun and Vape to be booked for destruction. However, per REMEDY the items were not booked for 2 days until November 20, 2019, and the report was not completed. Again, this was done against policy, without any supervision notification, and the items were retained in the deputy's personal locker.

ORANGE COUNTY SHERIFF'S DEPARTMENT

INTERNAL MEMO

Findings:

I reviewed the attached file and found Deputy A. Delcambre (White) did not meet the expectations of the Department in this incident for the reasons indicated below.

- She left the Saddleback station 50 to 55 hours before the end of her shift and without supervisor approval.
- She lied to her supervisor about booking evidence in her text message.
- She did not book evidence collected November 5, 2019, until November 7, 2019, and retained it in her personal locker.
- She failed to complete her reports on at least two occasions and did not have supervisor approval.
- She did not book property for destruction collected November 18, 2019, until November 20, 2019, and retained it in her personal locker.
- She dismissed call for service as being already handled, when it was a follow up call with a juvenile and school that needed assistance.
- [REDACTED]

**Internal Investigation
Administrative Worksheet
PI# 19-135**

Principal(s): Deputy Amber Delcambre

Complainant(s): Administration

Facility/Location: Southeast Operations / Mission Viejo

Disposition:

1. OCSD Policy Manual Section 1018.1 – Standard of Conduct

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

2. OCSD Policy Manual Section 1018.5 – Performance of Duty

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

3. OCSD Policy Manual Section 1018.6(1) – Obedience to Law and Regulations

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

4. OCSD Policy Manual Section 1018.18(2) – Reporting for Duty and Time Off Requests

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

5. OCSD Policy Manual Section 1018.31 – Absence from Duty

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

6. OCSD Policy Manual Section 388.1.1 – Submission of Reports

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

7. OCSD Policy Manual Section 802.2.1 – Property Booking Procedures

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

8. OCSD Policy Manual Section 1018.27 – Untruthfulness

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

9. OCSD Policy Manual Section 1018.55(39) – Prohibited Acts or Omissions

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

10. OCSD Policy Manual Section 1018.33 – Incurring Liability

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

11. OCSD Policy Manual Section 1019.11 – Tampering with Evidence

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

12. OCSD Field Operations Manual Section 19.C.4 – Evidence

Unfounded / Not Involved / Exonerated / Not Sustained / Sustained

Discipline: Written Reprimand Suspension (# of hours 120)
 Demotion (to rank of _____) Dismissal
 Administrative Leave

Comments / Other: Discussed with U/S PETERSON, A/S HALLOCK;
A/S SAWYER, AND CMDR PARK

Administrative Disposition by: [Signature] Date: 10-12-20

Administrative Appeal Hearing

Date: _____ Time: _____

In Attendance: _____

Comments: _____

Disposition: _____

Disposition by: _____ Date: _____

Initial Action

CASE # 19-135

ORANGE COUNTY SHERIFF'S DEPARTMENT

12/9/2019

COMPLAINANT: Sheriff's Administration

COMPLAINANT DATE: 11/5/2019

DIVISION: Southeast Operations

DIVISION COMMANDER: Captain Dahl



INITIAL ACTION

NO FURTHER ACTION

HUMAN RESOURCES INVESTIGATION

DIVISION REVIEW

PERSONNEL INVESTIGATION - DIVISION

PERSONNEL INVESTIGATION - INTERNAL AFFAIRS

PERSONNEL INVESTIGATION ONLY

CRIMINAL & PERSONNEL INVESTIGATION

NO ADMINISTRATIVE LEAVE

Executive Command (of Employee)

12-10-19

Date

ADMINISTRATIVE LEAVE

Executive Command (of Employee)

Date

Executive Command (Professional Services)

Date

INTERNAL CRIMINAL

OUTSIDE AGENCY: _____

NO ADMINISTRATIVE LEAVE

ADMINISTRATIVE LEAVE

Executive Command (of Employee)

Date

Executive Command (Field Ops/Investigative)

Date

Executive Command (Professional Services)

Date

Internal Affairs Investigative Summary

ORANGE COUNTY SHERIFF'S DEPARTMENT

INTERNAL MEMO



To: Lieutenant Dawn Haag *DH*
From: Sergeant Todd Hylton
Date: September 3, 2020
RE: Personnel Investigation #19-135

COMPLAINANT: ADMINISTRATION

EMPLOYEE(s): DEPUTY AMBER DELCAMBRE
DEPUTY [REDACTED]
DEPUTY [REDACTED]
DEPUTY [REDACTED]

INCIDENT LOCATION: FIELD OPERATIONS – MISSION VIEJO POLICE SERVICES

INCIDENT DATE(s): NOVEMBER 5, 2019 AND NOVEMBER 18, 2019

ALLEGATION(s):	1. OCSD POLICY 1018.1	STANDARD OF CONDUCT
	2. OCSD POLICY 1018.5	PERFORMANCE OF DUTY
	3. OCSD POLICY 1018.6(1)	OBEDIENCE TO LAWS AND REGULATIONS
	4. OCSD POLICY 1018.18(2)	REPORTING FOR DUTY AND TIME OFF REQUESTS
	5. OCSD POLICY 1018.31	ABSENCE FROM DUTY
	6. OCSD POLICY 338.1.1	SUBMISSION OF REPORTS
	7. OCSD POLICY 802.2.1	PROPERTY BOOKING PROCEDURE
	8. OCSD POLICY 1018.27	UNTRUTHFULNESS
	9. OCSD POLICY 1018.55(39)	PROHIBITED ACTS OR OMISSIONS
	10. OCSD POLICY 1018.33	INCURRING LIABILITY
	11. OCSD POLICY 1019.11	TAMPERING WITH EVIDENCE
	12. OCSD FOM SECTION 19.V.C.4	EVIDENCE

1. OCSD POLICY 1018.1 – STANDARD OF CONDUCT

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INITIAL ACTION

On December 10, 2019, at the direction of Commander Dave Sawyer, Internal Affairs initiated a personnel investigation into the on-duty actions of Deputies Amber Delcambre (formerly Amber White), [REDACTED] and [REDACTED]. It is alleged the deputies left work early on November 5, 2019, without the approval of their supervisor. It is further alleged that Deputy Delcambre was untruthful when she spoke to her supervisor and failed to book evidence or complete reports by the end of her shift. Allegations minimally include performance of duty, absence from duty, and untruthfulness.

BACKGROUND

On Tuesday, November 5, 2019, a call for service was made from Trabuco Hills High School at 1542 hours requesting a response from deputies. The call was assigned to patrol deputies and not to any of the School Resource Officers (SROs), Deputies Delcambre, [REDACTED]. The SROs schedule for the day had them begin their shift at 0600 hours and conclude at 1630 hours. The supervisor of the SROs texted Deputy Delcambre and was told the call was a duplicate of an incident she had handled at the school approximately 20 minutes prior. Deputy Delcambre claimed she didn't hear the call on the radio and that she was at the substation booking evidence from the previous call. After a review of the second call, it was determined it was not a duplicate and the school had requested assistance with the same subject a second time. A review of the Property and Evidence Case Item report showed the 50 Morphine pills and CD containing photographs from the prior case was not booked until November 7, 2019, two days later. Questions arose about the whereabouts of all four SROs during the call for service at 1542 hours.

Furthermore, on November 18, 2019, Deputy Delcambre collected several items of evidence related to DR #19-044281. A routine evidence verification review was conducted and the records showed the items were booked into the Sheriff's Evidence Locker on November 21, 2019, three days later.

MEMORANDUMS INITIATING THE INTERNAL AFFAIRS INVESTIGATION

ORANGE COUNTY SHERIFF'S DEPARTMENT INTERNAL MEMO



To: Commander D. Sawyer
From: Captain J. Dahl
Date: December 4, 2019
RE: Request for Internal Investigation

*To IA
D. Sawyer, Commander
12-5-19*

Employee(s):

Deputy A. White #8626

Deputy [REDACTED]

Deputy [REDACTED]

Deputy [REDACTED]

Incident Date and Location:

Deputy A. White #8626 November 5 and November 18, 2019 / Mission Viejo

Deputy [REDACTED] November 5, 2019 / Mission Viejo

Deputy [REDACTED] November 5, 2019 / Mission Viejo

Deputy [REDACTED] November 5, 2019 / Mission Viejo

Summary:

On November 5, 2019, Deputies A. White #8626, D. Hernandez #7898, A. Jablonsky #4587, and J. Duran #5089 (all SROs for Mission Viejo) did not respond to their radios for a dispatched call for service at Trabuco Hills High School at 15:42 hours, requiring patrol to cover the assigned call from the school administration. Their shift end time was 16:30 that day. Sergeants covering Mission Viejo that day did not give permission for any of them to leave early.

During this time, Sergeant Longan made two attempts to contact Deputy White (assigned to the school). On the second attempt Deputy White stated the call was a duplicate call from an earlier call (14:22) and it was handled. She also claimed to have missed the call over the radio because she was booking evidence. Sergeant Brass also contacted Deputy White at that time and via text Deputy White told him, "We are booking evidence." Follow up investigation into the report and evidence showed the report was not completed for 7 days (without approval) and the pills collected from the call at 14:22 hours were not booked for 2 days (11-7-19). It was also confirmed no other evidence was booked by Deputy White on November 5, 2019.

While this incident was being investigated, Sergeant K. Kiltz conducted a routine evidence verification on November 21, 2019. He found that Deputy White took a report for on November 18, 2019, and collected an air-soft gun and Vape to be booked for destruction. However, per REMEDY the items were not booked for 2 days until November 20, 2019, without supervisory approval.

**ORANGE COUNTY
SHERIFF'S DEPARTMENT
INTERNAL MEMO**



Findings:

After review of the memos I received, it appears Deputy White may have provided false statements to Sergeants Longan and Brass about the day she booked property. It further appears on two occasions Deputy White booked evidence or property 2 days after she collected them and without supervisor notification or approval. It is also believed all or some of the SROs left their shift early on November 5, 2019, without supervisor approval. The following is a list of possible policy violations:

- 344.1.1 SUBMISSION OF REPORT (Deputy White)
- 802.2.1 PROPERTY BOOKING PROCEDURE (Deputy White)
- 1018.27 UNTRUTHFULNESS (Deputy White)
- 1018.33 INCURRING LIABILITY (Deputy White)
- 1018.5 PERFORMANCE OF DUTY (All staff members listed)
- 1018.18.2 REPORTING FOR DUTY AND TIME OFF REQUESTS (All staff members listed)
- 1018.31 ABSENCE FROM DUTY (All staff members listed)

Recommendations:

Bearing in mind all of the staff members may need to be questioned with POBAR rights in mind, I am recommending this case be sent to Internal Investigations for review and further investigation into the policy violations listed above.

