

Peace Officer Standards and Training Integrity Bulletin



Idaho honors fallen Ada County Deputy Tobin Bolter

Idaho honored one of our own, fallen Ada County Deputy Tobin Bolter. Tobin became the first Ada County Sheriff's Deputy to die in the line of duty following a traffic stop on April 20, 2024. Law enforcement officers and first responders sat shoulder-to-shoulder for the service.

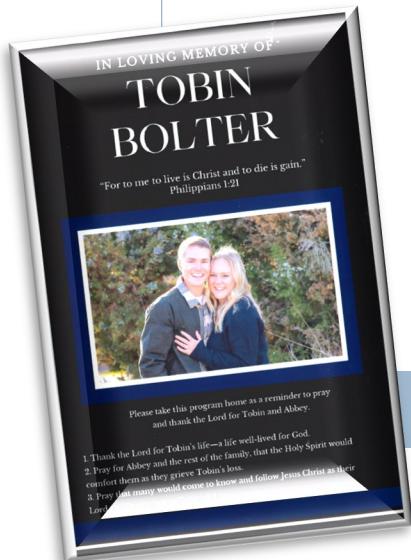
Two officers stood guard beside the flag-draped coffin during his funeral services.

Tobin's wife, Abbey, thanked the community of law enforcement, her church, and friends saying, "You have loved me so well since the night of April 20th. I could not have comprehended the support for our family." She and Tobin would have celebrated their 6th wedding anniversary this June. "Tobin loved being part of the law enforcement community."



Tobin's friend Jevon Webster said, "He had a love for life and people and joy that wasn't dependent on circumstances. Watching his life, especially over this past year as he went through trials whether mistreatment or losing a baby in the womb was a testament to who he was."

Tobin's sister Tessa Araujo talked of how he wanted to be a police officer his entire life. "He loved justice and mercy." "Tobin advocated for the oppressed, protected the vulnerable and did everything he could to stop evil from harming others. He was light in darkness."



OPR Manager's Note

The POST Integrity Bulletin looks at the self-imposed circumstances in which our POST certified professionals find themselves.

What causes, otherwise reasoned, rational and professional law enforcement officers, to do the stupid things they sometimes do?

Our continuing efforts to study acts of misconduct and find a solution, have met with less than positive results.

We hope the information herein will bring attention on our profession's ability to deter official misconduct, improve the public perception of Idaho's law enforcement officers, and promote responsible, ethical discourse within your agency.



INSIDE STORY

The following incidents (we say “incidents” instead of “stories” because if they were not real, you may think they are just that, “stories”) are provided for your benefit and “enlightenment”.

You’ve heard the saying, “You can’t make this stuff up.” Well, we either say, or hear it said, on a daily basis.

These incidents were NOT ultimately entertaining for the officer experiencing the consequences, but by sharing them with you, we hope to let you learn from their mistakes. If you can not do that, then maybe someday, you too will be prominently featured here in the Integrity Bulletin...Don’t worry we will keep the names and agencies out of the story to protect (if possible) what’s left of your reputation.

“Respondent voluntarily agrees to forfeit his right to be a peace officer within the State of Idaho.”

FELONY CHARGES LEGAL STUFFS

IDAPA

11.11.01.057.07...Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the law and regulations of my department.

IDAPA 11.11.01.110.02

- b. A violation of the Council’s Code of Ethics;
- c. Criminal conduct whether charged or not;
- e. Harassment or intimidation;

Or just being a creep!

Former deputy faces felony charges

Idaho Press-Tribune staff newsroom@idahopress.com Feb 19, 2010

A former County Sheriff’s Office deputy accused of stalking a female victim has been charged with three new felony charges of burglary, aggravated assault and first-degree stalking.

The new charges are the result of a continued investigation by the Police Department detectives in conjunction with the County prosecutors. Officials said in a news release that during some of the stalking incidents, 29-year-old Justin Creep was violent and in possession of a firearm.

A judge issued a \$1 million warrant for Creep on Friday. The six-year sheriff’s office employee was arrested at a home nearby without incident and taken to the County jail.

Investigators allege Creep stalked the woman after their relationship ended in February. Creep allegedly entered the woman’s residence, without her knowledge or permission, at different times during the day and night. Evidence showed Creep would enter her bedroom while she was sleeping and masturbate, according to police reports.

