

# Key West Police Department Personnel Action Form

PAF #: \_\_\_\_\_ - Investigated by: Lt. Kathleen Ream Date: 02/22/2018  
 Member: David Hall Position: Officer Division: Patrol Date of Incident: Oct 2017-Feb 2018  
 Complainant Name: \_\_\_\_\_ Status (citizen, agency, rank, etc.): \_\_\_\_\_  
 Address: \_\_\_\_\_ Phone Number: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ E Mail: \_\_\_\_\_

**FILL IN APPROPRIATE VIOLATION AND TITLE BELOW**

Contrary to: Key West Police Department General Order 02.22, Disciplinary Procedures and Code of Conduct

	Subsection	Paragraph # (s)	Title(s)
1.	02.21.04.06	A	Performance Standards
2.	02.21.04.18		Unbecoming Conduct
3.	02.21.04.20	B	Truthfulness
4.			
5.			

Allegation -WRITE BRIEF DESCRIPTION OF INCIDENT HERE (If more space is needed please attach in memo form):

See Attached - Memo

Member Response (If more space is needed please attach in writing):

I have read this Investigation and understand its contents. I understand my signature on this form does not constitute guilt or innocence.

\_\_\_\_\_  
Member's signature (REQUIRED)

\_\_\_\_\_  
Assignment/Position

\_\_\_\_\_  
Date

**DETERMINATION (TO BE SIGNED BY SUPERVISORS IN MEMBER'S CHAIN OF COMMAND)**

Sign Off #1	1.	2.	3.	4.	5.	Sign Off #2	1.	2.	3.	4.	5.	Sign Off #3	1.	2.	3.	4.	5.
Exonerated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Exonerated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Exonerated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unfounded	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Unfounded	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Unfounded	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not Sustained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not Sustained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not Sustained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sustained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sustained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sustained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please check one of the following:  
Non-Discipline Action Recommended  
 Counseling: \_\_\_\_\_  
 Retraining: \_\_\_\_\_

Please check one of the following:  
Non-Discipline Action Recommended  
 Counseling: \_\_\_\_\_  
 Retraining: \_\_\_\_\_

Please check one of the following:  
Non-Discipline Action Recommended  
 Counseling: \_\_\_\_\_  
 Retraining: \_\_\_\_\_

Discipline Recommended  
 Written Reprimand: \_\_\_\_\_  
 Suspension: \_\_\_\_\_  
 Other: \_\_\_\_\_

Discipline Recommended  
 Written Reprimand: \_\_\_\_\_  
 Suspension: 30 work days  
 Other: \_\_\_\_\_

Discipline Recommended  
 Written Reprimand: \_\_\_\_\_  
 Suspension: \_\_\_\_\_  
 Other: TERMINATION

Sergeant:  
Date: \_\_\_\_\_

Lieutenant:  
Date: 02/22/2018

Captain or Finding Officer:  
Date: 2/22/18

\_\_\_\_\_  
Signature

Kathleen Ream  
Signature

[Signature]  
Signature

**COMMANDERS: PLEASE ATTACH DISCIPLINE OR CORRECTIVE ACTION**

# Complaint: Supervisors Assessment

**Resolved** – The matter was resolved to the complainant's satisfaction and therefore no further action appears needed.

*The concern listed above has been resolved to the complainant's satisfaction and declines further review or action.*

Printed Name

Signature

Date

**Court Issue** – The complaint pertains solely to the lawfulness or justification of enforcement action and such action appears not to constitute a violation of the law or departmental directive. The proper form for resolution is a court of law.

**Complaint** – The matter was not resolved to the complainant's satisfaction nor does it appear to be a "court issue".

  
Chief Donald J. Lee Jr.

2/22/18  
Date

Proposed Final Action or Discipline:

*Termination*

### Notice of Intent to Discipline

It is the intent of the Key West Police Department to proceed with disciplinary action against you based upon violation(s) of department policy. You will find below the proposal of the action sought. This proposal may change after further review and/or consideration of any additional facts.

\_\_\_\_\_ Suspension (without pay)

\_\_\_\_\_ Demotion

     Termination

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Only in the case of a proposed suspension, demotion or termination, please complete the section below.**

### RECORD OF THE EMPLOYEE'S RIGHT TO RESPOND TO THE CHIEF OF POLICE OR OTHER DEPARTMENT OFFICIAL AUTHORIZED TO APPROVE FINAL DISCIPLINARY ACTION

I hereby wish to exercise my right to respond to the charges pending against me with the Police Chief or other official authorized to take the final disciplinary action. I understand that I have the right to have a labor organization or other representative of my choice present for this discussion. If you elected to have a predetermination hearing you must contact the office of the Chief of Police within three business days.

