

City of Miami Police Department

REPRIMAND

Employee: Ronald L. Papier P.I.N. 5475

Classification: Deputy Chief of Police Assignment: COP

NARRATIVE:

(If more space is needed, use additional pages)

On April 7, 2021, the Miami Police Internal Affairs Section received a formal complaint via email against Commander Nerly Papier #1473 alleging **Improper Procedure** and **Misconduct**. As a result of the Investigation attached hereto and incorporated herein, an additional allegation of **Improper Procedure** and **Misconduct** against Deputy Chief of Police Ronald Papier was discovered and **Sustained**.

Upon completion of this investigation, the following facts were revealed:

On April 4, 2021, Internal Affairs Major Jose L. Fernandez #27414 received an anonymous email alleging possible public corruption involving the Deputy Chief of Police and his subordinates down the entire chain of command. On April 4, 2021, at approximately 0932 hours Major Jose L. Fernandez forwarded the subject email containing the allegations to Deputy Chief Papier inquiring on how to proceed. Deputy Papier advised Major Fernandez that regarding criminal allegations; a few days had past, she had been in a staff meeting the day it occurred and no one reported her being under the influence. The Deputy advised this information is slanderous and the City of Miami Police Department does not investigate "anonymous slanderous emails".

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Distribution:		SIGN	P.I.N.	DATE
Disciplinary Detail	Authorized by:		#27526	5-18-21
Employee	Sergeant / Supervisor:			
Police Personnel File	Lieutenant:		#28889	5-18-21
Internal Affairs	Captain:			
Employee Relations (Original)	Commander:			
Civil Service (if applicable)	Major:		1441	5/18/2021
	Assistant Chief:			
	Deputy Chief of Police:			
	Chief of Police:		45577	6/22/2021

Employee **MUST** initial his/her choice for each statement below.

- 1) I AGREE _____ or I DISAGREE ☒ WITH THE FACTS AS STATED.
2) I AGREE _____ or I DISAGREE ☒ WITH THE RECOMMENDED PENALTY.

DDRB HEARING REQUEST (SWORN ONLY)- To request a Departmental Disciplinary Review Board (DDRB) hearing, you must submit a written request to the Labor Relations Unit Commander within 10 working days from the date this document is received and signed. Failure to do so will constitute a waiver of this entitlement.

Employee Signature: P.I.N.: 5475 DATE: 5/18/21

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As a result of this conversation, Major Fernandez advised the Deputy that he will contact the State Attorney's Office and advise them that the City would proceed administratively.

- Major Fernandez shared this information with State Attorney's office who ultimately relied on that information to determine not to proceed with a criminal investigation.

On Thursday April 15, 2021, I obtained a sworn witness statement from Deputy Chief Papier. During his witness/ statement, the following facts were revealed:

On Friday April 2, 2021 he received a telephone call at approximately 0900 hours from Commander Papier stating that she was unable to pass by his office because "she had hit a curb" with her assigned vehicle and resulting in (2) flat tires.

On April 4, 2021 he received a phone call from Internal Affairs Major Jose Fernandez #27414 stating he received a call from the State Attorney's Office regarding information in an email that was circulating alleging that the Miami Police Department was looking into an incident involving Commander Papier, a vehicle crash, and her being under the influence of a controlled substance. Deputy Chief Papier stated to Major Fernandez that the part Miami Police Department would investigate would be the crash portion. According to the Deputy, there had been previous slanderous emails that week with similar information involving him. Deputy Chief Papier stated that regarding the incident, there was an investigation already open, a crash report was written, and Chief Morales will review it as well as the Crash Review Board (ARB). He further stated any, and all violations of policy will be dealt with internally. Deputy Chief Papier stated that regarding criminal allegations; a few days had past, she had been in a staff meeting the day it occurred and no one reported her being under the influence and he considered the information slanderous. Deputy Chief Papier stated typically City of Miami Police Department does not investigate "anonymous slanderous emails".

