

MEMPHIS POLICE DEPARTMENT

Employee Information

S.S.N.: Name: Irma Montes IBM # 14842 Badge # 6407 Race: H Sex: F

Address:	Work Phone	N/A	City Began Date	02/01/21	Seniority Rank	1045
City/State/Zip	Work Fax	N/A			Grade	
Phone No.	Work Pager	N/A	County Begin Date	N/A	Oracle Emp. #	79276
	Work Cell Phone	N/A	Commission Date	07/15/21		
Home Email	Room	N/A	Adjusted Date	02/01/21	Class	134
D.O.B.	Route	N/A	Date of Rank	07/15/22	Standing	27
			Date Left	N/A		

Job Class	Rank	Org#	RC#	Description	Shift	Assign On	Return Date	Description
Special JCC	POLICE OFFICER	1414	4914	Ridgeway Station -		07/16/22		Leave Code
						N/A	N/A	Inactive Status
				Assign Code				1 Permanent

Memphis Police Department Master Personnel

m14681 - 2/17/2023 9:43:55 AM

Employee Num: 14842		ID Num:		Badge Num:		Image:	
Last: MONTES		First: IRMA		Middle:		Suffix:	
Address:		State:		Zip:		Phone 1:	
City:		Officer Name:				Phone 2:	
Driver License:						Phone 3:	
Birth Date:		Agency: MPD - Memphis Police Department		Date Hired: 02/01/2021			
SSN:		Division:		Commission:			
Religion:		Station:		Next Eval:			
Race: H		Shift:		Seniority:			
Gender: F		Department:		Pay Class:			
Height:		Assignment: TRAINING ACAD		Emp Class:			
Weight:		Rank: Police Recruit - 16		Budget Pos:			
Marriage Date:		Rank Date:		Labor Org:			
Marital Status:		Inactive:		Retirement:			
Status: PERM				Terminated:			
Parent							
Name:		Phone:					
Address:		Spouse:					
City: Memphis		State:		Zip:		Birth date:	
Remarks:							

Administration Event Detail					
Sequence #	Date	Supervisor	Code	Explanation	
1	2/1/2021		PERM	EMPLOYED(RECRUIT 134TH)EFF 02-01-21 04-21	
2	7/15/2021		TC - Title Change	PIIP & EFF 07-15-21 28-21	
3	7/17/2021		TRAN - Transfer of Duty	MT MORIAH STATION-B EFF 07-17-21 28-21	
4	8/28/2021		TRAN - Transfer of Duty	MT MORIAH STATION-A EFF 08-28-21 34-21	
5	9/25/2021		TRAN - Transfer of Duty	MT MORIAH STATION-D EFF 09-25-21 38-21	
6	10/23/2021		TRAN - Transfer of Duty	MT MORIAH STATION-B EFF 10-23-21 42-21	
7	2/18/2022		SUSP - Suspended	DISC:(1)DAY SUSPENSION EFF 02-18-22 09-22C	
8	7/15/2022		TC - Title Change	PII & EFF 7-15-22 28-22	
9	7/16/2022		TRAN - Transfer of	RIDGEWAY STATION-C EFF 07-16-22	

Search Person **Transfer**

Transfer Montes, Irma : Review



Name Montes, Irma
Assignment Number E79276
Position Recruit.Police...140105.00550
Location 141711-POL Training Academy

Person Number 79276
Job Police Recruit
Department 140105-Training Academy
Manager McNeil, Dennis L.

Basic Details

Transfer Date 7/15/2021 **Transfer Action** Transfer **Transfer Reason**

Job Details

Attribute	Current Value	Proposed Value
Position	Recruit.Police...140105.00550	Officer.Police.II_Prob..140312.00148
Job	Police Recruit	Police Officer II_Prob
Grade	Spec Mkt 4.00D	Spec Mkt 4.00C
Department	140105-Training Academy	140312-Police Precinct Personnel

Work Measure Details

Current Value

Value	Unit

Proposed Value

Value	Unit
1	Full-time equivalent

Location Details

Attribute	Current Value	Proposed Value

Manager Details: Assignment

Current Value

Name	Assignment Number	Assignment Status	Type
McNeil, Dennis	E3842	Active - Payroll Eligible	Line manager

Proposed Value

Name	Assignment Number	Assignment Status	Type
Davis, Carlos	E4079	Active - Payroll Eligible	Line manager