Attachments:

- Memo from Sergeant B. Longan dated "11-11-19."
- Memo from Sergeant J. Brass dated "11-19-19."
- Memo from Sergeant K. Kiltz dated "November 21, 2019."
- Memo from Lieutenant Q. Vuong dated November 25, 2019."
- 5 CDs continuing surveillance from Southeast Substation recorded between 15:00 and 16:00 hrs. on November 5, 2019.
- CAD printout for call 191105-0613
- Call detail report for 191105-0697
- Mission Viejo Watch List for 11-05-19

**ORANGE COUNTY
SHERIFF'S DEPARTMENT
INTERNAL MEMO**



To: Captain Jared Dahl

From: Lieutenant Quyen Vuong

Date: November 25, 2019

RE: Deputy Amber White

Synopsis:

On Tuesday, November 5, 2019, at about 1422 hours, SRO Deputy Amber White handled a call at Trabuco Hills High School (THHS) regarding a student illegally possessing morphine pills. Deputy A. White collected the medication as evidence and the student was cited and released at school.

On 11-5-19, at about 1542 hours, there was another call for service at THHS regarding Assistant Principal Matthew Rainwater who needed assistance with the same student that was now being disruptive at school and possibly suicidal. The student's family believed the student was going to "run off" instead of going to the hospital. Deputy A. White, the assigned SRO for THHS, was not present and patrol deputies were dispatched in lieu of any SROs.

The SROs that were on-duty that day and time were Deputies Amber White, [REDACTED] [REDACTED]. Their work hours for that day were from 0600-1630 hours (see attached watch list). They did not receive permission from the patrol sergeant (Sgt. Longan) or SRO sergeant (Sgt. Brass) to leave early or modify their schedule. Dispatch asked if there was an SRO available to handle the call and there was no acknowledgement over the radio. Instead, two patrol units (Deputies Matthew Peterson and Oksana Aranskaja) had to be pulled to handle a school-related call leaving other calls for service delayed.

I called Sgt. William Longan, who was at the Southeast Substation, and asked if any of the SROs were in the building and he told me they were not. Sgt. Longan made several attempts to find the SROs and finally Deputy A. White answered his phone call. She told him she was aware of the call for service but told him it was "already handled" and was a "duplicate call" which did not require a law enforcement response. She told Sgt. Longan she was "booking evidence" when the call was dispatched. (Please see Sgt. Longan's attached memo for additional information.)

On 11-13-19, Sgt. Josh Brass spoke to Assistant Principal Matthew Rainwater at Trabuco Hills High School. Rainwater was the initial informant for the first call on 11-5-19/1422 hours but he verified that the second call at 1542 hours was not a duplicate call that Deputy A. White claimed. Rainwater needed a law enforcement response to help with the same student that brought illegal prescription medication to school who was now possibly suicidal. Rainwater called Deputy A. White's assigned SRO cell phone but she did not answer it during her work hours. Rainwater then called dispatch to ask for any patrol deputy to respond for assistance. Rainwater did not tell Deputy A. White over the phone to cancel his request for deputies to respond. (Please see Sgt. Brass' attached memo for additional information.)

Deputy A. White's claim the second call for service at THHS was a duplicate call was false. If Deputies Aranskaja and Peterson had not arrived to the school prior to Deputy A. White's phone call to cancel their response, the school staff and the student's safety would have been negatively impacted by the lack of law enforcement presence.

Sgt. Brass told me Deputy A. White did not complete her report until 7 days (11-12-19) after the incident. She did not have permission from any supervisor to defer her report. According to evidence records (verified using Remedy),

**ORANGE COUNTY
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INTERNAL MEMO**



Deputy A. White booked the bottle of morphine pills two days (11-7-19/1555 hours) after it was collected for evidence. (A copy of her report is also attached to this memo.)

On 11-21-19, Sgt. Kristopher Kiltz told me that on 11-19-19, Deputy A. White took a report (DR#19-044281) where she collected an airsoft gun and vape as evidence. According to a check of evidence records (Remedy), Deputy A. White booked those two items the following day. She did not have permission to delay her booking of evidence. (Please see Sgt. Kiltz' attached memo for additional information.)

On 11-22-19, I requested from Administrative Sergeant Rocky Castellano a copy of the stationary video (parking lot and equipment room) from the Southeast Substation from 1500 hours to 1600 hours. At this time, I have not received a copy of the video to review.

In August of 2015, [REDACTED]

Possible policy violations:

Based upon the preliminary information provided by Sergeants Brass, Longan, and Kiltz, we identified the following possible policy violations:

Policy 344.1.1 SUBMISSION OF REPORT - To provide the best service to our stakeholders, contract partners and the public through current data and statistical analysis it is the policy of this Department to require all reports be complete, accurate and submitted prior to or at the end of each shift. It shall be the responsibility of all personnel assigned to Commands required to document criminal offenses and other reportable activities to submit all reports for approval prior to leaving their assigned work location at end of watch.

Policy 802.2.1 PROPERTY BOOKING PROCEDURE – All property must be booked prior to the Member going off-duty unless otherwise approved by a supervisor.

Policy 1018.18.2 REPORTING FOR DUTY AND TIME OFF REQUESTS - Members, when applicable, shall submit their time off requests and receive approval from their supervisor prior to taking time off.

Policy 1018.27 UNTRUTHFULNESS – No member shall knowingly make false statements or misrepresentations to other Members or superiors.

Policy 1018.5 PERFORMANCE OF DUTY - Members shall perform their duties as required or directed by law, Department rules/regulations, procedures, policies, or by order of a superior officer. All lawful duties required by competent authority shall be performed promptly as directed.

Policy 1018.31 ABSENCE FROM DUTY - No Member shall be absent from duty without proper leave or permission from, or notification to, the appropriate supervisor.

Policy 1018.33 INCURRING LIABILITY - Members shall exercise extreme caution and good judgment to avoid occurrences that might give rise to liability chargeable against the Department, the Sheriff-Coroner, or the county.

Recommendation:

I recommend this incident be referred to Internal Affairs for further investigation.

ORANGE COUNTY SHERIFF'S DEPARTMENT

INTERNAL MEMO



To: Lieutenant Q. Vuong
From: Sergeant J. Brass #4973
Date: 11-19-19
RE: Trabuco Hills High School SRO

On 11-5-19, at approximately 1542 hours, patrol deputies were dispatched to Trabuco Hills High School located at 27501 Mustang Run in Mission Viejo. The call was for a student with a large amount of prescription pills that was being uncooperative. When I listened to the call being dispatched over the radio, I was questioning why patrol deputies got dispatched to the call instead of the School Resource Officers (SRO). I sent out a group text message to the SRO's that were working that day (A. White, [REDACTED]) asking why patrol was getting assigned a school related call. Deputy A. White #8626 sent me an individual text with the following response, "Hey Sir, I 910 that call. It turned into a duplicate call. I already handled it. I advised patrol." I asked why she did not put that information over the air (so the responding deputies could be canceled). She responded, "We were at the sub booking evidence. I didn't hear it go out. But Oksana called me and I made sure it was cleared up."

When I returned to work on 11-6-19, I went into the Field Based Reporting (FBR) data base to proofread and sign off Deputy White's report for this incident (DR# 19-042618). At that time, the report was not written. Policy 344.1.1 – Submission of Report states, "To provide the best service to our stakeholders, contract partners, and the public through current data and statistical analysis, it is the policy of this Department to require all reports be complete, accurate, and submitted prior to or at the end of each shift. It shall be the responsibility of all Members assigned to Commands required to document criminal offenses and other reportable activities to submit all reports for approval prior to leaving their assigned work location at the end of watch.

1. Exceptions to the above policy shall be determined by the immediate supervisor of involved personnel on a case by case basis only upon receiving proper justification.
2. Units providing extensive follow-up on cases previously reported are exempt from the end of shift requirement if it will not severely impact an on-going investigation with supervisory approval, i.e. Forensic Science Services, Homicide, Sex Crimes."

I am Deputy White's immediate supervisor and she did not ask me if she could write this report at a later date. I continued to monitor FBR and Deputy White submitted this report for review on 11-12-19.

I conducted an evidence search through the Sheriff's Department Remedy Application to ensure the evidence was booked for this incident. Although Deputy White collected the evidence (50 Morphine pills) on 11-5-19, the pills were not booked into evidence until 11-7-19 at 1555 hours. Per policy 802.2.1 - Property Booking Procedure, "All property must be booked prior to the Member going off-duty unless otherwise approved by a supervisor." I did not give Deputy White permission to delay booking this evidence.

On 11-13-19 at approximately 1030 hours, I went to Trabuco Hills High School and spoke to Assistant Principal Matthew Rainwater. He said he called Deputy White on her cell phone for the first call when the student was caught with the prescription pain medication. Deputy White responded right away, conducted her investigation, collected the pills and left the student in the care of the school. After the student's adult sister arrived at the school, it was deemed the student may have been suicidal. The student was refusing to go to the hospital and Rainwater did not want the situation to escalate. Rainwater called Deputy White on her cell phone but she did not answer. Rainwater called Sheriff's Dispatch and requested that deputies respond to the school. A few minutes later, White returned Rainwater's call and he informed her of the situation and that he wanted deputies to respond to the school to keep the peace. Shortly after Rainwater ended his call with Deputy White, Deputies Aranskaja and Peterson arrived at the school and assisted with

Integrity without compromise | Service above self | Professionalism in the performance of duty | Vigilance in safeguarding our community

ORANGE COUNTY SHERIFF'S DEPARTMENT
INTERNAL MEMO

the uncooperative student. Rainwater confirmed the second call for service was not a duplicate call but a second incident involving the same student.

Respectfully,

Sergeant J. Brass

ORANGE COUNTY SHERIFF'S DEPARTMENT

INTERNAL MEMO

To: Lieutenant Q. Vuong
From: Sergeant Bill Longan #5193
Date: 11-11-19
RE: Trabuco Hills SRO



On 11-05-19, at about 1542 hours, a call was dispatched regarding an incident at Trabuco Hills High School, 27501 Mustang Run, in Mission Viejo. When the call was dispatched, there was a question of why it was assigned to patrol units and not the school's assigned SRO.

At about 1546 hours, I looked at all the units via my MDC and saw only one SRO unit, 1655 –Deputy Amber White #8626, was logged into their MDC, all other SRO units were logged off. At about 1551 hours, I attempted to call Deputy White but received no answer. I walked out to the parking lot at the Saddleback Substation, but I did not see any SRO assigned personnel in the lot. At about 1554 hours, I called Deputy White a second time and she answered the call. Deputy White told me she was handling the call, and she claimed that the school had mistakenly put out the incident as a duplicate call that she had already addressed. Deputy White told me she was in contact with the school and had contacted the patrol Deputies assigned to the call.

At about 1615 hours, I spoke to Deputy White on the phone again. I told her that if she had simply advised over the radio that the call had already been handled, the patrol Deputies could have been cleared quicker and there would not have been any issues. Deputy White told me she had been booking evidence at the time, as she had seized pills in regards to the incident.

The original call referred to in this incident, DR 19-042618, was listed in the CAD as being initiated by Deputy White at 1404 hours and completed at 1521 hours.