- Deputy Chief Papier told Major Fernandez of the Internal Affairs Section that there was nothing criminal to investigate related to the crash, resulting in the failure of City of Miami Internal Affairs to thoroughly investigate the matter.
- Under the same complaint that was received on April 4, 2021 by Major Fernandez it was alleged that Deputy Chief Papier made tow requests for Commander Papier's crash via City of Miami Police Radio Communications. Upon learning about the allegations in the complaint against himself and Commander Papier, Deputy Chief Papier took upon himself to contact City of Miami Police Communications and request audio recordings to show he did not make any requests on behalf of Commander Papier.
- During the investigation it was revealed that Deputy Chief Papier contacted Major Richard Perez #5630 and requested audio communications from the bridge line to be copied and provided to him on a disk regarding Commander Papier's crash knowing an investigation, involving the crash had commenced. **Deputy Chief Papier violated Departmental Order Policy 11.6.1.2 Members and Civilian Employees to Know Rules and Regulations, 11.6.17.39 Any other act or omission contrary to the good order and 11.6.17.7 Conduct unbecoming of a police officer.**

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- During the investigation it was revealed that on Friday April 2, 2021, Deputy Chief Papier was advised by his wife, Commander Papier, that she struck a curb resulting in two (2) flat tires. On that same day Deputy Chief Papier stated he was contacted by Major Keandra Simmons #6515 (after staff meeting which ended at approximately 1300 hours) advising that Commander Papier's vehicle was involved in an crash and a report will be completed.
- While providing his witness statement, his statement does not corroborate with the statement obtained from Commander Papier. Commander Papier stated that she told her husband "I have two flat tires" and that was the extent of her conversation with him. Deputy Chief Papier stated his wife told him that "she struck a curb resulting in two (2) flat tires." Furthermore, during the course of the investigation, no other information was obtained from either employee about their discussion of the accident between April 2nd thru April 4th, and information disclosed and/or not reported about the accident to Chief Acevedo does not reconcile and is deemed to be untruthful by both individuals. **Deputy Chief Papier violated Departmental Order Policy 11.6.53.1 Members and Civilian Employees to be Truthful.**
- Between Friday April 2, 2021 and Monday April 5, 2021 Deputy Chief Papier who over sees the Internal Affairs Section failed to recuse himself and failed to inform his superior and disclose a conflict of interest to Chief of Police Art Acevedo #45579. **Deputy Chief Papier violated Departmental Order Policy 11.4.3.7 Commanding officers shall keep the Chief of Police and Senior Staff informed and 11.4.5.5 Commanding officers to set example for Subordinates.**
- Deputy Chief Papier further failed to recuse himself when contacted by the State Attorney office and informed them that the City of Miami Internal Affairs conducted an investigation when in fact, he never looked into anything about the accident at all. Deputy Chief Papier also failed to report to his supervisor Chief Art Acevedo about the State Attorney's inquiry. **Deputy Chief Papier violated Departmental Order Policy 11.6.17.7 Conduct unbecoming a police officer.**

Therefore, Deputy Chief Papier has been found to be in violation of the following Miami Police Departmental Orders: Departmental Order 1, Chapter 11, Rules and Regulations:

11.6.1.2 Members and Civilian Employees to Know Rules and Regulations: It shall be the duty of all members and civilian employees of the Police Department to thoroughly familiarize themselves with such provisions of the Rules and Regulations that deal specifically and generally with the duties of their rank, grade, or position. This should occur within **ten days** from the date of issuance. Within thirty days of issuance, every member and every civilian employee shall familiarize himself or herself with all the provisions of the Rules and Regulations. Failure on the part of any member or civilian employee to acquaint himself/herself with the provisions of the Rules and Regulations, as hereby directed, shall be considered negligence of duty and subject to disciplinary action.

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11.6.17.39 Any other act or omission contrary to good order and discipline which constitutes a violation of any of the Rules and Regulations, procedures, and other directives of the Department.

