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IN THE UNITED STATES DISTRICT COURT  
FOR THE WESTERN DISTRICT OF OKLAHOMA

JANNIE LIGONS, SHANDAYREON HILL, )  
TABATHA BARNES, TERRI MORRIS, )  
SYRITA BOWEN, CARLA JOHNSON, )  
KALA LYLES, )

Plaintiffs, )

vs. )

CITY OF OKLAHOMA CITY, a municipal )  
corporation, DANIEL HOLTZCLAW, )  
BILL CITTYY, BRIAN BENNETT, ROCKY )  
GREGORY, JOHN AND JANE DOES, all )  
in their individual capacity, )

Defendants. )

) No.  
) CIV-16-184-HE



VIDEOTAPED DEPOSITION OF TERRI MORRIS  
TAKEN ON BEHALF OF THE DEFENDANTS  
IN OKLAHOMA CITY, OKLAHOMA  
ON DECEMBER 13, 2018

REPORTED BY: KAREN B. JOHNSON, CSR

Terri Morris

December 13, 2018

Page 83

1 Q Okay.

2 A I mean, I don't know. I don't really  
3 know, I guess, that's only thing I can think.

4 Q Okay.

5 A That's the case.

6 (Defendant's Exhibit Number 14 marked for  
7 identification and made part of the  
8 record)

9 Q (By Mr. Smith) Defendant's Exhibit 14,  
10 ma'am, this is the allegation brought against  
11 Holtzclaw by the department, have you ever seen that  
12 document before?

13 A No.

14 Q Okay. And I've lost my cheat sheet, it  
15 will take me a minute to find out where you are on  
16 this document. Okay. It's Allegations 18, 19, 20  
17 and 21, do you see that on Page 3, ma'am?

18 A Yeah.

19 Q Do you see that the department charged him  
20 with violating you?

21 A Yes.

22 Q Does that sound like we ratified it?

23 A No.

24 (Defendant's Exhibit Number 15 marked for  
25 identification and made part of the

Terri Morris

December 13, 2018

Page 84

1 record)

2 Q (By Mr. Smith) Okay. Defendant's Exhibit  
3 Number 15, predetermination hearing, do you know  
4 that there was a hearing regarding the allegations  
5 against Daniel Holtzclaw?

6 A I guess, no, I don't know.

7 Q Okay. And if you'll look at the last  
8 paragraph on the first page, do you see that the --  
9 I'm sorry. Do you see that Rocky Gregory testified  
10 as to the crimes committed against you?

11 A Yes.

12 Q Do you see on the next page that the FOP,  
13 third paragraph, attacked your credibility,  
14 "Mr. Moore began the hearing by making an opening  
15 statement that pointed out the evidence he believed  
16 would lead a person to believe the allegations could  
17 not be sustained. His comments included the  
18 victim's lack of credibility and lack of direct  
19 evidence." Do you see that?

20 A Yes.

21 Q Do you see that the FOP was attacking your  
22 credibility and the police department was supporting  
23 your credibility?

24 A Yes, I do now.

25 Q And yet you sued them. Did you sue the

Terri Morris

December 13, 2018

Page 85

1 FOP, ma'am?

2 A I don't know.

3 Q Okay.

4 (Defendant's Exhibit Number 16 marked for  
5 identification and made part of the  
6 record)

7 Q (By Mr. Smith) 16. Have you seen Chief  
8 Citty's letter terminating Daniel Holtzclaw?

9 A Yes.

10 Q Okay. Do you see the first line of the  
11 second paragraph, where he says, "Your offenses  
12 committed against women in our community constitute  
13 the greatest abuse of police authority I have  
14 witnessed in my 37 years as a member of this  
15 agency"?

16 A Yes.

17 Q Does that sound like he ratified his --  
18 Holtzclaw's actions?

19 A No.

20 Q Okay. Why did you choose --

21 A I don't know.

22 Q Okay. Can you let me finish?

23 A Oh, all right.

24 Q Okay. Why did you sue Chief Citty?

25 A I don't know. I don't know.

Terri Morris

December 13, 2018

Page 88

1 the first cause of action, but let me skip ahead.

2 Do you know anything about OCPD training?

3 A No.

4 Q Okay. If you'll go to Page -- Page 24,  
5 ma'am.

6 MR. HALL: Here, you can look on mine.  
7 I've already got it.

8 THE WITNESS: Okay.

9 Q (By Mr. Smith) And that's exactly what I  
10 was talking about. Do you have any evidence that  
11 anybody but Holtzclaw was at the scene of the --  
12 when you were sexually violated?