Sergeant Bill Longan #5193

ORANGE COUNTY SHERIFF'S DEPARTMENT

INTERNAL MEMO

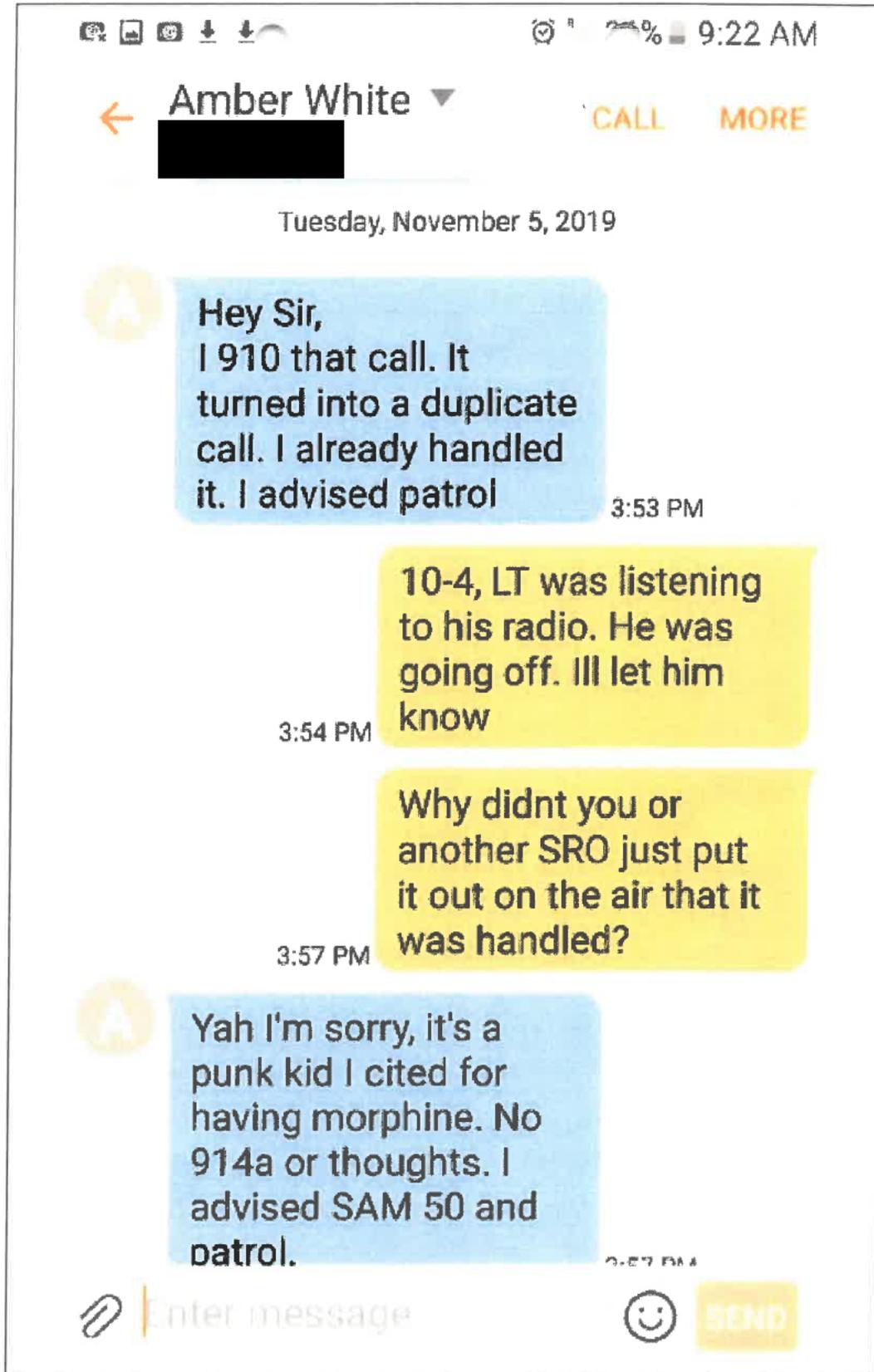
To: Lieutenant Q. Vuong
From: Sergeant K. Kiltz
Date: November 21, 2019
RE: Booking of Property



Lieutenant,

On November 21, 2019, I was reviewing DR# 19-044281, dated November 18, 2019, in the Field Based Reporting System (FBR). This report was completed by Deputy A. White #8626. The report indicated a toy air soft gun and Vape were collected and booked for destruction. I reviewed REMEDY to confirm the property had been booked per Policy 802.2.1. The Time/Date Collected on REMEDY indicated November 19, 2019 at 1300 hours. I contacted Property Division and requested the actual date and time the property was booked. Property staff confirmed the items (19-044281.1) were booked on November 20, 2019 at 0801 hours. I confirmed in CAD (191118-0214) Deputy White arrived on-scene at 0842 hours and completed the call at 0924 hours on November 18, 2019. I notified Lieutenant Vuong.

COPY OF TEXT MESSAGES BETWEEN SERGEANT BRASS AND DEPUTY DELCAMBRE



← Amber White ▾

CALL MORE

[REDACTED]

3:54 PM K110W

Why didnt you or another SRO just put it out on the air that it was handled?

3:57 PM

A

Yah I'm sorry, it's a punk kid I cited for having morphine. No 914a or thoughts. I advised SAM 50 and patrol.

3:57 PM

3:58 PM

Copy thx

A

We were at the sub booking evidence

I didn't hear it go out. But Oksana called me and I made sure it was cleared up.

3:59 PM

Monday, November 11, 2019



Enter message



SEND

INTERNAL AFFAIRS INVESTIGATION

INTERNAL AFFAIRS VIDEO REVIEW

I reviewed security video from the OCSO Saddleback Station located at 20202 Windrow, in the City of Lake Forest. The security footage was from November 5, 2019, between 1500 hours and 1600 hours. The video is from fixed cameras mounted inside and outside the building. Each video is labeled with the location of the camera's corresponding area of coverage.

Below is a summary of the video recordings associated with this case. The summaries were written to provide clarity. Refer to the recording for additional details.

C10 – Loading Dock

At approximately 1525 hours, OCSO Mission Viejo patrol units entered the station parking lot and parked along a back wall. The units parked two spaces apart from each other. There are two other vehicles occupying the parking spaces between the two units. After approximately one minute, Deputy Delcambre exited her unit on the left side and stood at the open driver's door. Deputy [REDACTED] exited the other vehicle and retrieved items from the trunk. As Deputy Delcambre made her way across the parking lot, she was holding a shotgun. Deputy Delcambre stopped in the parking lot and waited for Deputy [REDACTED]. Deputy [REDACTED] carried a gun case from his vehicle and crossed the parking lot to join Deputy Delcambre. At approximately 1527 hours, both deputies exited the camera's view near the side of the building. Both deputies were in their Sheriff's uniform.

At approximately 1535 hours, a vehicle, which was later described as matching Deputy [REDACTED] personal car [REDACTED], was seen driving from behind the building and exited the parking lot onto Rancho Parkway.

Nothing else significant was viewed on the security footage.

C06 – Equipment Cage

At approximately 1518 hours, Deputy [REDACTED] was seen returning her patrol rifle to the equipment cage where two other deputies are standing. Deputy [REDACTED] entered the camera view from the left side before walking to the equipment cage window. Deputy [REDACTED] walked out of camera view along a corridor adjacent to the equipment room. At approximately 1524 hours, Deputy [REDACTED] entered the camera view from the corridor adjacent to the equipment room and proceeded across the room and out of camera view on the left side. Deputy [REDACTED] was wearing her Sheriff's uniform.

At approximately 1528 hours, Deputy Delcambre entered the camera view from the left side and walked to the equipment room window. Deputy Delcambre waited at the window while another deputy was checking out equipment. After about a minute, Deputy Delcambre returned her shotgun to the equipment room. As Deputy Delcambre was walking across the room, she stopped and waved at someone outside the camera's view. Deputy Delcambre then walked down the corridor adjacent to the equipment room and out of the camera's view on the right side. After approximately 15 seconds, Deputy Delcambre entered the video and walked into the middle of the room while talking to someone. At 1530 hours, Deputy Delcambre exited the video footage by walking to the left side, near where she originally entered the picture.

Nothing else significant was viewed on the security footage.

C13 – Parking West - PTZ

At approximately 1525 hours, Deputy ██████ was seen exiting the building through a side door and walking into the parking lot. As Deputy ██████ enters the parking lot, he walked along the side of the building and out of camera view. Deputy ██████ was not in uniform and was wearing blue jeans, a blue shirt, black ball cap, and was carrying a backpack.

Nothing else significant was viewed on the security footage.

C01 – Parking Front (N/W)

At approximately 1525 hours and 22 seconds, Deputy ██████ walked along the left side of the parking lot away from the building towards vehicles parked in the parking lot. Deputy ██████ walked to the second row of vehicles. A large tree obscures the footage and Deputy ██████ cannot be seen. At approximately 1527 hours, Deputy ██████ personal vehicle ██████ was seen pulling from a parking space in the second row. Deputy ██████ vehicle proceeded down the row and exited the parking lot onto Windrow Drive and out of the camera's view.

Nothing else significant was viewed on the security footage.

C15 – Front Parking PTZ

At approximately 1527 hours, Deputy ██████ personal vehicle was seen driving in the second row of the parking lot before turning left into the main driveway. Deputy ██████ vehicle turned left out of the parking lot onto Windrow Drive and out of the camera's view.

Between the hours of 1535 and 1545, the following vehicles were seen leaving the northern most driveway onto Windrow Drive; a dark color SUV, a small grey 2-door sedan, a black 4-door sedan, a small white 2-door sedan, and a large dark color SUV. The driveway appears to be lead around toward the northern side of the building and out of camera's view. It is unknown if these vehicles were related to these employees.

Investigator's Note: Deputy ██████ drove a ██████ on this date.

Nothing else significant was viewed on the security footage.

INTERNAL AFFAIRS PRINCIPAL INTERVIEWS

On Wednesday, July 29, 2020, at about 1415 hours, I interviewed Deputy ██████ at the Internal Affairs office. Deputy ██████ was present with her representative Robert Baumann. Prior to conducting the interview, I provided Deputy ██████ with the Confidentiality Directive, POBOR Advisement, Miranda

Advisement, and the Lybarger Admonishment. Deputy ██████ acknowledged she understood the information provided and stated she did not have any questions.

The interview was digitally recorded. Below is a summary written to provide clarity and may not be in the chronological order of the actual interview. Refer to the recording for additional details.

Principal Interview of Deputy ██████ / Representative Robert Baumann – July 29, 2020/1415 Hours
Second Interviewer – Sergeant Everardo Arredondo

Deputy ██████ has been employed with the Orange County Sheriff's Department for approximately twelve years. Deputy ██████ is currently assigned to Patrol Operations in the City of Mission Viejo and has been there for approximately six years. Deputy ██████ is familiar with department policies and has acknowledged them on Lexipol. Deputy ██████ acknowledged she was provided an opportunity, prior to this interview, to review security footage from the Saddleback Station from November 5, 2019.

On November 5, 2019, Deputy ██████ was assigned as a School Resource Officer (SRO) in Mission Viejo. Deputy ██████ became an SRO around July of 2019. Deputy ██████ was shown a watch list from November 5, 2019 and acknowledged her scheduled hours were from 0600 hours until 1630 hours.