Grade Step Details

Current Value

Grade Ladder	Grade	Step	IncrementNumber

Proposed Value

Grade Ladder	Grade	Step	Increment Number

Collective Agreement

Attribute

Current Value

Proposed Value

Direct Reports

Direct Reports Details

Manage Direct Reports Effective Date 7/15/2021

Manage Direct Reports Action Manager Change

Manage Direct Reports Reason Transfer of Manager

Add Direct Reports

Direct Report	Current Manager	Proposed Manager	Proposed Manager Type
---------------	-----------------	------------------	-----------------------

Compensation Details

	Current Value	Proposed Value
Start Date	7/1/2021	7/15/2021
End Date	7/14/2021	
Action	Change Salary	Transfer
Action Reason	Cost of Living Adjustment	
Salary Basis	Biweekly	Biweekly
Salary Amount		USD)
Conversion Rate		
Adjustment Amount		
Adjustment Percentage		
Annual Salary		
Annualized Full-Time Salary		
Next Salary Review Date		
Grade Name	Spec Mkt 4.00D	Spec Mkt 4.00C
Salary Range		
Compa-Ratio		
Salary Range Position		
Quartile		
Quintile		

Other Compensation

Proposed Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
------	--------	------------	----------	-------	-------	-----------------	--------

Current Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
------	--------	------------	----------	-------	-------	-----------------	--------

Roles

Added Roles

Role Name	Provisioning Method
-----------	---------------------

Comments

Approvers

Attachments

MEMPHIS POLICE DEPARTMENT
STATEMENT OF CHARGES

1025-21
PAR

NY

Irma Montes / PIIP
Name/ Rank

14842
Employee #

10/19/2021
Date

Mt. Moriah Station - D shift
Assignment

Sustained
1-Day Swoop

Notice is hereby given that you are being charged with violation(s) of Policy, Law, or Regulations as shown below:
D. R. # 101 Compliance with Regulations to wit: "Vehicle Safety Inspection Policy" Chapter XIII, Section 5, A.3

Date of Occurrence: October 13, 2021

Brief Statement of Particulars: On October 14, 2021, Officers K. Dale 13489 and F. Reading 12065 were assigned patrol car P#3807. During a search of the vehicle after roll call, Officers discovered a loaded Smith and Wesson 9mm handgun described as being under the backseat floorboard / under the front driver's seat. [redacted] was last assigned on the Delta shift to Officers R. Perez 13693 and I. Montes 14842 on October 13, 2021. When asked about the situation, Officers Perez and Montes stated they did search the vehicle, but did not see the weapon. Officers Perez and Montes' failure to thoroughly search the vehicle placed them in violation of DR # 101 - Compliance with Regulations to wit: Vehicle Safety Inspection Policy of the Policy and Procedure manual Chapter XIII, Section 5, section A, subsection 3 states, "Employees will thoroughly examine the interior of their assigned vehicle for any contraband, evidence and/or weapons that may have been previously overlooked. Vehicle Inspections will also be conducted at the end of an employee's tour of duty; or at such time the employee relinquishes that particular assigned vehicle during their tour of duty."

(The Officer's disciplinary resume will be Reviewed and become part of this file)

Written Response Ordered:

Yes No

LT A. Gray #0366
Issuing Officer

Lt. [redacted] 9862
Charging Officer

I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges. I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

[redacted] 14842
Signature of Officer

Was officer relieved of duty? Yes No

Reviewed by: 12-14-21 DEC 18 25 Deputy Director 12-14-21 Dep. Chief Work Station Commander Car Jackson

Delegated to: Deputy Chief Station/Bureau [redacted] 4383
Major/Lt. Colonel/Colonel

Revised 3/11/08

MMS
Memphis Police Dept.
Human Resources

FEB 25 2022

RECEIVED

ADMINISTRATIVE SUMMONS

MEMPHIS POLICE DEPARTMENT

DATE: October 19, 2021

vs.

