

**POLICE DEPARTMENT
CITY OF NEW YORK**

January 26, 2006

From: Supervisor, Demographics Unit

To: Commanding Officer, C.A.R.U.

**SUBJECT: SUPERVISORS CONFERRAL WITH DETECTIVE [REDACTED]
[REDACTED] TAX # [REDACTED]**

1. On the above date at 1130 hours the undersigned along with Sergeant Timothy Mehta, conferred with Detective [REDACTED] regarding his performance with the Demographics Unit. The details are as follows:


2. The above mentioned supervisors conferred with Detective [REDACTED] regarding his recent substandard performance. The meeting was held in the office of the Demographics Unit at the Brooklyn Army Terminal. The issues discussed were:

- **Unsatisfactory Work Level**
 - Negative reports of rhetoric heard in cafes and hotspot locations.
 - Negative reports of community events found.
 - Daily reports are reviewed and repeatedly found to have the same errors.
 - Constant and immediate supervision is needed for successful completion of directives.
 - Attention to details is lacking and reports are therefore vague and incomplete

- **Poor Communicative Abilities**
 - Directions are not followed correctly.
 - Clarification of directions not requested when directives are not clear or understood.
 - Communication with supervisors regarding needs and concerns are not clearly or promptly presented.
 - Notifications of duties or requests by other units or agencies are not correctly or promptly communicated to supervisors.
 - The need for language skills retesting requested to ascertain if the proper communication and translation skills are adequate. (i.e., identification if translation from the Arabic language to English is being performed at a satisfactory level)

3. The undersigned along with Sergeant Mehta expressed the above listed concerns with Detective [REDACTED] with allowances for rebuttal and discourse. The conclusion was reached that after thirty (30) days these concerns will be revisited and an Interim Evaluation would be performed if improvement was not reached.

4. For your information.



Joseph Angelo
Sergeant

AP