Deputy ██████ said she believed she returned to the Saddleback Station at about 1515 hours, just before she was seen on the security camera returning her rifle. Deputy ██████ said she typically heads into the station at about 1530 hours. Deputy ██████ stated it has been common practice for SROs to head into the station about an hour early to complete tasks before leaving for the day. Deputy ██████ added it was standard practice to turn in equipment upon returning to the station. Deputy ██████ admitted to logging off her Mobile Data Computer (MDC) prior to entering the building, at approximately 1515 hours.

I asked Deputy ██████ about the layout of the Saddleback Station in regards to the camera view of the equipment cage, security camera C01. Deputy ██████ stated to the left of the camera's view would be the locker room, followed by the report writing room. Deputy ██████ indicated the evidence room would be located to the right of the camera's view down the corridor adjacent to the equipment room.

I asked Deputy ██████ if she recalled hearing a call for service at 1542 hours at Trabuco Hills High School. Deputy ██████ stated her radio was turned off and, "probably" in her locker. As an SRO, Deputy ██████ does not return her radio to the equipment room. Deputy ██████ acknowledged she did not respond to the call for service at 1542 hours. I asked Deputy ██████ why she did not respond to the call at 1542 hours and she said, "If I was already logged off, then I was probably inside the building (*unintelligible*)."

As an SRO, Deputy ██████ was not assigned to Trabuco Hills High School. Deputy ██████ stated Deputy Delcambre was the SRO assigned to that school. Deputy ██████ was assigned to Newhart, Access, and three elementary schools. Deputy ██████ acknowledges that typically SROs assist each other if assistance is needed at a school. On some occasions, patrol deputies will assist at a school. Deputy ██████ said she did not recall receiving a text message from Sergeant Brass on November 5, 2019, asking why patrol was assigned the call for service at Trabuco Hills High School at 1542 hours.

I showed Deputy [REDACTED] a Property and Evidence Case Item Report indicating she booked evidence on November 5, 2019 at 1522 hours. Deputy [REDACTED] said she did not recall booking any other evidence on that date. Deputy [REDACTED] stated she didn't recall booking that evidence until she saw the report.

Investigator's Note: The time noted on the Evidence report coincides with the time when Deputy [REDACTED] walked out of the camera's view after returning her rifle. The Evidence Room is located in the direction in which she exited the picture.

Deputy [REDACTED] did not remember if she wrote or submitted any reports on November 5, 2019. Deputy [REDACTED] said SROs do not have any additional documents they complete daily as part of their assignment.

I asked Deputy [REDACTED] if it would be an accurate statement if someone claimed she was booking evidence at the time of the call at 1542 hours. Deputy [REDACTED] responded, "No." Deputy [REDACTED] admitted that she would not be prepared to respond to a call for service at 1542 hours after logging off her MDC and having already turned in her patrol rifle, approximately 1 hour prior to the end of her scheduled shift.

Deputy [REDACTED] admitted to leaving work prior to the end of her schedule watch at 1630 hours. [REDACTED] said she believes she left work that day at about 1545 hours, forty-five minutes prior to her scheduled time. Deputy [REDACTED] said she did not have authorization from her supervisor to leave early that day.

Deputy [REDACTED] representative asked her if she was spoken to after this incident by a Sergeant Brass regarding leaving early. Deputy [REDACTED] stated about a week after this incident, Sergeant Brass made it clear to the 5 Mission Viejo SROs that they were to remain logged on to the MDC until 1600 hours. Deputy [REDACTED] said the 5 SROs were Deputies Delcambre, [REDACTED] and herself. Deputy [REDACTED] was on vacation on November 5, 2019. Deputy [REDACTED] said the SROs explained to Sergeant Brass that it was common practice for the SROs to return to the station at about an hour before the scheduled end of their shift to complete any outstanding tasks before leaving. Deputy [REDACTED] stated Sergeant Brass made it clear the SROs were not to log off until 1600 hours and that has been the practice since that date.

Investigator's Note: The fact that Sergeant Brass and Sergeant Longan both contacted Deputy Delcambre asking why patrol deputies were handling a call at the school indicates they were unaware the SROs were typically leaving work that early.

End of Interview

On Monday, August 3, 2020, at about 1900 hours, I interviewed Deputy [REDACTED] at the Internal Affairs office. Deputy [REDACTED] was present with his representative Robert Baumann. Prior to conducting the interview, I provided Deputy [REDACTED] with the Confidentiality Directive, POBOR Advisement, Miranda Advisement, and the Lybarger Admonishment. Deputy [REDACTED] acknowledged he understood the information provided and stated he did not have any questions.

The interview was digitally recorded. Below is a summary written to provide clarity and may not be in the chronological order of the actual interview. Refer to the recording for additional details.

Deputy [REDACTED] has been employed with the Orange County Sheriff's Department for approximately twelve years. Deputy [REDACTED] is currently assigned to Patrol Operations in the City of Mission Viejo and has been there for approximately four years. Deputy [REDACTED] is familiar with department policies and has acknowledged them on Lexipol. Deputy [REDACTED] acknowledged he was provided an opportunity, prior to this interview, to review security footage from the Saddleback Station from November 5, 2019.

On November 5, 2019, Deputy [REDACTED] was assigned as a SRO in Mission Viejo. Deputy [REDACTED] had been a SRO for approximately one year. Deputy [REDACTED] was shown a watch list from November 5, 2019 and acknowledged his scheduled hours were from 0600 hours until 1630 hours. Deputy [REDACTED] stated those are the normal hours for SROs.

I asked Deputy [REDACTED] about the video and he confirmed he was captured on the security footage pulling into the Saddleback station at 1525 hours and parking near the loading dock. Deputy [REDACTED] stated he retrieved his Critical Incident Response Team (CIRT) rifle from his trunk. Deputy [REDACTED] stated the vehicle that pulled into the station directly in front of him, "looked to be Deputy Delcambre." Deputy [REDACTED] stated he and Deputy Delcambre had recently completed a call together. Deputy [REDACTED] claimed it was standard practice for SROs to return to the station between 1530 and 1545 hours every day. Deputy [REDACTED] stated it was the, "Passed down, common practice time to head in." Deputy [REDACTED] said returning to the station at this time allowed the SROs time to complete any outstanding assignments, return equipment, completing reports, booking evidence, and change out of their uniform.

Deputy [REDACTED] stated after walking through the parking lot, he entered the back door of the Saddleback Station into the warehouse area of the station where equipment lockers are. Deputy [REDACTED] stated he stores his CIRT rifle in his own equipment locker and does not turn it into the equipment "cage." Deputy [REDACTED] stated he usually logs off the MDC before he enters the station, about one hour to 45 minutes prior to the end of his shift. Deputy [REDACTED] said Sergeant Brass spoke to the SROs about this practice and it has now changed. Deputy [REDACTED] stated the conversation with the supervisor took place shortly after this incident.

Deputy [REDACTED] stated he is assigned to Silverado High School, Los Alisos Intermediate School, and several elementary schools near the center of the city. Deputy [REDACTED] said Deputy Delcambre is assigned to Trabuco Hills High School. Deputy [REDACTED] acknowledged that SROs will typically help out other SROs with issues at their schools.

Deputy [REDACTED] stated he did not remember hearing a call for service at Trabuco Hills High School at 1542 hours on November 5, 2019. Deputy [REDACTED] said the radio was either off or already turned in. Deputy [REDACTED] stated as an SRO, he does not notify dispatch via the radio when he goes, "10-7, out of service." Deputy [REDACTED] said he only heard about the call at the high school later in the day when Deputy Delcambre received a phone call about it. Deputy [REDACTED] said he, Deputy [REDACTED] and Deputy Delcambre carpooled together on that date and he overheard Delcambre speaking with a sergeant, presumably Sergeant Longan. Deputy [REDACTED] remembered that the call at the school did not sound like a duplicate call of the issue which

he had recently completed approximately 20 minutes prior. Deputy ██████ said he believed Deputy ██████ had driven on that date. Deputy ██████ said Deputy ██████ drove either a ██████

Investigator's Note: The vehicle on the security footage leaving the Saddleback Station parking lot at 1535 hours appeared to be a white ██████

Deputy ██████ said he did not receive a text from Sergeant Brass or any sergeant asking why patrol was assigned a call at a high school. Deputy ██████ said the only communication with Sergeant Brass reference that incident occurred the following day. Deputy ██████ acknowledged there are several group texts where the SROs communicate throughout their shifts with their supervisor.

Deputy ██████ stated he did not book any evidence on November 5, 2019. Deputy ██████ could not recall if he wrote or submitted any reports on that date.

Investigator's Note: I reviewed the records from the Field Base Reporting database and did not see any records indicating Deputy ██████ wrote or submitted any reports on November 5, 2019.

Deputy ██████ said there is a monthly stat sheet that SROs complete which documents their monthly activities. Deputy ██████ said the report is typically completed at the end of the month and assumed he did not complete that report on November 5th.

I asked Deputy ██████ if he felt he would be prepared to respond to calls for service after logging off his MDC and walking into the station with his CIRT rifle approximately one hour prior to the end of his shift. Deputy ██████ said, "If I'm logged off, and the radio is off, I would not be ready to respond, correct."

I asked Deputy ██████ if someone claimed he was booking evidence on November 5, 2019 at approximately 1542 hours, would it be an accurate statement. Deputy ██████ did not recall booking any evidence on that date but said had he collected any evidence, he would have booked it upon his return to the station. Deputy ██████ admitted to leaving the station at approximately 1540 hours to go home. Deputy ██████ admitted he did not have supervisor approval and said, "No, there was not specific supervisor approval. That was just the standard time we were leaving at." Deputy ██████ did not tell the supervisor he was leaving at that time and said, "No, because we didn't think it was anything, like, we were trying to skirt one by or whatever it was to him. I thought it was just common practice."

After this incident, Sergeant Brass met with the SROs in a group and explained his expectations going forward regarding the proper time to leave and ensured they understood. Deputy ██████ used the term, "counseled" when describing the meeting with Sergeant Brass. Deputy ██████ said Sergeant Brass had been his SRO supervisor almost the entire year he was an SRO. Deputy ██████ claimed he was under the impression Sergeant Brass knew the SROs standard practice was to return to the station around 1530-1545 hours and leave soon after.

Investigator's Note: The fact that Sergeant Brass and Sergeant Longan both contacted Deputy Delcambre asking why patrol deputies were handling a call at the school indicates they were unaware the SROs were typically leaving work that early.

On Tuesday, August 4, 2020, at about 0940 hours, I interviewed Deputy Amber Delcambre at the Internal Affairs office. Deputy Delcambre was present with her representative Robert Baumann. Prior to conducting the interview, I provided Deputy Delcambre with the Confidentiality Directive, POBOR Advisement, Miranda Advisement, and the Lybarger Admonishment. Deputy Delcambre acknowledged she understood the information provided and stated she did not have any questions.

The interview was digitally recorded. Below is a summary written to provide clarity and may not be in the chronological order of the actual interview. Refer to the recording for additional details.