Employee Signature:  2736 Date: 2/22/18

Representative (if any): \_\_\_\_\_

Representative's telephone number: \_\_\_\_\_

I do not wish to exercise my right to respond to the charges pending against me with the Chief of Police or other official authorized to take final disciplinary action.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Donald J. Lee, Jr.**  
**Chief of Police**



**Key West**  
**POLICE DEPARTMENT**

**TO:** Chief Donald J. Lee  
**FROM:** Lt. Kathleen Ream  
Captain JR Torres  
**DATE:** February 22, 2018  
**RE:** Complaint regarding SRO David Hall

In response to a recent news article concerning weapons at Horace O' Bryant School, I met with Captain Torres. During the course of that conversation, we contacted Officer Hall and asked him to come to the station to discuss the incidents referenced in the article. As the three of us met, Captain Torres contacted Sgt. Matt Haley because he had additional information.

During this meeting we discussed the several incidents to include the incidents outlined below.

**Incident #1**

In October of 2017, Officer David Hall received information while assigned to Horace O' Bryant School as the School Resource Officer about a Snapchat picture that depicted a student from HOB holding a gun. Officer Hall met with the student and his parents about the Snapchat picture. According to Officer Hall the parents took the matter seriously. The father believed his son probably posed with the gun recently because he had the gun out cleaning it. The parents told Officer Hall they would make sure the gun and all weapons in their possession would be secured and stored in a safe place so the student did not have access to it or any weapons. No police report was written.

**Incident #2**

Shortly after this incident it was brought to Officer Hall's attention that the Snapchat picture from Incident #1 was circulating around again. This time there was a caption overlaid on top of the original picture. The caption said "(student's name) gonna bust a cap in yah head". Officer Hall contacted the father who was adamant the student's cell phone had been taken away and the student had no access to the internet and could not have added the overlaid caption. No police report was written.

**Incident #3**

There was an incident involving a different student who brought a small orange plastic cap gun to school. The student displayed the cap gun in the courtyard of the school. School officials and Officer



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**Donald J. Lee, Jr.**

**Chief of Police**



**Key West**

**POLICE DEPARTMENT**

Hall were notified. The student was suspended 5 days and expelled from HOB and transferred to the alternative program in the rear of KWHS. Officer Hall stated that he wrote a police report and issued a Juvenile Civil Citation.

#### Incident #4

On January 17, 2018 School Personnel in the after-school program reported to School Administration that the student involved in Incident #1 & 2 may have brought a gun onto the campus during an after-hours basketball game on Tuesday, January 16. On Thursday, January 18 Officer Hall and AP Mr. Vinson interviewed the student who had spoken to the after-school personnel. Officer Hall stated to us that the student changed his story several times and by the end of the interview the student was not even sure if he saw a gun, but the student said there was a second student there who saw the gun. That second student was interviewed however the second student acted as if he had no idea of what took place and denied seeing a gun at all. Regardless School Administration searched the student in question, his locker, and backpack in the presence of Officer Hall. School Administration reviewed school video and found no evidence to support the allegation according to Officer Hall. Principal Ms. McPherson and AP Mr. Vinson had both attended the basketball game and at no time were they approach about the possibility of a gun being on campus. No police report was written.

Since this initial discussion took place, Officer Hall has stated adamantly to the FBI and the State Attorney's Office, Captain Torres and me (Lt. Kathleen Ream) that he wrote a police report and a juvenile civil citation on Incident #3 as recently as February 20th. Between the initial conversation and February 20 Officer Hall provide several different accounts to Captain Torres and I regarding Incident #2. During one conversation Officer Hall stated he had met with the student in Incident #2 and the boy, a friend of his, that had overlaid the image. Officer Hall also stated he did not know who overlaid the caption.

On February 20, I, Lt. Kathleen Ream, went to KWPD Records to get a copy of the report and juvenile civil citation from Incident #3. However, neither a police report nor a juvenile civil citation was written on incident #3 or any of the above listed incidents.

Based on Officer Hall's statements to Captain Torres and I (Lt. Kathleen Ream), the Chief made and reported Officer Hall's untruthful accounts to the media, Department Facebook's page, the Monroe County School District, and the State Attorney's Office.



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*Donald J. Lee, Jr.*

*Chief of Police*



**Key West**

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As a result of the above listed action Officer Hall has violated the following Key West Police Department policies:

02.21.04.06A - Performance Standards

02.21.04.18 - Unbecoming Conduct

02.21.04.20B - Truthfulness

Based on the seriousness of the violations I recommend that Officer Hall be suspended 30 workdays.



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