13 A No.

14 Q Was Chief Citty there?

15 A No.

16 Q Did he seize you?

17 A No.

18 Q Page 25, same question, was Citty there  
19 when Holtzclaw put you in the back of the police  
20 car?

21 A No.

22 Q Was Citty there when he violate -- when  
23 Holtzclaw violated you?

24 A No.

25 Q Okay. 26, do you have any evidence that

Terri Morris

December 13, 2018

Page 89

1 there was a conspiracy to cover up anything?

2 A No.

3 Q Page 28, do you have any evidence that  
4 Detective Gregory was a supervisor over Daniel  
5 Holtzclaw?

6 A No.

7 Q Page 30, do you have any evidence that  
8 anybody ratified Holtzclaw's actions?

9 A No.

10 Q I already asked you about failure to  
11 train.

12 MR. SMITH: Let me meet with my  
13 co-counsel, I may be done. Boy, she's fast,  
14 Mr. Johnson, it's yours.

15 MR. JOHNSON: Okay. Thank you.

16 CROSS-EXAMINATION

17 BY MR. JOHNSON:

18 Q Good afternoon, ma'am. My name is Doug  
19 Johnson, I represent Mr. Holtzclaw. And I don't  
20 think I have a lot of -- I want to take a lot of  
21 your time, I know it's been a long day.

22 Can I ask you -- or let me tell you I'm  
23 not going to show you a lot of documents, actually,  
24 I'm not going to show you any, so I just want to get  
25 what you can best recall, so you don't have to look



# MEMORANDUM

The City of  
**OKLAHOMA CITY**  
Police Department

TO: Daniel Holtzclaw, Officer  
Operations Bureau / Springlake

FROM: Johnny Kuhlman, Deputy Chief *J.K.*  
Investigations Bureau

DATE: October 24, 2014

SUBJECT: Predetermination Hearing Notification



An investigation has been conducted by the Oklahoma City Police Department arising from your actions, which took place between December 20, 2013 and June 18, 2014. The investigation contains numerous allegations which if sustained, support a finding that you violated Departmental policies, procedures, and/or rules. The allegations of misconduct are:

***Allegation 1:***

On December 20, 2013, you contacted Ms. Shardayreon Hill in the area of NE 27<sup>th</sup> Street and N. Lindsay. Ms. Hill was transported to SW Medical Center for examination. You again contacted Ms. Hill at SW Medical Center where you touched her breast.

***Allegation 2:***

On December 20, 2013, you contacted Ms. Shardayreon Hill in the area of NE 27<sup>th</sup> Street and N. Lindsay. You contacted Ms. Hill at SW Medical Center where you placed her hand on the exterior part of your pants on your crotch area.

***Allegation 3:***

On December 20, 2013, you contacted Ms. Shardayreon Hill in the area of NE 27<sup>th</sup> Street and N. Lindsay. You contacted Ms. Hill at SW Medical Center where you placed your penis in her mouth.

***Allegation 4:***

On December 20, 2013, you contacted Ms. Shardayreon Hill in the area of NE 27<sup>th</sup> Street and N. Lindsay. You contacted Ms. Hill at SW Medical Center where you inserted your finger into her vagina.

***Allegation 5:***

On January 9, 2014, you contacted Ms. Shardayreon Hill in the area of 809 NE 81<sup>st</sup> Street, where you exposed your penis to her while you were off-duty and not in uniform.

***Allegation 6:***

On March 14, 2014, you contacted Ms. Carla Raines in the area of NE 16<sup>th</sup> and N. Fonshill Avenue where you directed her to expose her breast to you.

***Allegation 7:***

On February 27, 2014, you contacted Ms. Tabitha Barnes outside her home located at 1530 NE 15<sup>th</sup> Street, where you directed her to expose her breast to you.

***Allegation 8:***

On March 25, 2014, you contacted Ms. Tabitha Barnes outside her home located at 1530 NE 15<sup>th</sup> Street, where you touched her breast.

***Allegation 9:***

On March 25, 2014, you contacted Ms. Tabitha Barnes outside her home located at 1530 NE 15<sup>th</sup> Street, where you directed her to expose her genitalia area to you.