Officials believe he entered the residence or drove by multiple times, although the investigation into the exact number of instances is ongoing. According to police, the behavior occurred both while Creep was on- and off-duty with the sheriff’s office.

Creep subsequently pled guilty to two Misdemeanor Counts of Indecent Exposure on August 30 and was sentenced to 180 days in jail with 150 days suspended on one count and 180 days in jail with 175 days suspended on the other count.

DECERTIFIED



BULLY DISPATCHER

911

Operations Manager Shari Heeler was notified by several dispatch personnel that, while on duty as a supervisor in the dispatch center, Bonnie Bullin publicly berated Mandy Nordic and then gossiped about her verbally and by text message with subordinate dispatch operators Tanja Tipton, Jane Winters and Charlene Gale. Bullin was just being down right nasty. This behavior had occurred over several days and was becoming a personnel and morale problem throughout the 911 call center. Bullin had several complaints of the same behavior during her years with the agency and had received admonishments in the past.

It was Heeler's job to address the harassment and gossiping with Bullin. She had spoken with the other dispatchers and had received copies of the hurtful text messages. Even so, Bullin denied sending the messages to her coworkers only to admit she might have sent one or two of the texts later in the interview. Bullin was untruthful about statements she had made to Heeler days earlier during a private discussion. Bullin lied about her comments and tried to lay blame on her coworkers suggesting they were responsible for the toxic atmosphere in the dispatch center.

A disciplinary review board was convened to investigate the new charges of lying during an investigation. Based on the totality of the current violation, in combination with prior complaints of bad behavior, the board recommended termination.

I know I've told you before, that you might be able to survive the "mistakes" or misconduct of many varieties, but as soon as you lie about it or cover it up, you've lost all your credibility and are basically worthless to this INTEGRITY laden profession, LAW ENFORCEMENT.

Bullin could have survived her rudeness with a little reform in her heart, but... she ended up resigning her employment and declined to participate in POST's investigation.

She surrendered her POST certificate through relinquishment and is now listed on the **DECERTIFICATION** list.

**[HTTPS //APPS.POST.IDAHO.GOV/
AGENCYPORTAL/DECERTIFICATION/
SEARCH.ACTION](https://apps.post.idaho.gov/agencyportal/decertification/search.action)**

Emergency services



Bully Dispatcher

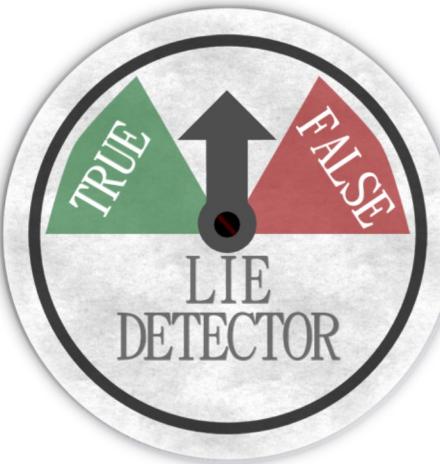
LEGAL STUFFS

IDAPA 11.11.01.057:

Para II ...and be constantly mindful of the welfare of others. ...Honest in thought and deed ... I will be exemplary in obeying the law and the regulations of my department.

11.11.01.110.02:

e. Harassment or Intimidation



Slapped and Punked



SLAPPED AND PUNKED

LEGAL STUFFS

IDAPA 11.11.01.057.07

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or my agency.

IDAPA 11.11.01.110.02:

- b. A violation of the Council's Code of Ethics; (...never employing unnecessary force...)
- c. Criminal conduct whether charged or not;
- l. Failure to respond or to respond truthfully to questions related to an investigation or legal proceeding.

face. Several of the other inmates who witnessed the incident began to laugh and chide Robby for not retaliating. Blunder, recognizing Robby's embarrassment made a gesture to Robby signifying he could retaliate against another inmate, Kobe, who was laughing at him. While Kobe was in a spread eagle position for a pat down search, Robby kicked Kobe in the groin from behind with his foot, which buckled Kobe to the ground.

Blunder failed to have medical personnel check on Kobe's condition and did not initiate a report of the incident or injury as per jail policy.

An internal affairs investigation determined Blunder had violated several agency policies and a criminal investigation resulted in Blunder being charged with Battery, and Inhumane Treatment of an Inmate. Fortunately for Blunder his really smart lawyer was able to get the charges reduced to Disturbing the Peace to which he entered a guilty plea.