Irma Montes, Officer, MMS - D, 14842
NAME, RANK, ASSIGNMENT, IBM#

IAB #: _____

I. **ALLEGATION:** On October 14, 2021, Officers K. Dale 13489 and F. Reading 12065 were assigned patrol car P#3807. During a search of the vehicle after roll call, Officers discovered a loaded Smith and Wesson 9mm handgun described as being under the backseat floorboard / under the front driver's seat. _____ was last assigned on the Delta shift to Officers R. Perez 13693 and I. Montes 14842 on October 13, 2021. When asked about the situation, Officers Perez and Montes stated they did search the vehicle, but did not see the weapon. Officers Perez and Montes' failure to thoroughly search the vehicle placed them in violation of **DR # 101 - Compliance with Regulations to wit: Vehicle Safety Inspection Policy** of the Policy and Procedure manual Chapter XIII, Section 5, section A, subsection 3 states, "Employees will thoroughly examine the interior of their assigned vehicle for any contraband, evidence and/or weapons that may have been previously overlooked. Vehicle Inspections will also be conducted at the end of an employee's tour of duty; or at such time the employee relinquishes that particular assigned vehicle during their tour of duty."

III. HEARING

Date: 2/18/2022 Time: 13:00hrs

Place: MF Moriah Station

You ARE entitled to representation during this hearing.

SERVED BY: [Signature] / DI. MMS-B / 0366
NAME, RANK, ASSIGNMENT, IBM#

DATE: 02-11-2022 TIME: 0738

SERVICE REFUSED: _____

SIGNATURE OF OFFICER: [Signature] 14842

YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY AT THE SOLE DISCRETION OF THE HEARING OFFICER AND ONLY IF YOU HAVE DELIVERED OR CAUSED TO BE DELIVERED TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION PREPARED AND SIGNED BY YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.

SOC 1025-21 Hearing Summary Continuation

The Statement of Charges was read aloud. Officer Montes advised that she understood the charges.

Officer Montes made a statement on her own behalf. Officer Montes advised that she did conduct a thorough search of the vehicle at the end of her shift. Additionally, she lost a shot gun shell in the area where the pistol was later located and if there had been a pistol there, she would have located it then when searching for the shell. She does not understand how she overlooked the pistol.

Shelton spoke on Officer Montes' behalf. He trained officer Montes during her 2-man FTO phase. Officer Montes is thorough in her vehicle inspections. It doesn't seem possible that the pistol was located as stated. Furthermore, its location is unclear from the memo generated.

Lt. Gardner spoke to the situation. He knows Officer Montes to be hardworking displaying experience beyond her time on the job. He has observed her conduct a vehicle safety inspection in the past and knows her to be thorough in this endeavor. The circumstances surrounding the finding of the gun seems suspect.

After reviewing the evidence and considering the statements made, I **Sustain the charge D.R. 101 Compliance with Regulations to wit Vehicle Safety Inspection.**

At this point I reviewed the Disciplinary Chart of Officer I. Montes. There are no previous charges.

In summary, on 10/14/2021, Officer Montes and her partner completed their shift and turned in their vehicle's keys to the equipment officer. The squad car was inspected at the beginning of its next assignment and a loaded pistol was located in the backseat on the floorboard. Statements made during the hearing points toward some sort of malfeasance on the parts of the officers who located the pistol. There was no evidence offered as to why these officers would plant a pistol to blame officers from the previous shift. Officers are required to inspect their vehicle after anyone is placed in the back seat and again at the end of their shift. The importance of this task cannot be stressed enough. The consequences to this weapon being left in the back of the squad car are grave. The person originally in possession of this weapon was likely doing so unlawfully and the weapon might have been evidence of a more serious crime he had committed. Also, the next person placed in the rear of that squad car might have had different intentions upon locating the weapon.

After **sustaining the charge** against Officer Montes and reviewing her disciplinary resume, I order that she receive a **1-Day Suspension to be taken on February 19th.**

SOC 1025-21 Hearing Summary Continuation

The Statement of Charges was read aloud. Officer Montes advised that she understood the charges.

Officer Montes made a statement on her own behalf. Officer Montes advised that she did conduct a thorough search of the vehicle at the end of her shift. Additionally, she lost a shot gun shell in the area where the pistol was later located and if there had been a pistol there, she would have located it then when searching for the shell. She does not understand how she overlooked the pistol.

Shelton spoke on Officer Montes' behalf. He trained officer Montes during her 2-man FTO phase. Officer Montes is thorough in her vehicle inspections. It doesn't seem possible that the pistol was located as stated. Furthermore, its location is unclear from the memo generated.

~ Lt. Gardner spoke to the situation. He knows Officer Montes to be hardworking displaying experience beyond her time on the job. He has observed her conduct a vehicle safety inspection in the past and knows her to be thorough in this endeavor. The circumstances surrounding the finding of the gun seems suspect.