***Allegation 10:***

On March 25, 2014, you illegally entered the home of Ms. Tabitha Barnes located at 1530 NE 15<sup>th</sup> Street.

***Allegation 11:***

On March 26, 2014, you contacted Ms. Tabitha Barnes for a third time at her residence, located at 1530 NE 15<sup>th</sup> Street, where you stalked her by intimidating her when you threatened her about having unpaid tickets and that you'd be back.

***Allegation 12:***

On April 14, 2014, you made a voluntary contact with Ms. Florene Mathis in the area of NE 15<sup>th</sup> and N. Jordan. During the time you were with Ms. Mathis, you touched her breast on the outside of her clothing.

***Allegation 13:***

On April 24, 2014, you contacted Ms. Rosetta Grate in the area of 14<sup>th</sup> and N. Jordan. You transported her to her residence, located at 633 Culbertson where you forced her to perform oral sex on you.



***Allegation 14:***

On April 24, 2014, you contacted Ms. Rosetta Grate in the area of 14th and N. Jordan. You transported her to her residence, located at 633 Culbertson where you vaginally raped her with your penis.

***Allegation 15:***

On May 7, 2014, you made a voluntary contact with Ms. Sherry Ellis in the area of NE 16<sup>th</sup> Terrace and Highland. During the time you were with Ms. Ellis, you touched her breast on the outside of her clothing.

***Allegation 16:***

On May 7, 2014, you made a voluntary contact with Ms. Sherry Ellis in the area of NE 16<sup>th</sup> Terrace and Highland. During the time you were with Ms. Ellis, you forced her to perform oral sex on you.

***Allegation 17:***

On May 7, 2014, you made a voluntary contact with Ms. Sherry Ellis. During the time you were with Ms. Ellis, you transported her to the area of NE 18<sup>th</sup> and N. Miramar where you vaginally raped her with your penis.

***Allegation 18:***

On May 8, 2014, after contacting Ms. Terri Morris, you transported to the area of the 700 block of NE 24<sup>th</sup> where you forced her to perform oral sex on you.

***Allegation 19:***

On May 8, 2014, you contacted Ms. Terri Morris and transported her to the area of the 700 block of NE 24th where you directed her to expose her breast.

***Allegation 20:***

On May 8, 2014, you contacted Ms. Terri Morris and transported her to the area of the 700 block of NE 24th where you directed her to unzip her pants to expose her genitalia area to you.

***Allegation 21:***

On May 8, 2014, you contacted Ms. Terri Morris and transported her to the area of the 700 block of NE 24th where you moved the zipper of her pants with your hand to expose her genitalia area to you.

***Allegation 22:***

On May 26, 2014, you contacted Ms. Carla Johnson in the area of NE 14<sup>th</sup> and Kelham where you grabbed her breast outside her clothing.

***Allegation 23:***

On May 26, 2014, you contacted Ms. Carla Johnson in the area of NE 14th and Kelham where you touched her vagina.

***Allegation 24:***

On June 18, 2014, you contacted Ms. Kala Lyles. You transported her to the area of NE 18th and N. Miramar where you directed her to expose her breast to you.

***Allegation 25:***

On June 18, 2014, you contacted Ms. Kala Lyles. You transported her to the area of NE 18th and N. Miramar where you touched her breast.

***Allegation 26:***

On June 18, 2014, you contacted Ms. Kala Lyles. You transported her to the area of NE 19<sup>th</sup> and N. Miramar where you forced her to perform oral sex on you.

***Allegation 27:***

On June 18, 2014, you contacted Ms. Kala Lyles. You transported her to the area of NE 18th and N. Miramar where you vaginally raped her with your penis.

***Allegation 28:***

On June 18, 2014, you stopped Ms. Janne Ligons on traffic in the area of NE 50th and Beverly. After placing her in the backseat of your assigned police vehicle, you directed her to expose her breast to you.

***Allegation 29:***

On June 18, 2014, you stopped Ms. Janne Ligons on traffic in the area of NE 50th and Beverly. After placing her in the backseat of your assigned police vehicle, you forced Ms. Janne Ligons to perform oral sex on you.

The allegations if sustained could constitute violations of all or part of the following:

**POLICY**

**205.10 LAW ENFORCEMENT CODE OF ETHICS**

As a law enforcement officer, my fundamental duties are to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my Department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it, as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession...law enforcement.