Principal Interview of Deputy Delcambre / Representative Robert Baumann – August 4, 2020/0940 Hours
Second Interviewer – Sergeant Kevin Lybrand

Deputy Delcambre has been employed with the Orange County Sheriff's Department for approximately ten years. Deputy Delcambre is currently assigned to Patrol Operations in the City of Mission Viejo and has been there for approximately 2 years. Deputy Delcambre is familiar with department policies and has acknowledged them on Lexipol. Deputy Delcambre acknowledged she was provided an opportunity, prior to this interview, to review security footage from the Saddleback Station from November 5, 2019. Deputy Delcambre acknowledged she went by the name Amber White in November 2019.

On November 5, 2019, Deputy Delcambre was assigned as a SRO in Mission Viejo. Deputy Delcambre had been a SRO for approximately a year and a half. Deputy Delcambre was shown a watch list from November 5, 2019 and acknowledged her scheduled hours were from 0600 hours until 1630 hours, which were standard hours for a SRO. Deputy Delcambre said she was assigned to Trabuco Hills High School and also had several elementary and intermediate schools.

I asked Deputy Delcambre if she was one of the deputies in the security footage from the loading lock (Camera C10), at 1525 hours, who parked along the back wall. Deputy Delcambre said she was in one patrol unit and Deputy [REDACTED] was in the other. Deputy Delcambre stated they had just completed a call at Trabuco Hills High School a few minutes prior. Deputy Delcambre said she collected medication in pill form from a student at the school. Deputy Delcambre said after completing the call she returned to the station and logged off her MDC prior to entering the building around 1527 hours. Deputy Delcambre acknowledged she was captured on the "Equipment Cage" camera returning her shotgun at approximately 1530 hours.

After arriving at the station, Deputy Delcambre said she did not submit any logs or reports. Deputy Delcambre said she returned to the station an hour prior to the end of her shift because, "It was common practice for School Resource Officers at that time to return around 1530." Deputy Delcambre said she would use that time to turn in equipment and for administrative reasons. I asked if the time allowed her to complete reports if she had any and she responded, "To be honest it was just common practice with the prior SROs to return at that time."

Deputy Delcambre stated she did not hear the call for service at Trabuco Hills High School on her radio at 1542 hours. Deputy Delcambre said she responded to the call via telephone, but not in person. Deputy Delcambre

said Deputy Aranskaja knew she was the SRO at the school and called her reference the pending call for service. Deputy Delcambre said she left with her carpool partners, Deputies [REDACTED] and [REDACTED]. Deputy Delcambre stated Deputy [REDACTED] was the driver on that date. I asked Deputy Delcambre if the white SUV seen leaving the parking lot in the security footage at 1535 hours was Deputy [REDACTED] personal vehicle. Deputy Delcambre said, "It looks similar to her car, but we never exited that way. We would always go behind the Southeast Sub towards the cul-de-sac to get on the 241." Deputy Delcambre said it looks like [REDACTED] car but she did not think it was.

Investigator's Note: I reviewed the front security camera and did not find any other vehicles that matched Deputy [REDACTED] personal car leaving in that direction. The front camera captures vehicles exiting from the area where Deputy Delcambre described.

Deputy Delcambre stated she left work between the hours of 1535 and 1540 hours on that day, approximately one hour early. I asked Deputy Delcambre if she had supervisor approval to leave early and she said, "Well, like I said, it was just common practice for us to leave at that time, and everyone saw all the SROs from Southeast Substation leaving at that time, so I didn't think I was doing anything wrong leaving at that time. I see with the end of watch time how it is, but at that time we didn't request supervision to leave early because we didn't think we were leaving early." Deputy Delcambre said she would assume her supervisor was aware she left early because all the SROs left at that time, not just the Mission Viejo SROs.

Investigator's Note: Sergeant Brass is Deputy Delcambre's immediate supervisor and his office is located at Mission Viejo City Hall, not the Saddleback Station where the deputies leave work from.

Deputy Delcambre said there are 5 SROs in Mission Viejo and an additional 3 that work other areas that work from the Saddleback Station.

In discussing the call at Trabuco Hills High School, Deputy Delcambre said she told Deputy Aranskaja it was a duplicate call and that she would contact the school via telephone. Deputy Delcambre then spoke with Matt Rainwater, the Assistant Principal at Trabuco Hills High School. Deputy Delcambre said she did not have any missed calls from Rainwater prior to calling him. Deputy Delcambre remembered Sergeant Longan calling her reference the issue and the school and she explained to him that she, "Was talking to the school and talking to the patrol deputy." Deputy Delcambre said she believed the call at the school did not require a law enforcement response and said, "Initially how it was explained to me from the initial deputy was that this kid was detained based off of what I had dealt with already, and now there was a mental health issue possibly. And that the Fire Department just had to check him out and like police presence wasn't necessary."

During another call with Sergeant Longan at approximately 1615 hours, after their original conversation, Deputy Delcambre said, "The first time he called me he asked if I heard the radio. I said no, I (unintelligible) my equipment. And he asked, well why didn't you hear it? And I said I headed in early to book evidence."

Investigator's Note: Deputy Delcambre's earlier statements indicating it was common practice for SROs to return to the station at 1530 hours conflicts with her statement to Sergeant Longan that she headed to the station, "Early to book evidence."

Deputy Delcambre said she didn't recall receiving a text message from Sergeant Brass asking why patrol was assigned the call at the school. Deputy Delcambre then added, "I probably did though." Deputy Delcambre stated she probably responded to Sergeant Brass that she was handling the call or getting ahold of the initial deputy. I asked Deputy Delcambre if she texted Sergeant Brass about being at the station booking evidence or if she even recalled texting him. Deputy Delcambre responded, "I honestly don't remember."

I showed Deputy Delcambre photocopies of text messages between herself and Sergeant Brass dated November 5, 2019. Deputy Delcambre acknowledged that the number listed at the top of the page under the name "Amber White" was indeed her cell phone number. I asked Deputy Delcambre who she was referring to as "we" when she wrote to Sergeant Brass at 1558 hours, "We were at the sub booking evidence." Deputy Delcambre explained, "I think because Deputy [REDACTED] was with me at that call and searched him with me, I was the one who was in control of the evidence and my intention was to book the evidence and I meant, like, we came in early to book evidence and that's why I didn't hear it come out." I asked Deputy Delcambre if she booked the evidence and she said, "No, not that day."

I pointed out to Deputy Delcambre that the text message was from 1558 hours and that she had told me earlier in the interview she had left at approximately 1540 hours, prior to the call even being generated at 1542 hours. I asked if she was truthful with Sergeant Brass when she texted him at 1558 hours that she didn't hear the call because she was at the station booking evidence, when in fact, the reason she didn't hear the call was because she had left for the day. Deputy Delcambre said, "I think my understanding of why I didn't hear it go out and why I headed to the station. And that's why I responded that way of I headed, and that's why I didn't hear it go out is cause I headed to book evidence."

Because I did not understand her answer, I again asked why she texted Sergeant Brass, 20 minutes after leaving, and 18 minutes after the call for service was created, that she was booking evidence. Deputy Delcambre said, "I think I was thinking at the time of referring to the first call of why there was a duplicate call issued, as in like I headed in to book the evidence and that's why I didn't hear the second call."

Sergeant Lybrand pointed out to Deputy Delcambre that she left to go home prior to the second call even being generated. Deputy Delcambre said, "I think my mindset was, you know, I was at the station early to book evidence. Which I did not do and I understand I booked it two days later. But I had so many people calling me as well as with Longan and, you know, Aranskaja and Brass, I think I was, well, I headed in to do this. And that was my mindset." Deputy Delcambre said her mindset when she left her last call was to return to the station and book the evidence she had just collected. Deputy Delcambre did not book any evidence and just went home.

I asked Deputy Delcambre why she texted Sergeant Brass at 1558 hours saying she was at the station at 1542 hours booking evidence when she hadn't booked anything. Deputy Delcambre said she was explaining to Sergeant Brass why she had left the school in the first place, which was to book evidence. I told Deputy Delcambre it looked as if she was lying to Sergeant Brass when she told him she was booking evidence because she wasn't at the station at the time of the call for service, nor did she book evidence on that date. I asked Deputy Delcambre if the text to Sergeant Brass was untruthful. Deputy Delcambre said, "I don't believe it's untruthful because of my intent of what I was, you know, I handled the call via phone. And I think because I had multiple people calling me, and me trying to facilitate what was happening. I knew, I was in the car at the time with Deputy [REDACTED] and Deputy [REDACTED] so I know I would not just send my sergeant a text saying I'm at

the station booking evidence, when I'm clearly in a carpool group going home. I think with everybody calling me, maybe I got confused based off of this sergeant compared to this sergeant of what everybody was asking."

I reminded Deputy Delcambre that she was handling the call via phone while in her carpool home when she responded to Sergeant Brass, "we were at the sub booking evidence." I added that the comment was not indicative at all of what had occurred. Deputy Delcambre admitted she was at the station for approximately 10-15 minutes, without booking evidence. Deputy Delcambre said it takes about 10 minutes to book evidence and said, "I should have booked it. I made a mistake that day. Deputy [REDACTED] has childcare issues, she's in my carpool group, but it's totally my fault. I should have taken the time and told her 'yeah, I'm going to book this real quick' and then proceeded. But my carpool group was ready and I made the decision to go."

Investigator's Note: Deputy Delcambre mentioned Deputy [REDACTED] had childcare issues. Deputy [REDACTED] never mentioned any issues in her interview. Furthermore, the staff members admitted to leaving at least 45 minutes prior to the scheduled end of watch.

Deputy Delcambre explained she was texting with Sergeant Brass because she understood the Lieutenant was upset so she wanted to let him know why she didn't hear the call on the radio. Deputy Delcambre explained that she lives some distance from the Saddleback Station, indicating she was still headed home when she was texting with Sergeant Brass.

I showed Deputy Delcambre the Property and Evidence Case Item Report for DR #19-042618 which showed the pills she collected on November 5, 2019 were not booked into evidence until November 7, 2019. Deputy Delcambre stated she was at work on November 6, 2019. I asked Deputy Delcambre why she booked evidence two days after collecting it. Deputy Delcambre said, "To be honest, I don't have an excuse. I was busy at my other schools. At the time the evidence issue wasn't as big as it was now, which I'm very aware of. And I clearly made a mistake. Policy, which I did sign, it needs to be booked by the end of shift." Deputy Delcambre said she retained custody of the item the entire time and she did eventually book it. Deputy Delcambre said she retained custody of the evidence in her personal locker at the Saddleback Station, which only she has access to. Deputy Delcambre admitted she did not have a sergeant's approval to book the evidence late, nor did she tell a sergeant or ask for permission.