After reviewing the evidence and considering the statements made, I **Sustain the charge D.R. 101 Compliance with Regulations to wit Vehicle Safety Inspection.**

~~At this point I reviewed the Disciplinary Chart of Officer I. Montes. There are no previous charges.~~

In summary, on 10/14/2021, Officer Montes and her partner completed their shift and turned in their vehicle's keys to the equipment officer. The squad car was inspected at the beginning of its next assignment and a loaded pistol was located in the backseat on the floorboard. Statements made during the hearing points toward some sort of malfeasance on the parts of the officers who located the pistol. There was no evidence offered as to why these officers would plant a pistol to blame officers from the previous shift. Officers are required to inspect their vehicle after anyone is placed in the back seat and again at the end of their shift. The importance of this task cannot be stressed enough. The consequences to this weapon being left in the back of the squad car are grave. The person originally in possession of this weapon was likely doing so unlawfully and the weapon might have been evidence of a more serious crime he had committed. Also, the next person placed in the rear of that squad car might have had different intentions upon locating the weapon.

After **sustaining the charge** against Officer Montes and reviewing her disciplinary resume, I order that she receive a **1-Day Suspension to be taken on February 19th.**



**MEMPHIS POLICE DEPARTMENT
MEMORANDUM**



Mt. Moriah Station

To: Deputy Chief S. Hines

Subject: Hearing Status SOC 1025-21

From: Lt. Col. M. Javier

Date: February 18th, 2022

On Friday February 18th, 2022, at 13:00 hours, an administrative hearing was held at Mt. Moriah Station on Officer Irma Montes 14842 for violation of **DR 101 Compliance with Regulations To Wit: P&P chapter 13, section 5, subsection (a) item (3) - Vehicle Safety Insepection.** The hearing was held by Lt. Col. M. Javier and the charge was sustained.

A One-Day Suspension is hereby ordered. The suspension will be taken on February 19th.



MEMPHIS POLICE DEPARTMENT MT. MORIAH STATION



Suspension Letter

Date: February 18th, 2022

Officer: Irma Montes 14842
Assignment:
Mt. Moriah Station Bravo Shift

Re: One Day Suspension

Officer Irma Montes,

On February 18th, 2022, an administrative hearing was held at the Mt. Moriah Station regarding ~~SOC 1025-21~~ charging you with violation of D.R. 101 Compliance with Regulations to wit: vehicle safety inspection

After careful consideration of all information pertinent to this case, the charge of D.R. 101 was **sustained**.

I am therefore ordering a **1-day suspension** without pay to be taken **February 19th**. This action will allow you the opportunity to apply corrective measures with the understanding that future occurrences may result in more severe disciplinary action.

A copy of this letter will be placed in your personnel file for review.

Sincerely,

St Col M. Javer
4383
2/18/22

Irma Montes
14842
2/18/22

Lieutenant Colonel Michael Javer
Mt. Moriah Station

**Memphis Police Department
Incident Report**

Mt. Moriah Station

**To: Colonel J. Smith
CC: Lt. Colonel E. Bass
From: Lt. R. Copeland
Date: Thursday, October 14, 2021
Subject: Found handgun in #P-3807**

Location:

Nature of Incident/R&I #: Found Property/GIB: Memo #2110006154ME

Description of Incident: On 10/14/21, Officers K. Dale #13489 and F. Reading #12065 were assigned to patrol unit . After roll call, officers conducted a routine check of the vehicle's interior and exterior. Officers found a loaded Smith & Wesson, 9mm handgun equipped with a green dot laser attached. The weapon was located tucked under the backseat floor board/under front driver seat.

Bravo shift supervisors were notified and the equipment officer, Darrell Hines advised that . was last assigned out on 10/13/21 to Delta Shift Officers, Raul Perez #13693 and Irma Montes #14842. GIB/Memo was generated to tagged weapon into Property & Evidence Room at . Officer K. Dale also completed an inter-precinct memo to officers finding of weapon. 301B Lt. Colonel E. Bass was informed of the incident.

