



City of Chattanooga

OFFICE OF THE CHIEF OF POLICE
3300 Amnicola Highway
Chattanooga, Tennessee 37406

CITY OF CHATTANOOGA
PERSONNEL DEPT.



18 PM 2:33

August 16, 2006

VIA HAND DELIVERY

Officer Karl Fields
Chattanooga Police Department
3300 Amnicola Highway
Chattanooga, TN 37406

Re: Suspension without Pay

Dear Officer Fields:

A disciplinary hearing was held with you in the Administrative Conference Room on August 15, 2006. The hearing was in regard to Internal Affairs case # 2006-18 concerning allegations against you for violation of the following Departmental policies:

ADM-16 – Code of Conduct – Conformance to Laws
ADM-16 – Code of Conduct – Unbecoming Conduct
ADM-16 – Code of Conduct – Filing False Reports

The specific facts of the charges against you were set out in the report of the Office of Internal Affairs that was enclosed with my letter to you of August 8, 2006 notifying you of the disciplinary hearing. On May 29, 2006, you were involved in a single-car accident in your personal vehicle while you were off duty on the off ramp to Bonny Oaks Drive from Highway 153. You went to a phone located at the intersection of Bonny Oaks Drive and Jersey Pike and called CPD communications. You told communications that two black males had taken your vehicle from you and you did not know where your vehicle was. You stated you had been injured, having received cuts to the legs and elbow. Communications personnel dispatched multiple units to the alleged carjacking incident you reported. Officer Kevin Cobb, while responding to the carjacking call, wrecked his Chattanooga Police car causing damage but no injury.

Your wrecked vehicle was located at Bonny Oaks and Highway 153. The accident involving your vehicle was investigated by Traffic Officer Michael Ortel. Officer Ortel determined through his investigation that you were driving the vehicle when it wrecked. Officer Ortel

further determined you appeared to be intoxicated. You refused to perform field sobriety tests. You were arrested for Driving Under the Influence of an Intoxicant. You were transported to the blood evidence collection room, and a blood sample was drawn for examination by the TBI lab. You were then taken to the Hamilton County Jail for booking. At the Hamilton County Jail, you confirmed to Officer Ortel you were in fact driving the vehicle when it crashed.

There was a witness to the accident in the car with you when the wreck occurred. The witness, Bryan Owen, stated you were driving. Mr. Owen stated on the scene he had met you at the Highland Saloon in Hixson earlier in the night. Owen stated you had been driving while firing a Glock handgun into the air before the wreck. No weapon was found at the wreck scene or in the vicinity. Attempts to contact Mr. Owen have been unsuccessful.

You have admitted you were intoxicated at the time of the accident. You state you do not recall the accident and do not recall calling communications to report a carjacking. You deny firing a weapon into the air. You deny ever using cocaine and a drug test has confirmed that you had no cocaine in your system. In the hearing, you stated that you do not remember making the statements you made to Officer Ortel and the statements you made in your call to communications

You pled guilty to the charge of Driving Under the Influence of an Intoxicant on June 8, 2006. You received a sentence of 24 hours in jail, and your driver license was revoked for one year. You have subsequently obtained a restricted license that allows you to drive during duty hours.

I specifically find that you were guilty of failure to obey the law of the State of Tennessee and that your conduct was unbecoming of an employee of the Police Department. Based on your explanation of the events that you recall that evening, based on your condition that evening and based on the fact that you later told Officer Ortel you were driving the vehicle that evening, I am giving you the benefit of the doubt concerning the charge of making a false report, and I do not sustain that charge.

As a result of these policy violations, you are being suspended without pay for fourteen days (10 working days) which will be served beginning Friday, August 25, 2006. You are ordered to report to Internal Affairs before beginning your suspension. You are ordered to turn in your weapon, badge, department identification, taser, laptop computer, and take-home vehicle while you are on suspension. You are not to work any law-enforcement related extra jobs while on suspension. Following this incident, you were placed on leave for a period of time pending the outcome of the investigation. Your record will be amended to reflect that seven of those days of leave with pay were days of personal leave.

You will also be subject to random blood alcohol testing while on duty for a period of one year. The frequency and timing of the testing will be determined by your chain of command. You are not to report to duty with alcohol in your system. I also encourage you to continue the counseling you have undertaken following this incident. Any further incidents of this nature will be dealt with appropriately. The support of the supervisors in your chain of command and the

Officer Karl Fields
August 16, 2006
Page 3 of 3

positive steps you have taken to address your problem that existed prior to and at the time of this incident prevented the disciplinary action against you from being more severe.

This is to advise you of your right to apply for a hearing before the Chattanooga City Council should you wish to appeal this suspension. If you desire to appeal this disciplinary action to the City Council, you must apply for a hearing within 15 days from your receipt of this letter in writing to the Clerk of the City Council, Carol O'Neal, City Hall, Chattanooga, Tennessee.

Sincerely,



Steve Parks
Chief of Police

SP/vl

Enclosure

I, _____, have received the original of this letter
Officer Karl Fields

notifying me of my suspension.

Date: _____, Time: _____

Supervisor Delivering: _____

cc: Executive Chief Freeman Cooper
Deputy Chief T. E. Vaughn
Captain Jeannie Snyder
Captain Stanley Maffett
Mr. Scott Dieter