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7 **TOWN OF PAYSON PERSONNEL BOARD**

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10 In the Matter of
11 The Termination of CHRISTOPHER HAROLD

**FINDINGS
AND
RECOMMENDATION**

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15 THIS MATTER having come on for hearing this 18th day of January, 2007; and
16 The Personnel Board of the Town of Payson having conducted a hearing, taken documentary
17 and testimonial evidence, and having reviewed the decisions of the employing authorities,

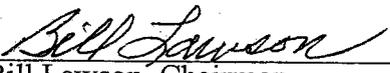
18 The following findings are hereby made by the Personnel Board:

- 19 1. The Tasing incident of October 27, 2006 was a violation of the Police Use of Force Policy,
20 but taken by itself, is insufficient grounds for dismissal.
- 21 2. Officer Harold was unprofessional in his remarks to other people on the morning of October
22 27, 2006.
- 23 3. There is insufficient proof that Officer Harold made an untruthful statement regarding the
24 making of a threat to use a Taser device on firefighters.
- 25 4. Officer Harold has not met standards in terms of his failure to complete reports in a timely
26 manner. Further, we find no evidence that this problem can be solved should he be
27 reinstated.

- 1 5. Officer Harold's overall attitude toward his position as a police officer has deteriorated over
2 the year 2006, as shown by:
- 3 a. Verbal disrespect for his superiors;
 - 4 b. Failure to appear for scheduled court hearings; and
 - 5 c. Failure to appear on time for mandatory training sessions.
- 6 6. Despite prior warnings concerning these issues, there has been little or no consistent response
7 or improvement by Officer Harold.

8 NOW, THEREFORE, it is the Recommendation of the Personnel Board that Officer Harold's
9 termination be upheld.

10 DATED: January 18, 2006.

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Bill Lawson, Chairman
14 Town of Payson Personnel Board
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