Memphis Police Department

Memo # 2110006154ME

Location:

District: 326

Reported: 10/14/2021 08:01

Occurred: 10/13/2021 07:35 - 08:01

Submitted: 10/14/2021 13:25

Memo Routing/Type: Precinct GIB

Crime Scene Photos: 10142021091303_0.jpg

Officer(s): Reporting: K. Dale (13849), Car # 325

Partner: F. Reading (12065), Car # 325

Approval Status: Pending review

Viewable By All: Yes



Complainant

Officer, Memphis

Address:

Phone #:



Suspects (1)

Unknown

Sex: Unknown

Race: Unknown



Narrative/Case Notes (1)

On 10/14/2021 at 08:01 hours, Officer K. Dale (13849) reported a 'Precinct GIB' memo at Officer F. Reading 12065 was doing a routine check on _____ after Bravo shift roll call and noticed a black Smith and Weston with one live round in the chamber and one live round in the magazine with a green dot laser attached to the gun tucked up underneath the back driver seat and front driver seat. Could not locate serial number because the serial number was scratched off. 9mm Smith and Westson with 2 live rounds was tagged at property and evidence at _____. Officers checked with the equipment officer 398 who advised that Officers Perez and Montes were the last officers operating _____ Delta shift. Evidence number 211001071.



Photos (1)



MEMPHIS POLICE DEPARTMENT MEMORANDUM



(Mt Moriah Station)

To: Colonel J. Smith

Subject: Found weapon

From: R. Perez

Date: 10/14/2021

This memo is regarding a weapon that was found in patrol unit On 10/14/2021 bravo shift Officer's were assigned patrol unit P- and found a Smith & Wesson 9mm handgun underneath the driver seat.

On 10/13/2021 at approximately 2105 hours, Officer R. Perez 13693 and Officer I. Montes 14842 made the scene of a carjacking. During the investigation, Officer's detained a male Hispanic. Officer's placed handcuffs on the individual and conducted a pat down of the individual for weapons. Officer's observed that the detainee had tight clothing which included his jeans, and long sleeve shirt. While the detainee was handcuffed and in the backseat of the patrol unit, Officers were standing next to the squad car conducting their investigation. Officers observed the detainee for most of the time that he was in the backseat of the patrol car. Due to Officer's thorough pat down of the detainee, the detainees tight clothing, and the observation of the detainee while in the patrol car, Officer Perez is led to believe that the detainee did not possess any type of firearm. Officer Perez believes that the handgun was in the patrol car prior to him beginning his shift. Officer I. Montes searched the patrol car in detail prior to the start of the Officers shift and did not observe any weapons in the vehicle.

Further, Officer's released the detainee and checked the back seat of their patrol car and did not observe any weapons or contraband in the backseat. During the encounter, Officer R. Perez engaged his body worn camera with his fingers and was under the impression that his body worn camera was turned on. After Officer's released the detainee, Officer Perez realized that his body worn camera was off.



MEMPHIS POLICE DEPARTMENT MEMORANDUM



(Mount Moriah Station)

To: Colonel J. Smith

Subject: Found Weapon

From: Officer Montes (14842)

Date: 10/14/2021

On 10/13/2021 at 1630hrs I came to work, got dressed and at 1645hrs I loaded up and conducted a thoroughly search in the front and back seat of the car making sure there wasn't anything left in the car from the previous shift. I then got ready for roll call at 1655hrs.

After roll call Officer R. Perez loaded up his equipment as I got my shot gun car ready and then one of my shot gun shells fell underneath of the driver seat and I looked underneath the driver seat to get my shot gun shell and did not locate any firearm underneath the driver seat but did locate my shot gun shell.

We then went to IAB for Officer R. Perez and stayed there till 2104hrs. We then were dispatched to a carjacking at 2105 hrs. Officer R. Perez and I were advised that the complainant who called for police might be the suspect who fled a scene of an accident that occurred at 1949hrs. We then proceeded to take a report and after gathering our information, we detained [redacted] and I conducted a thorough pat down on detainee by patting down the outer surface of his clothing in an attempt to find a weapon and also checked the inside of the boots with Officer Merrill (14494) on standby. After patting him down we put him in the back seat of P [redacted] Officer R. Perez then raised Lieutenant B. Brown to advise us on what to do with the detainee. Lieutenant B. Brown advised to let detainee go and finish the report. I then took [redacted] out of the back seat of P [redacted] and released him.

I then realized I forgot to turn on the in car video surveillance for the back seat but it was too late.

We then left the scene and conducted other calls till 0020 when we showed our way back to the precinct to do FTO paper work. Officer R. Perez unloaded his equipment down first and then I unloaded mine. Then I parked P [redacted] in the parking lot and stayed to update my log sheet and conduct end of shift search of the vehicle to make sure my partner and I did not forget our ward books or Narcan equipment along with checking the back seat area of the car while Officer R. Perez went inside to do FTO paperwork.