I asked Deputy Delcambre if she wrote or submitted any reports on November 5, 2019 and she said, "No." I showed Deputy Delcambre the work flow audit for DR #19-042618 which indicated the report was started on 11-7-19 and submitted for supervisor approval on 11-12-19. Deputy Delcambre said the dates on the audit, "probably" were accurate. Deputy Delcambre acknowledged that OCSD policy requires reports to be completed by the end of a deputy's shift. Deputy Delcambre said she was extremely busy as an SRO and reports were constantly delayed without asking for approval. Deputy Delcambre acknowledged being busy was not an excuse for her actions. Deputy Delcambre added that most of her reports were not criminal in nature where a subject would be going to court soon. Many of Deputy Delcambre's cases are referred to a juvenile diversion program. Deputy Delcambre said, "I do understand it does violate policy and it should have been submitted that night." Deputy Delcambre said she did not ask for permission to delay submitting this report.

Deputy Delcambre explained to me how busy the position of an SRO is based on the nature of their work. Deputy Delcambre said she may not be busy with reports and other items but that she routinely assists with activities which don't generate reports. I asked Deputy Delcambre if she had time at the end of each day to get

caught up on tasks based on the common practice of SROs leaving at minimum 45 minutes prior to the end of their scheduled shift. Deputy Delcambre reiterated it was standard practice for the SROs to leave at 1530 hours, which she now understands she could have used that additional time, "more wisely."

Sergeant Lybrand asked Deputy Delcambre if she had ever responded back to a school after leaving at approximately 1530 hours. Deputy Delcambre explained it was very rare to receive a call at a school after 1530 hours because school was out and the majority of students had left. I ran down the events associated with the call at the school which included; leaving early, not booking evidence, not completing the report, not notifying a supervisor. I asked Deputy Delcambre if it looked bad to her and she said, "Yes." I added how the text message with Sergeant Brass looked like dishonesty and Deputy Delcambre said she was explaining to Sergeant Brass why she left the school and at no point was being dishonest. Deputy Delcambre stated she made a mistake when she didn't book the evidence by the end of her shift.

I asked Deputy Delcambre if she told Sergeant Longan via a phone call at 1615 hours that she was booking evidence on 11-5-19. Deputy Delcambre said she told him she had headed to the station early to book evidence. Deputy Delcambre said she didn't tell Sergeant Longan she had booked anything.

I asked Deputy Delcambre about an airsoft gun and tobacco pipe she had collected on November 18, 2019, at Oxford academy, DR #19-044281. Deputy Delcambre remembered the incident and stated she booked the items for destruction. I showed Deputy Delcambre the Property and Evidence Case Item Report for DR 19-044281 which indicated she collected the items on 11-19-19 and booked them on 11-20-19. Deputy Delcambre stated the 11-19-20 date was probably an error and should have stated 11-18-19. Deputy Delcambre said she kept the items in her personal locker until they were booked. Deputy Delcambre said it was common practice to collect multiple items from different locations and times, and book them all at one time. Deputy Delcambre explained schools would not necessarily contact her after finding a single item but would wait until they had several items to turn over to the Sheriff's Department for destruction. Deputy Delcambre acknowledged OCSD policy states items booked for destruction are also required to be booked at the end of a deputy's shift, which she did not do. Deputy Delcambre said she normally would hold items for a few days while collecting additional items from other schools.

I showed Deputy Delcambre the Workflow Audit for DR #19-044281 which indicated she started her report on November 21, 2019, 3 days after the original call. Deputy Delcambre acknowledged that OCSD policy states reports must be completed prior to the end of a deputy's shift.

I asked Deputy Delcambre if there was any justification for the two reports which were completed late, the multiple items which were booked late, and about her leaving work early without permission. Deputy Delcambre explained how busy the position of an SRO is and the multiple tasks which she undertakes on a daily basis. Deputy Delcambre said she submitted the reports as soon as she could, based off of the down time of her schools. Deputy Delcambre added, "Which is not an excuse. I understand I was violating policy and once we were talked to from Sergeant Brass we, you know, adjusted that, were we were no longer coming, um, leaving at, you know, 1530, we were leaving at 1600 like he requested us to."

I asked Deputy Delcambre if she believed she was overwhelmed and overworked in the SRO position. Deputy Delcambre said Mission Viejo probably should have more SROs based on the workload. Deputy Delcambre added that it was a very busy assignment with all the schools she was assigned to. I reminded Deputy Delcambre

that she claimed it was standard practice to leave at 1530 hours meaning she was signing in for a 10 hour shift when she was only working 9 hours. I asked if she were to use that hour a day to complete more tasks, would she continue to be busy. Deputy Delcambre stated she probably shouldn't have carpooled and used the time to get caught up because Trabuco Hills High School was the largest high school and generated the most calls. Deputy Delcambre stated there is a little confusion about who her direct supervisor is because there are three separate sergeants she essentially reports to; the shift sergeant (Sgt. Longan), SMART sergeant (Sergeant Braham), and city administrative sergeant (Sergeant Brass).

End of Interview

On Wednesday, August 12, 2020, at about 0930 hours, I interviewed Deputy [REDACTED] at the Internal Affairs office. Deputy [REDACTED] was present with his representative Robert Baumann. Prior to conducting the interview, I provided Deputy [REDACTED] with the Confidentiality Directive, POBOR Advisement, Miranda Advisement, and the Lybarger Admonishment. Deputy [REDACTED] acknowledged he understood the information provided and stated he did not have any questions.

The interview was digitally recorded. Below is a summary written to provide clarity and may not be in the chronological order of the actual interview. Refer to the recording for additional details.

Principal Interview of Deputy [REDACTED] / Representative Robert Baumann – August 12, 2020/0930 Hours
Second Interviewer – Sergeant Kevin Lybrand

Deputy [REDACTED] has been employed with the Orange County Sheriff's Department for approximately 12.5 years. Deputy [REDACTED] is currently assigned to Patrol Operations in the City of Mission Viejo and has been there for approximately seven years. Deputy [REDACTED] is familiar with department policies and has acknowledged them on Lexipol. Deputy [REDACTED] acknowledged he was provided an opportunity, prior to this interview, to review security footage from the Saddleback Station from November 5, 2019.

On November 5, 2019, Deputy [REDACTED] was assigned as a SRO in Mission Viejo. Deputy [REDACTED] had been a SRO for approximately 1.5 years. Deputy [REDACTED] was shown a watch list from November 5, 2019 and acknowledged his scheduled hours were from 0600 hours until 1630 hours. Deputy [REDACTED] stated those are the normal hours for SROs. Deputy [REDACTED] stated he drives a silver [REDACTED] to work. I asked Deputy [REDACTED] if the subject seen leaving the side entrance of the Saddleback Station at 1525 hours on camera C-13 was him. Deputy [REDACTED] responded, "Yes, sir." Deputy [REDACTED] said he left work that day at 1525 hours and did not have supervisor approval. Deputy [REDACTED] claimed it was normal for SROs to return to the station approximately one hour prior to the end of their shift to complete any administrative tasks, like completing reports and booking evidence. [REDACTED] acknowledged he did not book any evidence on that date and was unsure if he wrote any reports.

Investigator's Note: A review of the Sheriff's databases reference reports and evidence did not show any outstanding items assigned to Deputy [REDACTED]

Deputy [REDACTED] acknowledged he did not hear a call for service at 1542 hours because he had already left for the day. Deputy [REDACTED] said he was assigned to Mission Viejo High School and not Trabuco Hills. Deputy [REDACTED] remembered getting a text from Sergeant Brass reference the call but was unsure if he responded and what he wrote back. I asked Deputy [REDACTED] if it would be an accurate statement if someone claimed he was booking

evidence at 1542 hours. Deputy ██████ said, "No, sir." Deputy ██████ said he would have been unable to respond to a call for service at 1542 hours on that date.

Deputy ██████ stated he was unsure the sergeants were aware the SROs typically returned to the station approximately an hour before the end of their scheduled shift to complete tasks and leave. I asked Deputy ██████ if it appeared Sergeant Brass was unaware based on his text message asking why SROs were not responding to a call at 1542 hours. Deputy ██████ said shortly after this incident, a day or two later, the SROs were "verbally counselled" about leaving. The SROs were advised not to log off their MDC until 1600 hours. Deputy ██████ said he was also verbally counselled by Lt. Vuong as well. Deputy ██████ said it was not his intent to defraud the county of any time or get out of any work. Deputy ██████ said Mission Viejo High School instruction ends at 1450 hours and he typically would return to the station at 1545 hours.

End of Interview

Included and/or Attached for Review:

- **Initial Action**
- **Internal Memorandums**
- **Copy Mission Viejo Watch List From 11-5-19**
- **Copy of OCSD Reports For DR 19-042618 and Related Documents**
- **Copy of OCSD Reports For DR 19-044281 and Related Documents**
- **Copy of Text Messages Between Sergeant Brass and Deputy Delcambre**
- **Call Detail Information Report, Call #191105-0697**
- **6 CDs**
 - **(5) Security Cameras (Saddleback Station)**
 - **(1) Principal Interviews**

Internal Memorandums

ORANGE COUNTY
SHERIFF'S DEPARTMENT
INTERNAL MEMO



To: Commander D. Sawyer
From: Captain J. Dahl
Date: December 4, 2019
RE: Request for Internal Investigation

*To IA
D. Sawyer, Commander
12-5-19*

Employee(s):

Deputy A. White #8626

Deputy [REDACTED]

Deputy [REDACTED]

Deputy [REDACTED]

Incident Date and Location:

Deputy A. White #8626 November 5 and November 18, 2019 / Mission Viejo

Deputy [REDACTED] November 5, 2019 / Mission Viejo

Deputy [REDACTED] November 5, 2019 / Mission Viejo

Deputy [REDACTED] November 5, 2019 / Mission Viejo

Summary:

On November 5, 2019, Deputies A. White #8626, [REDACTED] (all SROs for Mission Viejo) did not respond to their radios for a dispatched call for service at Trabuco Hills High School at 15:42 hours, requiring patrol to cover the assigned call from the school administration. Their shift end time was 16:30 that day. Sergeants covering Mission Viejo that day did not give permission for any of them to leave early.

During this time, Sergeant Longan made two attempts to contact Deputy White (assigned to the school). On the second attempt Deputy White stated the call was a duplicate call from an earlier call (14:22) and it was handled. She also claimed to have missed the call over the radio because she was booking evidence. Sergeant Brass also contacted Deputy White at that time and via text Deputy White told him, "We are booking evidence." Follow up investigation into the report and evidence showed the report was not completed for 7 days (without approval) and the pills collected from the call at 14:22 hours were not booked for 2 days (11-7-19). It was also confirmed no other evidence was booked by Deputy White on November 5, 2019.

While this incident was being investigated, Sergeant K. Kiltz conducted a routine evidence verification on November 21, 2019. He found that Deputy White took a report for on November 18, 2019, and collected an air-soft gun and Vape to be booked for destruction. However, per REMEDY the items were not booked for 2 days until November 20, 2019, without supervisory approval.