11.4.3.7 Commanding Officers Shall Keep the Chief of Police and Senior Staff Informed of: (CALEA 12.1.4)

11.4.3.7.2 Unusual occurrences.

11.4.3.7.3 Personnel problems.

11.4.3.7.5 Other matters of sufficient importance which will enable the Chief of Police to be fully informed of the general activities and functions of their command and how they impact on objectives and goals fulfillment (efficiency and effectiveness).

11.4.3.14 Reporting Incidents: When a crime of great magnitude or importance or a matter of serious departmental concern is reported, a commanding officer shall immediately inform his/her immediate superior officer, by chain of command, of the facts pertaining thereto.

11.4.5.5 Commanding Officer to Set Example For Subordinates: To assure success in the performance of the basic duties of members and civilian employees, it is imperative that the commanding officer set example subordinates in energy, morality, sobriety, courtesy, courage, skill, discipline and professionalism.

11.4.6.2 Responsible for Enforcement of Rules and Regulations: Superior officers shall be responsible for the enforcement of the Rules and Regulations, for compliance with department policies and procedures, and for the maintenance of strict discipline. They shall give close attention to this duty to render it unnecessary for a complaint to be lodged before action is taken, whenever possible. They will take suitable action on the discovery of any failure, error, violation, misconduct, or neglect of duty by a subordinate; and they shall act as promptly as circumstances will allow.

11.6.17.7 Conduct unbecoming a police officer that shall include any act or conduct not specifically mentioned in these Rules and Regulations that tends to bring the Department into disrepute or reflects discredit upon the individual member as a police officer.

11.6.53 Truthfulness:

11.6.53.1 Members and Civilian Employees to be Truthful: Any member or civilian employee who departs from the truth, either in giving testimony or in connection with any official order received by him or in his official duties, shall be considered in violation of this rule and subject to charges being filed. Members and civilian employees are required to speak the truth at all times and under all circumstances, whether under oath or otherwise, except in cases where they are not allowed by Rules and Regulations to divulge the facts within their knowledge. In those cases, they will say nothing (See Section 11.6.40.1).

Additionally, Deputy Chief Papier is also found in violation of the following **City of Miami Civil Service**

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Rule 14, Sec. 14.2. Grounds for Dismissal, Suspension and Demotion. The following are declared to constitute a breach of duty and to be grounds for dismissal or suspension from the classified service or grounds for demotion, though charges may be based upon causes other than those enumerated; viz, that any employee who has been guilty of conduct unbecoming any employee of the City of Miami, who:

(d) Has willfully violated any of the provisions of the Civil Service law or rules of the Board.

(e) Has violated any lawful and reasonable official regulation or order, or failed to obey any lawful or reasonable direction made and given by his/her superior, where such violation or failure to obey amounts to:

(2) a serious breach of proper discipline; or

(k) Is incompetent, negligent, or inefficient in the performance of the duties of the position held.

On April 23, 2021 Deputy Chief Papier was relieved of duty pending the disposition of a City of Miami Internal Affairs investigation.

Deputy Chief Papier's poor professional responsibility limits his ability to function as an effective Deputy Chief of Police for the City of Miami Police Department. The lack of concern for the citizens he vowed to protect and his lack of concern for upholding the integrity of the City of Miami Police Departmental Orders inhibits his ability to be an effective leader. His leadership and poor sound judgement are behavior that cannot be tolerated by a professional police agency.

It is worth noting that on April 2, 2021, Chief Acevedo scheduled a mandatory Staff meeting to introduce himself to the Command Staff members to announce his strategies for improving the Miami Police Department, and expectations from the department's leadership. Amongst the various themes discussed, Chief Acevedo was clear about the most significant professional policy he seeks to solidify: "If you lie, you die." It was a clear warning to all staff members and subordinate officers that dishonesty and poor judgment in policing will not be tolerated under his administration. Chief Acevedo further notified all person's present, including Commander Papier, that if he discovers any of his officer violate a sacred trust, a community standard, or betrays the MPD badge, their careers are at stake.