**210.0 LOYALTY**

In the performance of his duty to serve society, an officer is often called upon to make difficult decisions. He must exercise discretion in situations where his rights and liabilities and those of the Department hinge upon his conduct and judgment. An officer's decisions are not easily made and occasionally they involve a choice, which may cause him hardship or discomfort. An officer must be faithful to his oath of office, the principles of professional police service, and the objectives of the Department, and in the discharge of his duty he must not allow personal motives to govern his decisions and conduct.

**215.0 CONDUCT UNBECOMING A POLICE EMPLOYEE**

A police officer is the most conspicuous representative of government, and to the majority of the people he is a symbol of stability and authority upon whom they can rely. An officer's conduct is closely scrutinized, and when his actions are found to be excessive,

unwarranted, or unjustified, they tend to be criticized far more severely than comparable conduct of persons in other walks of life. Since the conduct of an officer or civilian employee, on or off-duty, may reflect directly upon the Department, each police employee must at all times conduct himself in a manner which does not bring discredit to the employee, the Department, or the City.

#### **250.0 ATTENTION TO DUTY**

As most police work is necessarily performed without close supervision, the responsibility for the proper performance of the employee's duty lies primarily with the employee himself. An officer carries with him a responsibility for the safety of the community and his fellow officers. He discharges that responsibility by the faithful and diligent performance of his assigned duty. Anything less violates the trust placed in him by the people and will not be tolerated by the Department.

### **RULES**

#### **100.0 COMPLIANCE WITH POLICIES, PROCEDURES AND RULES**

All personnel of the Oklahoma City Police Department shall comply with the policies, procedures, and rules contained within the Operations Manual.

Employees shall adhere to the Oath of Office, the Code of Ethics, all laws of the United States and the State Oklahoma, and the Charter and Ordinances of the City of Oklahoma City.

#### **115.0 NEGLECT OF DUTY**

No employee shall fail to give suitable attention to the performance of duty. Examples include but are not limited to: failure to take appropriate action on a crime scene, disorder or other act or condition deserving attention; absence without leave; failure to report to duty at the time and place designated; unnecessary absence from one's assignment during a tour of duty; failure to perform duties or comply with any police procedure, rule or regulation, law, or special order.

#### **345.0 ON / OFF-DUTY CONDUCT**

Engaging in conduct on or off-duty which adversely affects the morale or efficiency of the Department, or which has a tendency to destroy public respect for the Department or its employees, or to destroy confidence in the operation of the police service is strictly prohibited.

### **CITY PERSONNEL POLICIES:**

#### **ARTICLE 1200 - SEPARATIONS AND DISCIPLINARY ACTIONS**



## **SECTION 1201 – DISCIPLINARY GUIDELINES**

The Personnel Director with the approval of the City Manager may establish disciplinary guidelines by outlining appropriate practices and techniques of employee discipline and suggesting types of actions for disciplinary situations. A Department Director may make department/division rules and regulations, consistent with Personnel Policies, governing the discipline of employees.

## **SECTION 1203 – CAUSE FOR DISCIPLINARY ACTION OR TERMINATION**

Any action which reflects discredit upon the City of Oklahoma City is a direct hindrance to the effective performance of the municipal government function and shall be cause for discipline or termination.

Any discipline, including termination, given to employees covered by a collective bargaining agreement will be for cause. A department recommending termination of an employee must inform the employee of the reason(s) for termination and provide an opportunity to rebut any charges prior to taking final action, except as provided in §1003, herein.

Actions which may result in discipline or termination include, but are not limited to, those listed below:

**1203.01** Violation of the Charter, Ordinances, administrative policy, rule, or regulation of the City, department, division, or work section.

**1203.02** Failure to satisfactorily perform assigned work.

**1203.03** Any conduct which is offensive, violates the common decency or morality of the community, or is unbecoming of a City employee.

**1203.04** Insubordination or failure to follow the orders of one's supervisor(s).

**1203.20** Negligent or willful damage to, interference with, or waste of material, equipment, property, or work time.

**1203.21** Failure to follow any safety policy, rule or regulation, or any conduct that would place the employee, fellow employee, or citizen at unnecessary risk. (Refer to Section 405)

**1203.29** Any other activity which is not compatible with good public service.

**1203.30** Any behavior, action, or inaction the City Manager determines is not in the best interest of the City.

**OPTIONS:**

You are entitled to a hearing to review your conduct. There are three options available to you:

First, you may appear before a Department Review Board. The Board will be conducted under the attached procedural guidelines and will be chaired by Deputy Chief Johnny Kuhlman. The Department Review Board will make findings of fact concerning the alleged violations. Following their deliberation, a recommendation will be submitted to the Chief of Police, who shall make the final decision. If you choose this option, you will be notified of the hearing date.