ORANGE COUNTY SHERIFF'S DEPARTMENT

INTERNAL MEMO



Findings:

After review of the memos I received, it appears Deputy White may have provided false statements to Sergeants Longan and Brass about the day she booked property. It further appears on two occasions Deputy White booked evidence or property 2 days after she collected them and without supervisor notification or approval. It is also believed all or some of the SROs left their shift early on November 5, 2019, without supervisor approval. The following is a list of possible policy violations:

- 344.1.1 SUBMISSION OF REPORT (Deputy White)
- 802.2.1 PROPERTY BOOKING PROCEDURE (Deputy White)
- 1018.27 UNTRUTHFULNESS (Deputy White)
- 1018.33 INCURRING LIABILITY (Deputy White)
- 1018.5 PERFORMANCE OF DUTY (All staff members listed)
- 1018.18.2 REPORTING FOR DUTY AND TIME OFF REQUESTS (All staff members listed)
- 1018.31 ABSENCE FROM DUTY (All staff members listed)

Recommendations:

Bearing in mind all of the staff members may need to be questioned with POBAR rights in mind, I am recommending this case be sent to Internal Investigations for review and further investigation into the policy violations listed above.

Attachments:

- Memo from Sergeant B. Longan dated "11-11-19."
- Memo from Sergeant J. Brass dated "11-19-19."
- Memo from Sergeant K. Kiltz dated "November 21, 2019."
- Memo from Lieutenant Q. Vuong dated November 25, 2019."
- 5 CDs continuing surveillance from Southeast Substation recorded between 15:00 and 16:00 hrs. on November 5, 2019.
- CAD printout for call 191105-0613
- Call detail report for 191105-0697
- Mission Viejo Watch List for 11-05-19

ORANGE COUNTY SHERIFF'S DEPARTMENT

INTERNAL MEMO



To: Captain Jared Dahl

From: Lieutenant Quyen Vuong

Date: November 25, 2019

RE: Deputy Amber White

Synopsis:

On Tuesday, November 5, 2019, at about 1422 hours, SRO Deputy Amber White handled a call at Trabuco Hills High School (THHS) regarding a student illegally possessing morphine pills. Deputy A. White collected the medication as evidence and the student was cited and released at school.

On 11-5-19, at about 1542 hours, there was another call for service at THHS regarding Assistant Principal Matthew Rainwater who needed assistance with the same student that was now being disruptive at school and possibly suicidal. The student's family believed the student was going to "run off" instead of going to the hospital. Deputy A. White, the assigned SRO for THHS, was not present and patrol deputies were dispatched in lieu of any SROs.

The SROs that were on-duty that day and time were Deputies Amber White, [REDACTED] [REDACTED]. Their work hours for that day were from 0600-1630 hours (see attached watch list). They did not receive permission from the patrol sergeant (Sgt. Longan) or SRO sergeant (Sgt. Brass) to leave early or modify their schedule. Dispatch asked if there was an SRO available to handle the call and there was no acknowledgement over the radio. Instead, two patrol units (Deputies Matthew Peterson and Oksana Aranskaja) had to be pulled to handle a school-related call leaving other calls for service delayed.

I called Sgt. William Longan, who was at the Southeast Substation, and asked if any of the SROs were in the building and he told me they were not. Sgt. Longan made several attempts to find the SROs and finally Deputy A. White answered his phone call. She told him she was aware of the call for service but told him it was "already handled" and was a "duplicate call" which did not require a law enforcement response. She told Sgt. Longan she was "booking evidence" when the call was dispatched. (Please see Sgt. Longan's attached memo for additional information.)

On 11-13-19, Sgt. Josh Brass spoke to Assistant Principal Matthew Rainwater at Trabuco Hills High School. Rainwater was the initial informant for the first call on 11-5-19/1422 hours but he verified that the second call at 1542 hours was not a duplicate call that Deputy A. White claimed. Rainwater needed a law enforcement response to help with the same student that brought illegal prescription medication to school who was now possibly suicidal. Rainwater called Deputy A. White's assigned SRO cell phone but she did not answer it during her work hours. Rainwater then called dispatch to ask for any patrol deputy to respond for assistance. Rainwater did not tell Deputy A. White over the phone to cancel his request for deputies to respond. (Please see Sgt. Brass' attached memo for additional information.)

Deputy A. White's claim the second call for service at THHS was a duplicate call was false. If Deputies Aranskaja and Peterson had not arrived to the school prior to Deputy A. White's phone call to cancel their response, the school staff and the student's safety would have been negatively impacted by the lack of law enforcement presence.

Sgt. Brass told me Deputy A. White did not complete her report until 7 days (11-12-19) after the incident. She did not have permission from any supervisor to defer her report. According to evidence records (verified using Remedy),

ORANGE COUNTY SHERIFF'S DEPARTMENT INTERNAL MEMO



Deputy A. White booked the bottle of morphine pills two days (11-7-19/1555 hours) after it was collected for evidence. (A copy of her report is also attached to this memo.)

On 11-21-19, Sgt. Kristopher Kiltz told me that on 11-19-19, Deputy A. White took a report (DR#19-044281) where she collected an airsoft gun and vape as evidence. According to a check of evidence records (Remedy), Deputy A. White booked those two items the following day. She did not have permission to delay her booking of evidence. (Please see Sgt. Kiltz' attached memo for additional information.)

On 11-22-19, I requested from Administrative Sergeant Rocky Castellano a copy of the stationary video (parking lot and equipment room) from the Southeast Substation from 1500 hours to 1600 hours. At this time, I have not received a copy of the video to review.

In August of 2015, Deputy A. White [REDACTED]

Possible policy violations:

Based upon the preliminary information provided by Sergeants Brass, Longan, and Kiltz, we identified the following possible policy violations:

Policy 344.1.1 SUBMISSION OF REPORT - To provide the best service to our stakeholders, contract partners and the public through current data and statistical analysis it is the policy of this Department to require all reports be complete, accurate and submitted prior to or at the end of each shift. It shall be the responsibility of all personnel assigned to Commands required to document criminal offenses and other reportable activities to submit all reports for approval prior to leaving their assigned work location at end of watch.

Policy 802.2.1 PROPERTY BOOKING PROCEDURE – All property must be booked prior to the Member going off-duty unless otherwise approved by a supervisor.

Policy 1018.18.2 REPORTING FOR DUTY AND TIME OFF REQUESTS - Members, when applicable, shall submit their time off requests and receive approval from their supervisor prior to taking time off.

Policy 1018.27 UNTRUTHFULNESS – No member shall knowingly make false statements or misrepresentations to other Members or superiors.

Policy 1018.5 PERFORMANCE OF DUTY - Members shall perform their duties as required or directed by law, Department rules/regulations, procedures, policies, or by order of a superior officer. All lawful duties required by competent authority shall be performed promptly as directed.

Policy 1018.31 ABSENCE FROM DUTY - No Member shall be absent from duty without proper leave or permission from, or notification to, the appropriate supervisor.

Policy 1018.33 INCURRING LIABILITY - Members shall exercise extreme caution and good judgment to avoid occurrences that might give rise to liability chargeable against the Department, the Sheriff-Coroner, or the county.

Recommendation:

I recommend this incident be referred to Internal Affairs for further investigation.

To: Lieutenant Q. Vuong
From: Sergeant J. Brass #4973
Date: 11-19-19
RE: Trabuco Hills High School SRO



On 11-5-19, at approximately 1542 hours, patrol deputies were dispatched to Trabuco Hills High School located at 27501 Mustang Run in Mission Viejo. The call was for a student with a large amount of prescription pills that was being uncooperative. When I listened to the call being dispatched over the radio, I was questioning why patrol deputies got dispatched to the call instead of the School Resource Officers (SRO). I sent out a group text message to the SRO's that were working that day (A. White, [REDACTED]) asking why patrol was getting assigned a school related call. Deputy A. White #8626 sent me an individual text with the following response, "Hey Sir, I 910 that call. It turned into a duplicate call. I already handled it. I advised patrol." I asked why she did not put that information over the air (so the responding deputies could be canceled). She responded, "We were at the sub booking evidence. I didn't hear it go out. But Oksana called me and I made sure it was cleared up."

When I returned to work on 11-6-19, I went into the Field Based Reporting (FBR) data base to proofread and sign off Deputy White's report for this incident (DR# 19-042618). At that time, the report was not written. Policy 344.1.1 – Submission of Report states, "To provide the best service to our stakeholders, contract partners, and the public through current data and statistical analysis, it is the policy of this Department to require all reports be complete, accurate, and submitted prior to or at the end of each shift. It shall be the responsibility of all Members assigned to Commands required to document criminal offenses and other reportable activities to submit all reports for approval prior to leaving their assigned work location at the end of watch.

1. Exceptions to the above policy shall be determined by the immediate supervisor of involved personnel on a case by case basis only upon receiving proper justification.
2. Units providing extensive follow-up on cases previously reported are exempt from the end of shift requirement if it will not severely impact an on-going investigation with supervisory approval, i.e. Forensic Science Services, Homicide, Sex Crimes."

I am Deputy White's immediate supervisor and she did not ask me if she could write this report at a later date. I continued to monitor FBR and Deputy White submitted this report for review on 11-12-19.

I conducted an evidence search through the Sheriff's Department Remedy Application to ensure the evidence was booked for this incident. Although Deputy White collected the evidence (50 Morphine pills) on 11-5-19, the pills were not booked into evidence until 11-7-19 at 1555 hours. Per policy 802.2.1 - Property Booking Procedure, "All property must be booked prior to the Member going off-duty unless otherwise approved by a supervisor." I did not give Deputy White permission to delay booking this evidence.

On 11-13-19 at approximately 1030 hours, I went to Trabuco Hills High School and spoke to Assistant Principal Matthew Rainwater. He said he called Deputy White on her cell phone for the first call when the student was caught with the prescription pain medication. Deputy White responded right away, conducted her investigation, collected the pills and left the student in the care of the school. After the student's adult sister arrived at the school, it was deemed the student may have been suicidal. The student was refusing to go to the hospital and Rainwater did not want the situation to escalate. Rainwater called Deputy White on her cell phone but she did not answer. Rainwater called Sheriff's Dispatch and requested that deputies respond to the school. A few minutes later, White returned Rainwater's call and he informed her of the situation and that he wanted deputies to respond to the school to keep the peace. Shortly after Rainwater ended his call with Deputy White, Deputies Aranskaja and Peterson arrived at the school and assisted with

ORANGE COUNTY SHERIFF'S DEPARTMENT
INTERNAL MEMO

the uncooperative student. Rainwater confirmed the second call for service was not a duplicate call but a second incident involving the same student.

Respectfully,

Sergeant J. Brass

To: Lieutenant Q. Vuong
From: Sergeant Bill Longan #5193
Date: 11-11-19
RE: Trabuco Hills SRO



On 11-05-19, at about 1542 hours, a call was dispatched regarding an incident at Trabuco Hills High School, 27501 Mustang Run, in Mission Viejo. When the call was dispatched, there was a question of why it was assigned to patrol units and not the school's assigned SRO.

At about 1546 hours, I looked at all the units via my MDC and saw only one SRO unit, 1655 –Deputy Amber White #8626, was logged into their MDC, all other SRO units were logged off. At about 1551 hours, I attempted to call Deputy White but received no answer. I walked out to the parking lot at the Saddleback Substation, but I did not see any SRO assigned personnel in the lot. At about 1554 hours, I called Deputy White a second time and she answered the call. Deputy White told me she was handling the call, and she claimed that the school had mistakenly put out the incident as a duplicate call that she had already addressed. Deputy White told me she was in contact with the school and had contacted the patrol Deputies assigned to the call.