(I'm still trying to figure out how Disturbing the Peace satisfied that inmate's disturbed pieces.)

DECERTIFIED



IN THE NEWS

Problem police officers don't just go away, studies find. They get hired somewhere else.

WILLIAM H. FREIVOGL and PAUL WAGMAN—Pulitzer Center on Crisis Reporting

ST. LOUIS — Timothy Loehmann wanted to be a police officer like his father. He got a job in Independence, Ohio, but it didn't go well. His supervisors allowed him to quit after he suffered a "dangerous lack of composure" during firearms training. The department concluded he would "not be able to cope or make good decisions" under stress. The deputy chief wrote Loehmann "could not follow simple directions, could not communicate clear thoughts nor recollections, and his handgun performance was dismal."

Cleveland Police did not check on Loehmann's history in Independence before hiring him. Also, Ohio law



required a felony before an officer would lose his badge. So it was Loehmann who responded in the fall of 2014 to the Cleveland park where 12-year-old Tamir Rice was playing with what turned out to be a toy gun. Loehmann shot him dead.

The Cleveland department's failure to check on Loehmann's background is an example of one of the biggest roadblocks to police accountability - "wandering cops" who lose their jobs in one place only to be rehired and to engage in misconduct in another. The problem of wandering cops continues to haunt police accountability amid piecemeal reforms that fall short of fixing the problem, experts say.

EX-POLICE CHIEF WHO FADED OWN DEATH AFTER BEING CHARGED WITH 70 FELONIES IS ARRESTED

Former North Carolina police chief, William A. Spivey, 36, who was charged with more than 70 felony crimes is accused of staging his own suicide and fleeing to South Carolina, where he was arrested. Spivey, who served as chief of the Chadbourn Police Department, was relieved of duty last spring due to a misconduct investigation by the North Carolina State Bureau of Investigations. His charges included evidence mishandling, drug trafficking and embezzling.

OPR HEADLINE NEWS

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To Whom it May Concern,

I have had a wonderful experience working for the ██████████ Police Department the last 9 months. As a result, it is a bittersweet moment that I write to you this afternoon on July 29, 2016, announcing my resignation from the ██████████ Police Department as a Patrolman.

I am leaving because I have committed a horrible offence. I have let everyone down at the Police Department. I would like to apologize to the members of the ██████████ Police Department and hope that one day I can be forgiven for the act that I have done.

I appreciate everyone for everything they have done for me while working at the Police Department. I thank every single one of you for all the hard work and dedication you have given while training me. I am a better person because of everything you all have done for me. I can not thank you enough. If there is anything I can do in the future to be of assistance please do not hesitate to ask. I will always have your backs no matter where you are. I truly enjoyed my time with the department and I wish you all the best of luck. Once again thank you for the opportunity you all have given me.

My Best,



Kinda sad to have to write
such a letter because of
such a story below...

Synopsis:

Mrs. Henderson was living in the house she owned in Smallville, ID and purchased a car and an extended warranty for it from Smallville Motors. Soon, Mrs. Henderson decided to move away and sell the house to Officer Hardknocks. She also sold her car. After she sold her car, Smallville Motors issued a refund check for \$707.54 and mailed it to her old address, now owned by Officer Hardknocks. Later, when Mrs. Henderson inquired, she was told the check had been endorsed and deposited in a Credit Union account shortly after it had been issued.

Mrs. Henderson reported this incident to the Police Department who eventually interviewed Officer Hardknocks. After advising Hardknocks not to lie to him, Captain Leghorn asked him about the check. Hardknocks denied any knowledge of it and suggested that it may have been his wife or sister that had deposited the check. A day later, Hardknocks called Mrs. Henderson and offered to pay the money but she refused it because she was told that the bank would reimburse her.

Later, during his interview with the criminal investigator, Hardknocks admitted he forged the check and deposited it in his account.

FORGERY



On several occasions in the middle of the night, we had a couple of jailed juveniles request their doors be remotely opened from the booth by the overnight staff to allow them to use the restroom. On one occasion, the juvenile in room 17 had his door opened to use the restroom. While juvenile #17 was returning to his room, juvenile #18 had his door remotely opened and juvenile #17 entered #18's room where #17 & #18 engaged in consensual sexual activities. Approximately 20 minutes later, #18's door was remotely opened again and juvenile #17 left to use the restroom again. Upon returning, #17 told staff his door accidentally closed behind him so they remotely opened it.