Second, you may appear before Deputy Chief Kuhlman for a hearing. This hearing will be conducted utilizing the same attached procedural guidelines. Following the hearing, Deputy Chief Kuhlman will make the recommendation he deems appropriate to the Chief of Police.

**If the allegation(s) is/are sustained, you are advised the appropriate disciplinary action could include a range of discipline up to and including termination of employment from the Oklahoma City Police Department.**

Third, if you wish to admit you violated the aforementioned policies, procedures and rules, you may waive options one and two. In this instance you may discuss the matter directly with the Chief of Police. Should you choose this option, you will be notified in writing of the date and time.

You may bring with you an employee representative, regardless of the option you choose.

**You must advise my office of your decision in writing, no later than 5:00 PM, November 3, 2014.**

For further information you should refer to Procedure 160.10 DEPARTMENT REVIEW BOARD, Revised 9/01).

**Attachments**

## DEPARTMENT REVIEW BOARD PROCEDURAL GUIDELINES


The affected employee will be notified in writing of the date and time the Board is to convene and of the allegations to be heard by the Board. Such notification will be made at least 10 days prior to the convening of the Board, and will be in compliance with existing contracts.


The Board is the employee's opportunity to be heard and to be presented with and to respond to the Police Department's evidence. The Board will be conducted under the following general guidelines, which are listed in Procedure 160.10 DEPARTMENT REVIEW BOARD (Revised 9/01).

- A. The Board is an informal administrative hearing board and the rules of evidence prevailing in judicial proceedings are not binding. Any and all documentary, testimonial or other evidence deemed relevant may be received in evidence.
- B. The Board is an administrative board which the employee has been ordered to attend relating solely to the employee's performance, ability and fitness as an employee of the Department; statements, information or other evidence obtained solely from this proceeding cannot and will not be used against the employee in any subsequent criminal proceeding.
- C. The employee will be allowed to be present during the presentation of the Department's evidence and be allowed to ask questions of the witnesses and/or to respond to any evidence presented.
- D. The employee will be allowed to present witnesses, documentation and other relevant evidence in his/her own behalf.
- E. Board members will be allowed to ask questions of witnesses with regards to any evidence presented.
- F. After the evidence has been presented, the Board will deliberate in executive session and make findings of fact in determining whether the allegations shall be sustained, not sustained, exonerated or unfounded.
- G. The Board will report its findings to the Chief of Police in a confidential report. The Chief of Police shall make the final decision on the allegations and disciplinary action.
- H. The employee may appeal any action taken through either the Oklahoma City Personnel Policy Grievance Procedure, the FOP Collective Bargaining Agreement, or the AFSCME Collective Bargaining Agreement.

RECEIPT OF PRE-DETERMINATION HEARING NOTIFICATION

I acknowledge the receipt of the Pre-Determination Hearing Notification memorandum dated, Oct 27, 2014, along with a copy of the Procedural Guidelines for the Department Review Board.

      10-27-14      11:20  
Employee Signature      Date      Time

      10-27-14      11:20 a.  
Witness Signature      Date      Time





# MEMORANDUM

The City of  
**OKLAHOMA CITY**  
Police Department



TO: William City  
Chief of Police

FROM: Tom Jester, Deputy Chief TJ  
Operations Bureau

DATE: December 31, 2014

SUBJECT: Predetermination Hearing – Officer Daniel Holtzclaw

On December 11, 2014, at 0900 hours, a Department Review Board was convened to review evidence and to determine findings of fact concerning allegations of misconduct against Officer Daniel Holtzclaw.

I was designated as the deputy chief to chair the Department Review Board. Dick Mahoney from the City Attorney's Office presented the allegations of misconduct and James Moore represented Officer Daniel Holtzclaw through the Fraternal Order of Police.

Officer Daniel Holtzclaw had previously been served the Predetermination Hearing notice which contained 29 allegations of misconduct and the associated police department policies, procedures, rules, and City Personnel policies that would apply to the alleged misconduct. Officer Holtzclaw was present during the presentation of the department's evidence. Mr. Moore made it clear that Officer Holtzclaw was present as an observer and would not be addressing the Review Board.

