



CITY OF PITTSBURGH
BUREAU OF POLICE
OFFICE OF THE DEPUTY CHIEF
"...accountability, integrity and respect."

Memorandum DCOP #06-128

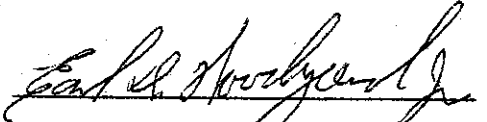
TO: Commander Catherine McNeilly **UNIT:** Zone One
FROM: Earl D. Woodyard, Jr., Deputy Chief **UNIT:** Bureau of Police
DATE: August 10, 2006
SUBJECT: Officer Francis M. Rende, #3420 D.A.R.

The Francis M. Rende, #3420 Disciplinary Action Report was withdrawn on the advice of the City of Pittsburgh Law Department.

The decision to withdraw the Disciplinary Action Report was based on the failure of Officer Rende's supervisors at Zone One to comply with the procedure required by General Order 28-5, section 6.0 for designating an officer as a sick leave abuser. Section 6.3 states "any officer who may be demonstrating a pattern of sick leave abuse shall first be counseled by the evaluating supervisor in an attempt to ascertain if there is a continuing health problem and what steps, if any, have been taken to correct it. Only after such counseling has occurred, and assuming the pattern of abuse continues, may additional measures be initiated against the officer." Section 6-4 states that "those additional measures may include revocation of Secondary Employment privileges and/or progressive discipline."

Another reason for the withdrawal of the Francis M. Rende, #3420 D.A.R. was the 120 day rule of section 19(F) of the F.O.P. contract which was added to the contract at the end of 2004. "Absent unusual circumstances, disciplinary action must ordinarily be taken against an officer within 120 calendar days of an infraction, or within 120 calendar days after the City should have reasonably known about the infraction."

Presently, Officer Francis M. Rende, #3420 is assigned to SDD under the supervision of Commander William E. Bochter, #2751. Therefore, the responsibility for instituting the letter of counseling regarding the alleged sick abuse of Officer Rende will be handled by Commander Bochter.



Earl D. Woodyard, Jr., Deputy Chief

EDW/ca

cc: Chief Dominic J. Costa
Assistant Chief Paul J. Donaldson
Commander William Bochter
Mr. Hugh McGough, Esq., Law Department