Further investigation revealed the facility's night time supervision was grossly unacceptable and well-being checks were not being conducted. AND to make matters worse, records of the well-being checks were falsified by

staff to give the appearance that the checks were being performed. AND that got the night staff decertified.



DECERTIFIED

RENDEZVOUS

17&18

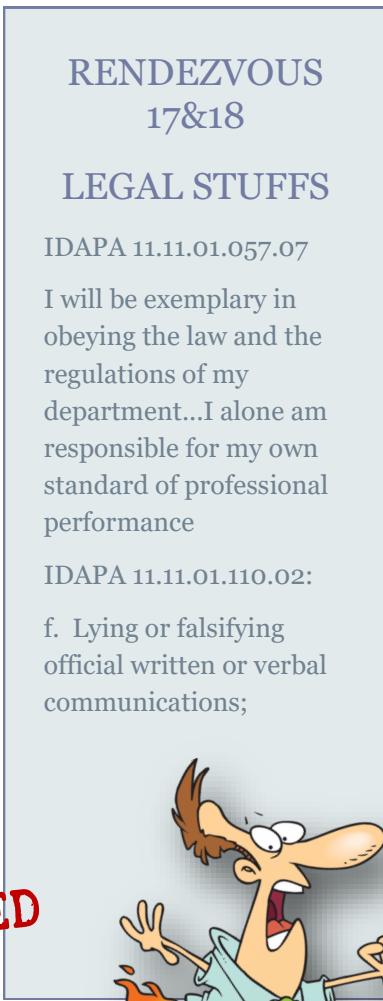
LEGAL STUFFS

IDAPA 11.11.01.057.07

I will be exemplary in obeying the law and the regulations of my department...I alone am responsible for my own standard of professional performance

IDAPA 11.11.01.110.02:

f. Lying or falsifying official written or verbal communications;



When I'm in in-service training, and the instructor brings up social media



413 likes
def_not_a_cop "It's such a bad thing!"



I pray may all police officers return home safe each day

b_inspired_news

PHOTO: POLICEMAN TAKES LUNCH BREAK WITH WOMAN ON STREET CORNER



Facebook/Chris Barnes



3,816 likes

What so different between you and me?
You put on a suit to go to work, we strap on a ballistic vest. There's little room for error in your job, in ours there is NONE.
An error by you means a demotion; an error by us means a FUNERAL.
At your job you strive to succeed, at our job we strive to SURVIVE.

BACK PAGE INFORMATION

OPR

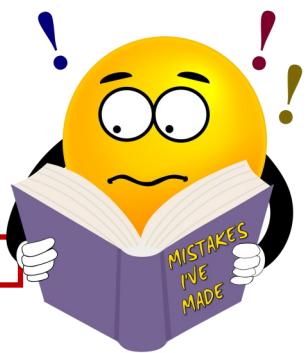
The Office of Professional Responsibility (OPR) is an office within the Idaho Division of Peace Officer Standards and Training (POST). OPR is staffed by the Manager, Dan Smith, a retired NCIS Special Agent, and ten contract investigators located throughout the State of Idaho. All of the investigators are former federal, state or local law enforcement officers. POST investigators endeavor to complete thorough, competent investigations to ensure the entire story is presented during the reporting of allegations against peace officers and others POST certifies. It is a mainstay of POST's mission to maintain an ethical and lawful law enforcement profession for the people of Idaho.

The Idaho Legislature formally established the Idaho Peace Officers Standards and Training Council (POST Council) for the purpose, among others, of setting requirements for employment, retention, and training of peace officers, including formulating standards of moral character, and other such matters as relate to the competence and reliability of peace officers. The POST Council also has the power to decertify peace officers upon findings that a peace officer is in violation of certain specified standards, including criminal offenses, or violation of any of the standards of conduct as established by the Council's Code of Ethics. Idaho Code also requires that when a peace officer resigns his employment or is terminated as a result of any disciplinary action, the employing law enforcement agency shall report the employment action to the POST Council within 15 days.

IDAPA 11.11.01.110

Complaints, Problems, Concerns,
Questions?

<https://post.idaho.gov/opr/opr-complaint-form/>



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<https://post.idaho.gov/>



CHECK OUT OUR
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