The following people were present for the hearing; Dick Mahoney from the City Attorney's Office, Brett Logan from the City Attorney's Office, Lori Wilson from the City Attorney's Office, Sergeant John George from the Fraternal Order of Police, Jim Moore from the Fraternal Order of Police, and Officer Daniel Holtzclaw.

Dick Mahoney made a short opening statement and called his first witness, Sergeant Rob High. Sgt. High testified he was called out on a case involving Ms. Janne Lignons. Sgt. High discussed his actions during the investigation. Jim Moore had the opportunity to ask Sgt. High about the investigation.

The next witness to be called was Sgt. Rocky Gregory. Sgt. Gregory discussed his actions during the investigations of the crimes committed against Ms. Terri Morris, Ms. Shardayreon Hill, Ms. Cara Raines, Ms. Tabatha Barnes, and Ms. Sherry Ellis. Jim Moore had the opportunity to ask Sgt. Gregory about the investigations.

The next witness to be called was Sgt. Valarie Homan. Sgt. Homan discussed her actions during the investigations of the crimes committed against Ms. Florene Mathis, Ms. Rosetta Grate, Ms. Carla Johnson, and Ms. Kala Kyles. Jim Moore had the opportunity to ask Sgt. Homan about the investigations.

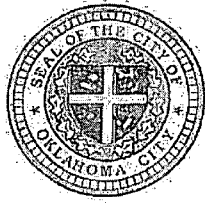
At the conclusion of Mr. Mahoney's presentation, Mr. Moore asked for a continuance to prepare for his presentation. After some negotiation, it was agreed by all parties we would meet again on December 23, 2014.

On December 23, 2014, at 0900 hours, the hearing was reconvened. The same personnel were present as were present on December 11, 2014. Mr. Moore began the hearing by making an opening statement that pointed out the evidence that he believed would lead a person to believe the allegations should not be sustained. His comments included the victims' lack of credibility and lack of direct evidence. He went through each allegation and made statements as to why they should not be sustained.

Mr. Moore also made a point as to what the burden of proof should be on an administrative investigation that could lead to termination. He discussed the criminal standard of "beyond a reasonable doubt", the administrative standard of "a preponderance of the evidence", and a third standard was also discussed, which Mr. Moore described as "clear and convincing evidence". Both Mr. Moore and Mr. Mahoney discussed which standard of proof should apply and both cited examples to support their positions.

**Conclusion:**

After conducting the hearing and listening to all of the evidence that was presented, I find there is clear and convincing evidence that Officer Daniel Holtzclaw violated the police department policies, procedures, rules, and City Personnel policies that would apply to the 29 allegations stated in the predetermination notice. Because of the serious nature of his actions, I would also recommend Officer Daniel Holtzclaw be terminated from the Oklahoma City Police Department.



The City of  
**OKLAHOMA CITY**  
POLICE DEPARTMENT  
William City  
Chief of Police

January 8, 2015



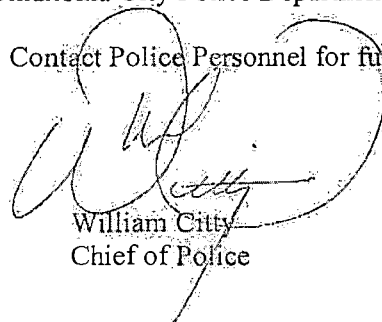
TO: Daniel Holtzclaw, Officer  
Springlake Division

SUBJECT: Termination

On October 27, 2014, you received a Predetermination Hearing Notice containing 29 allegations of misconduct against you. In response to the hearing notice, you declined to select one of the three options delineated in department procedures. I directed the Predetermination Hearing to proceed under option number two, which is a hearing before the affected bureau deputy chief. That Board convened on December 11, 2014 and again on December 23, 2014, to hear evidence and provide you with an opportunity to respond to the allegations. You choose not to participate, but attended both hearings as an observer. As a result of the evidence presented at the hearing, I am sustaining the allegations.

Your offenses committed against women in our community constitute the greatest abuse of police authority I have witnessed in my 37 years as a member of this agency. These violations more than warrant your termination from the Oklahoma City Police Department.

Your termination is effective January 8, 2015. Contact Police Personnel for further information.



William City  
Chief of Police

pc: Deputy Chief Tom Jester  
Police Personnel  
Internal Affairs