Sonoma County Sheriff's Office

Investigation - Case Details

IA: 19-IA-0005

Case Type:	IA	**Incident Number:**	19-IA-0005	**Report #:**	
Call Type:		**Incident Date:**	11/14/2018	**Time:**	
Origin:	Sheriff's Admininstration	**Date Reported:**	4/23/2019	**Time:**	08:00
Location:	Sonoma County Airport				
Address:					
Status:	Closed-Sustained	**Date Closed:**	7/3/2019		

Details

Brief Summary:	Sergeant Berges used derogatory remarks towards deputies and command staff.
Does this report contain CLETS information:	No
List of Exhibits with CLETS info:	No

Employee

Name: BERGES , DAVE **ID:** 1101032

Supervisor At Incident:

Rank: SHERIFF'S SERGEANT **Position:**

County Emp. ID 15169

Notes:

Persons Involved

Alias: **Date of Birth:**

Address: **Age At Incident:**

Contact Type: **Contact Info:**

Race: **Sex:**

Build: **Weight:** **Height:**

Hair Color: **Eye Color:**

Notes:

Employee Person Link

Employee:

Tracking

Group Assigned To: Captains **Employee Assigned To:** DOUGHERTY, DARIN

Role: Dept. Head/Designee **Employee Assigned By:** DOHERTY, LARRY

Date Assigned: 5/28/2019 **Due Date:**

Completion Date: 6/24/2019 **Recommendation:** Sustained

Outcome Notification Status

Notes:

Group Assigned To: Executive Staff **Employee Assigned To:** ESSICK, MARK

Role: **Employee Assigned By:** ESSICK, MARK

Date Assigned: 6/29/2020 **Due Date:**

Completion Date: 6/29/2020 **Recommendation:** Sustained

Outcome Notification Status

Notes: Sustained as to all allegations.
Please prepare a NOIDA for termination of employment. MRE

Group Assigned To: Internal Affairs **Employee Assigned To:** MURPHY, SHAWN

Role: **Employee Assigned By:** MURPHY, SHAWN

Date Assigned: 4/29/2019 **Due Date:** 9/26/2019

Completion Date: 5/28/2019 **Recommendation:** Sustained

Outcome Notification Status

Notes: On all violations.

Group Assigned To: Executive Staff **Employee Assigned To:** NAUGLE, JAMES

Role: **Employee Assigned By:** DOUGHERTY, DARIN

Date Assigned: 6/24/2019 **Due Date:**

Completion Date: 7/3/2019 **Recommendation:** Sustained

Outcome Notification Status

Notes:

Related Incident

Notification

Exhibit

Item Type: Document **Description:** Anonymous Letter

Date: 5/28/2019 **Number:**

Location:

Link: Item stored in the Database.

Notes:

Item Type: Document **Description:** Sergeant Berges' signed IA Notice and Adm Leave

Date: 5/28/2019 **Number:**

Location:

Link: Item stored in the Database.

Notes:

Item Type: Audio **Description:** Deputy [redacted] Statement

Date: 5/28/2019 **Number:**

Location:

Link: Item stored in the Database.

Notes:

Item Type:	Transcription	**Description:**	Deputy [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	**Description:**	Deputy [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	**Description:**	Deputy [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	**Description:**	Deputy [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	**Description:**	Deputy [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	**Description:**	Seputy [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	**Description:**	Deputy [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	**Description:**	Deputy [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		

Notes:

Item Type:	Transcription	Description:	Deputy [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Deputy [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	Description:	Deputy [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Deputy [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	Description:	Deputy [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Deputy [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	Description:	Deputy [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Deputy [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		

Notes:

Item Type:	Transcription	Description:	Deputy [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Deputy [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	Description:	Deputy [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		

Notes:

Item Type:	Transcription	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	Description:	Detective [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		

Notes:

Item Type:	Transcription	**Description:**	Detective [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	**Description:**	Sergeant [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	**Description:**	Sergeant [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	**Description:**	Sergeant [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	**Description:**	Sergeant [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Audio	**Description:**	Sergeant [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	**Description:**	Sergeant [redacted] Statement
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Document	**Description:**	Sergeant [redacted] Signed Administrative Admonishment
Date:	5/28/2019	**Number:**	
Location:			
Link:	Item stored in the Database.		

Notes:

Item Type:	Audio	Description:	Sergeant [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Transcription	Description:	Sergeant [redacted] Statement
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	IA Formal Narrative	Description:	IA Narrative Report
Date:	5/28/2019	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Document	Description:	NOIDA Signed by Sheriff and [redacted]
Date:	7/29/2020	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Document	Description:	[redacted] Order of Termination, Signed
Date:	8/26/2020	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Document	Description:	[redacted] Appeal conference
Date:	9/14/2020	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:	Dave Berges Appeal pre-hearing conference. 9/23/20 @ 1530 via Zoom.		
Item Type:	Document	Description:	Brady letter to DA's Office
Date:	9/15/2020	Number:	
Location:			
Link:	Item stored in the Database.		
Notes:			
Item Type:	Document	Description:	Skelley conference disposition
Date:	9/17/2020	Number:	
Location:			
Link:	Item stored in the Database.		

Notes:

Electronic Signature

MURPHY, SHAWN	1101408	5/28/2019

Notes:

NAUGLE, JAMES	1101351	7/3/2019

Notes:

ESSICK, MARK	110348	6/29/2020

Notes: Sustained as to all allegations, please prepare a NOIDA for termination of employment.

Narrative

Allegation and Actions Taken

Name: BERGES , DAVE **ID:** 1101032

Policy Type: Obey Policies and Procedures (5.0 B. 03.) **Policy List:** Department Rules & Regulations

Violation: Discrimination and Harassment Policy

Finding: Sustained **Finding Date:** 6/29/2020

Action:

Suspension Time: **Start Date:**

Due Date: **Action Date:**

Action Type: **Order Number:**

Hearing Date: **Time:**

Notes:

Action:

Suspension Time: **Start Date:**

Due Date: **Action Date:**

Action Type: **Order Number:**

Hearing Date: **Time:**

Notes:

Action:

Suspension Time: **Start Date:**

Due Date: **Action Date:**

Action Type: **Order Number:**

Hearing Date: **Time:**

Notes:

Action:

Suspension Time: **Start Date:**

Due Date: **Action Date:**

Action Type: **Order Number:**

Hearing Date: **Time:**

Notes:

Allegation Notes:

Sub: Report Signature