At about 1615 hours, I spoke to Deputy White on the phone again. I told her that if she had simply advised over the radio that the call had already been handled, the patrol Deputies could have been cleared quicker and there would not have been any issues. Deputy White told me she had been booking evidence at the time, as she had seized pills in regards to the incident.

The original call referred to in this incident, DR 19-042618, was listed in the CAD as being initiated by Deputy White at 1404 hours and completed at 1521 hours.

Sergeant Bill Longan #5193

ORANGE COUNTY SHERIFF'S DEPARTMENT

INTERNAL MEMO

To: Lieutenant Q. Vuong
From: Sergeant K. Kiltz
Date: November 21, 2019
RE: Booking of Property



Lieutenant,

On November 21, 2019, I was reviewing DR# 19-044281, dated November 18, 2019, in the Field Based Reporting System (FBR). This report was completed by Deputy A. White #8626. The report indicated a toy air soft gun and Vape were collected and booked for destruction. I reviewed REMEDY to confirm the property had been booked per Policy 802.2.1. The Time/Date Collected on REMEDY indicated November 19, 2019 at 1300 hours. I contacted Property Division and requested the actual date and time the property was booked. Property staff confirmed the items (19-044281.1) were booked on November 20, 2019 at 0801 hours. I confirmed in CAD (191118-0214) Deputy White arrived on-scene at 0842 hours and completed the call at 0924 hours on November 18, 2019. I notified Lieutenant Vuong.

Workflow Audit 10 - Non-Criminal (Casualty, Property, Missing Persons, Info Report, Possible Crime, AOA) 19-044281.0 11/18/2019 White, Amber D 08626

Workflow Name	Date/Time	User Name	Workflow Step	Step Description
SupervisorStats	11/21/2019 08:54	White, Amber	InProgress	Report started by White, Amber
SupervisorStats	11/21/2019 10:46	White, Amber	Submitted	Report submitted by White, Amber
SupervisorStats	11/21/2019 10:46	White, Amber	Review	Report ready for review by Supervisor Roles
SupervisorStats	11/23/2019 20:27	Perez, Pax	Rejected	Report rejected by Perez, Pax to White, Amber
SupervisorStats	12/02/2019 09:05	White, Amber	Submitted	Report submitted by White, Amber
SupervisorStats	12/02/2019 09:05	White, Amber	Review	Report ready for review by Supervisor Roles
SupervisorStats	12/02/2019 11:53	Longan, William	Approved	Report approved by Longan, William
SupervisorStats	12/02/2019 11:53	Longan, William	Review	Report ready for review by Stats Roles
SupervisorStats	12/03/2019 06:36	Vu, Shirlyn	Approved	Report approved by Vu, Shirlyn
SupervisorStats	12/03/2019 06:36	Vu, Shirlyn	Complete	Report workflow complete

ORANGE COUNTY SHERIFF'S DEPARTMENT PROPERTY & EVIDENCE CASE ITEM REPORT DR: 19-044281

DR #	Length	Description	Status	Type	Charge	Booking/Collection	Suspect/Victim
OS19-044281.1	DISPAV	(1) AIR SOFT TOY GUN AND (1) VAPE	Dispositioned	For Destruction	DESTRUCTION	<ul style="list-style-type: none"> Booked By: 8626, WHITE, AMBER D Booked: 11/20/2019 8:01:49 AM Collected By: 8626, WHITE, AMBER D Collected: 11/19/2019 2:00:00 PM 	<ul style="list-style-type: none"> Suspect Name / DOB: Unknown Victim Name / DOB: Unknown

Copy of Text Messages

← Amber White ▾

CALL MORE

Tuesday, November 5, 2019



Hey Sir,
I 910 that call. It
turned into a duplicate
call. I already handled
it. I advised patrol

3:53 PM

10-4, LT was listening
to his radio. He was
going off. Ill let him
know

3:54 PM

Why didnt you or
another SRO just put
it out on the air that it
was handled?

3:57 PM



Yah I'm sorry, it's a
punk kid I cited for
having morphine. No
914a or thoughts. I
advised SAM 50 and
patrol.

3:57 PM

📎 Enter message



SEND

← Amber White ▾

CALL MORE



3:54 PM KTIOW

Why didnt you or another SRO just put it out on the air that it was handled?

3:57 PM



Yah I'm sorry, it's a punk kid I cited for having morphine. No 914a or thoughts. I advised SAM 50 and patrol.

3:57 PM

3:58 PM

Copy thx



We were at the sub booking evidence

I didn't hear it go out. But Oksana called me and I made sure it was cleared up.

3:59 PM

Monday, November 11, 2019



Enter message



SEND

Case #	ORANGE COUNTY SHERIFF'S DEPARTMENT	POBOR DEADLINE
19-135		11-5-20

PERSONNEL INVESTIGATION TRACKING CHECKLIST

The investigation for the above-referenced case is now complete and ready for assessment.

Distributed by IA to SOUTHEAST OPS / MV 9-8-20
 DIVISION DATE

Within your Division, please assess the file from the perspective of individual accountability as well as training, policy, and systems issues.

* IA supervisors have reviewed the case. You should consider them a potential resource for a variety of questions and concerns as you proceed.

DIVISION TRACKING

Initial Review by: _____
 LIEUTENANT OR MANAGER DATE

DIVISION REVIEW

Division Review by: CAPT. JARED DATE 09-15-20
 DIVISION COMMANDER 322 DATE

Disposition is *Unfounded* or *Not Sustained* or *Exonerated* (Please circle a response if applicable)
 or

Disposition within Division Authority (Written Reprimand - 24 Hours)
 or

Exceeds Division Authority; memo with recommendations forwarded to: COMMANDER CAULFIELD
 COMMAND

CONSTITUTIONAL POLICING ADVISOR REVIEW (MANDATORY)

Constitutional Policing Advisor (CPA) Mary Izadi at (714) 647-1842. The CPA is available to discuss any and all cases regardless of the discipline exposure.

CAPT. J. DATE 09-15-20
 CONSULTED BY / DATE

EXECUTIVE COMMAND REVIEW (If applicable)

Executive Command Review by: R. CAULFIELD DATE: 10-12-20

PROCESSING

Returned to IA for processing: _____
 DATE

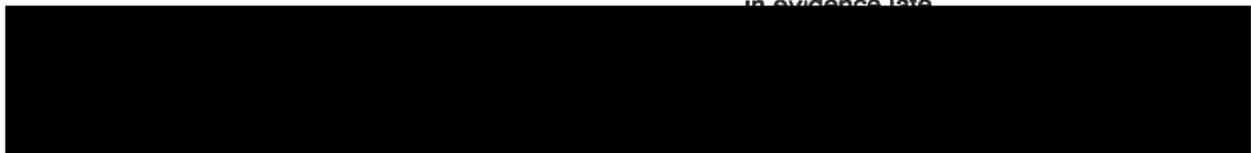
Employee Notification: _____
 DATE



Case Report by Principal - AMBER D. WHITE

Print Date: 12/9/2019

<u>Case Number</u>	<u>Incident Date</u>	<u>Issue Date</u>	<u>Complete Date</u>	<u>Complaint Description</u>	<u>Disposition</u>
19-135 A	11/5/2019	12/09/2019		Deputies allegedly left their shift early without permission from a supervisor. One of the deputies allegedly booked in evidence late.	Pending



Total Cases per Principal: [Redacted]



ORANGE COUNTY SHERIFF'S DEPARTMENT

SHERIFF-CORONER DON BARNES

P.I. #19-135

CONFIDENTIALITY DIRECTIVE

Amber Delcambre, you are hereby ordered not to discuss this case (or any case in which you are a witness or a principal), using any form of communication, with anyone other than your employee representative, Internal Affairs Sergeant's or specific parties that may be designated by Internal Affairs.

For the purpose of this directive, the Internal Affairs Sergeant presenting this directive is your superior officer. Any violation of this directive may be considered a violation of Orange County Sheriff-Coroner Department Policy 1018.4 and subject you to possible discipline, up to and including dismissal.

OCSO Policy 1018.4 Insubordination

Members shall not be insubordinate. Intentional failure or refusal by any member of the department to obey a lawful order given by a superior officer shall be insubordination.

I have read and acknowledged the above admonition. I fully understand that I am required to make full, complete and truthful statements. Any refusal to do so will be considered insubordination, resulting in discipline up to and including termination.



Employee Signature

8.4.20

Date



Sergeant

8.4.2020

Date



ORANGE COUNTY SHERIFF'S DEPARTMENT

SHERIFF-CORONER DON BARNES

P.I. #19-135

PUBLIC SAFETY OFFICER PROCEDURAL BILL OF RIGHTS (POBOR)

You are being advised that your rights are fully outlined in the Public Safety Officers Procedural Bill of Rights Act, Government Code 3300-3311. Your rights include:

- 3303(b) You have the right to know who will be conducting the interview
- 3303(c) You have the right to know the nature of the investigation prior to the interview
- 3303(i) You have the right to have a representative of your choice present during the interview
- 3303(g) You have the right to record this interview with your own recorder
- 3303(g) Should it become necessary to interview you a second time reference this investigation, a copy of this interview will be made available to you prior to the second interview.

I have read and acknowledged the above advisement. I fully understand the above listed rights will be afforded me during this interview.



Employee Signature

8-4-20
Date



Sergeant Signature

8-4-2020
Date



ORANGE COUNTY SHERIFF'S DEPARTMENT

SHERIFF-CORONER DON BARNES

P.I. #19-135

MIRANDA WARNING / LYBARGER ADMONISHMENT

Due to the nature of this administrative investigation, Government Code Section 3303(h) requires me to advise you of your rights. Therefore it is important that you understand that criminally:

- You have the right to remain silent. (Do you understand?)
- Anything you say may be used against you in court. (Do you understand?)
- You have the right to an attorney before and during any questioning. (Do you understand?)
- If you cannot afford an attorney, one will be appointed for you before questioning. (Do you understand?)

MIRANDA WAIVER

Waiver: With these rights in mind, would you like to speak to me?

YES

NO

I have read and acknowledge the above admonition and fully understand my Constitutional/Miranda Rights.

Employee Initials

(AG)

LYBARGER WARNING

Amber Delcambre, because you have chosen to invoke your rights under Miranda, and according to the Lybarger v. Los Angeles decision, I must advise you that the interview at this point will be administrative, and no part of this interview or information that is derived from this interview may be used in a criminal investigation with the exception of perjury, false statement, or obstruction of justice. However, at the same time, since this is administrative, I must remind you that you must answer the questions and, should you refuse to answer any of the questions, that at some future date you may be charged with insubordination.

I have read and acknowledged the above Lybarger warning. I fully understand I am being compelled to answer any and all questions. Any refusal to do so will be considered insubordination, resulting in discipline up to and including termination.

Employee Initials

(AG)

8.4.20

Employee/Date

8.4.2020

Sergeant/Date