Furthermore, on April 2, 2021, due to conflicting statements between Deputy Chief Papier, ("that she struck a curb resulting in two (2) flat tires.") and his wife Commander Papier, ("I have two flat tires, and that was the extent of my conversation with him"), and no other information was obtained from either employee about their discussion of the accident from April 2nd thru April 4th, information disclosed and not reported about the accident to Chief Acevedo does not reconcile and is deemed to be untruthful by both individuals.

For the actions of Deputy Chief Papier, as described above, and for violations of the Miami Police Departmental Orders and City of Miami Civil Service Rules and Regulations, I recommend this written reprimand become a permanent part of personnel file. In addition, I recommend that Deputy Chief Papier be Terminated.

*Concur with Termination
and all policy violations
MHP*

City of Miami



ARTHUR NORIEGA, V
City Manager

Ronald L. Papier
Deputy Chief of Police
400 Northwest 2nd Avenue
Miami, Florida 33128

Deputy Chief Papier:

You are hereby notified that you are **terminated** as a Deputy Chief effective June 22, 2021, for having failed to fulfill your obligation as an employee of the Department of Police, City of Miami, Florida, based on the following:

You were the subject of disciplinary action (refer to the attached Reprimand #21-161 for the of the incidents and the details of the below listed charges) that resulted in a determination that you were in violation of:

- Departmental Order 1, Chapter 11.6.1.2 - Members and Civilian Employees
- Departmental Order 1, Chapter 11.6.17.39 - Any other act or omission
- Departmental Order 1, Chapter 11.4.3.7 - Commanding Officers shall
- Departmental Order 1, Chapter 11.4.3.7.2 - Unusual occurrences
- Departmental Order 1, Chapter 11.4.3.7.3 - Personnel problems
- Departmental Order 1, Chapter 11.4.3.7.5 - Other matters of sufficient importance
- Departmental Order 1, Chapter 11.4.3.14 - Reporting Incidents
- Departmental Order 1, Chapter 11.4.5.5 - Commanding Officer to Set Example
- Departmental Order 1, Chapter 11.4.6.2 - Responsible for Enforcement
- Departmental Order 1, Chapter 11.6.17.7 - Conduct unbecoming a police officer

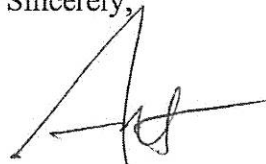


MIAMI POLICE DEPARTMENT/P.O. BOX 016777 / Miami, Florida 33101 / (305) 603-6100
E-Mail Address: chief@police@miami-police.org



- Departmental Order 1, Chapter 11.6.53 - Truthfulness
- Departmental Order 1, Chapter 11.6.53.1 - Members and Civilian Employees
- Civil Service Rule 14, Section 14.2(d) - Has willfully violated any of the
- Civil Service Rule 14, Section 14.2(e)(2) - A serious breach of proper discipline
- Civil Service Rule 14, Section 14.2(k) - Is incompetent, negligent, or inefficient

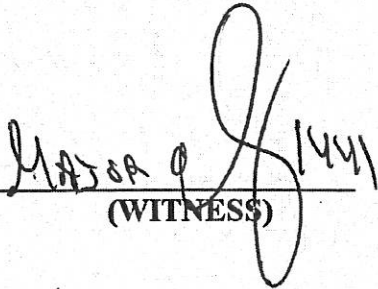
Sincerely,

A handwritten signature in black ink, appearing to be 'Arthur V. Noriega', written over a horizontal line.

Arthur V. Noriega
City Manager

AVN:yv

RECEIPT OF THE FOREGOING LETTER OF DISCIPLINE AND CORRESPONDING
ATTACHMENT(S) IS HEREBY ACKNOWLEDGED THIS 22 DAY
OF June 2021.


(WITNESS)


Ronald L. Papier

Distribution: Stephanie Panoff, Law Department
Kevin Jones, Law Department
Civil Service Board
Labor Relations
A.F.S.C.M.E. (Civilian Only)
A.R.B. (Traffic Accidents)
Internal Affairs
Department of Employee Relations
Payroll (Involving Time Loss, Suspension or Termination)
FOP Insurance Trust Office (Suspension or Termination)
Police Personnel Unit
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File (2)