

# Key West Police Department Personnel Action Form

PAF #: PS24 - 01 Investigated by: Lieutenant Jeffrey Dean Date: January 25, 2024

Member: Pablo Rodriguez Position: Sergeant Division: Days Date of Incident: December 27, 2023

Complainant Name: Robert Adam - CRB Status (citizen, agency, rank, ect.): Citizen

Address: 1201 Pearl St Phone Number: (401) 871-2800

City: Key West State: FL Zip: 33040 E Mail: \_\_\_\_\_

**FILL IN APPROPRIATE VIOLATION AND TITLE BELOW**

Contrary to: Key West Police Department General Order; 02.21 Code of Ethics and Standards of Conduct; 06.28 Body Worn Cameras

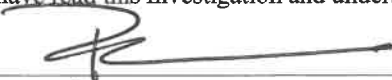
Subsection	Paragraph # (s)	Title(s)
02.21.04.18		Unbecoming Conduct
02.21.04.06	A	Performance Standards
06.28.01.02	A & C	Approved Uses

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

See Internal Affairs Investigation PS 24-01

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)

Sgt.  
Assignment/Position

2, 7, 24  
Date

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

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

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

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

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

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

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

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

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

Lieutenant:  
Date: \_\_\_\_\_

Captain:  
Date: 2/6/24

Signature

Signature

CAPT. B. LARIZ B. P. S.  
Signature 2705

**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.*

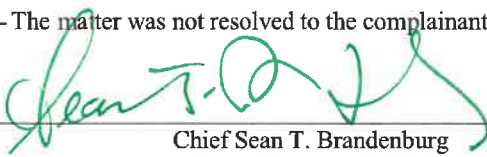
\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
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 Sean T. Brandenburg

2/7/24  
Date

Proposed Final Action or Discipline:

WRITTEN REPRIMAND

### 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: \_\_\_\_\_ Date: \_\_\_\_\_

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: \_\_\_\_\_

**Sean T. Brandenburg**

**Chief of Police**



**Key West**

**POLICE DEPARTMENT**

**TO:** Sergeant Pablo Rodriguez

**FROM:** Lieutenant Jeffrey Dean

**DATE:** February 7, 2024

**RE:** Written Reprimand

Sergeant Rodriguez, on December 27, 2023, you had an adversarial citizen contact when dealing with a parking violation. You failed to call out the parking violation on the radio and you also failed to call out that you were dealing with an adversarial citizen. Other than the parking tickets, there was no documentation that this violation occurred. This is both dangerous and goes against General Order 02.01.04.06 paragraph A – Performance Standards.

Additionally, you failed to activate your BWC in violation of General Order 06.28.01.02 paragraph A and C – Body Worn Camera. The reason for this is you were unable to utilize your BWC was because the battery had died over a week before this incident. You also did not charge your BWC for almost a week after this incident when you were told to do so.

Any further violation of KWPD policies or procedures could result in progressive discipline.



**RESPECT - INTEGRITY - FAIRNESS - SERVICE**

Key West Police Department 1604 N. Roosevelt Blvd. Key West, FL 33040 (305) 809-1111  
[cityofkeywest-fl.gov](http://cityofkeywest-fl.gov)

