



LEROY D. BACA, SHERIFF

County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2159



March 5, 2013

Deputy Jason Lanska, #483794
[REDACTED]

Dear Deputy Lanska:

On February 4, 2013, you were served with a Letter of Intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you, as reported under File Number IAB 2311422. You were also advised of your right to review the material on which the discipline was based.

You did exercise your right to respond. However, after review and consideration of the response submitted to support your position, it has been determined that the recommended discipline is appropriate.

You are hereby notified that you are discharged from your position of Deputy Sheriff, Item No. 2708A, with this Department, effective as of the close of business on February 27, 2013.

An investigation under File Number IAB 2311422, conducted by Internal Affairs Bureau, coupled with your own statements, has established the following:

1. That, in violation of Manual of Policy and Procedures Sections 3-01/030.05, General Behavior; and/or 3-01/000.10, Professional Conduct; and/or 3-01/050.10, Performance to Standards, between 2010 through February 8, 2012, you belonged to a clique that had a creed and tattoo that are contrary to the Sheriff's Department's Core Values and Mission Statement. The tattoo is especially offensive in that it is unprofessional, fosters a negative public perception of the Department, is offensive, suggests street justice, and is associated with a rogue subculture. The clique has a name (Jump Out Boys), creed, tattoo, initiation component, and a Black Book that "will contain the Jump Out Boys number, real name, date of initiation,

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dates(s) of shooting(s), and date person started GET," which are elements similar to those used to establish membership in a criminal gang. The Creed has the potential for encouraging the "ends justify the means" mentality and rogue behavior, thereby violating the tenets of Constitutional policing. The clique, creed and tattoo became the focus of intense media attention, which embarrassed and damaged the Department's reputation and eroded public trust. Your membership in the clique and/or having a tattoo associated with the clique is established by, but not limited to:

- a. you admitted to becoming a member of the clique in 2011, and/or;
- b. you were invited to join the clique by Subject Vargas, and/or;
- c. you admitted that the clique had seven members, (Subjects 1-7), and/or;
- d. the existence of the "Jump Out Boys Creed" which contains a mission statement, initiation procedures, and a specific tattoo for the Jump Out Boys clique, and/or;
- e. you have a tattoo as described in the Creed. Your tattoo has the number 9, contains red eyes, and is located on your right ankle, which is consistent with the description contained in the Tattoo Meaning section of the Creed.

Additional facts and grounds for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

In taking this disciplinary action, your record with this Department has been considered, and a thorough review of this incident has been made by Department executives, including your Unit and Division Commanders.

You may appeal the Department's action in this matter pursuant to Rules 4.02, 4.05 and 18.02 of the Civil Service Rules.

You may, if you so desire, within fifteen (15) business days from the date of service of this notice of discharge, request a hearing on these charges before the Los Angeles County Civil Service Commission, 222 North Grand Avenue, Los Angeles, California 90012.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

LEROY D. BACA, SHERIFF


JAMES R. LOPEZ, CHIEF
LEADERSHIP AND TRAINING DIVISION

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures and Civil Service Rules.

On February 4, 2013, you were issued with a Letter of Intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you as a Deputy Sheriff File Number: IAB 2311422. You were also advised of your right to make a statement on which discipline was based.

You exercised your right to respond. However, after review and consideration of the evidence submitted to support your position, it has been determined that the recommended discipline is appropriate.

You are hereby notified that you are discharged from your position of Deputy Sheriff, Item No. 2708A, with this Department, effective as of the close of business on February 27, 2013.

An investigation under File Number IAB 2311422, conducted by Internal Affairs Bureau, coupled with your own statements, has established the following:

- 1. That in violation of Manual of Policy and Procedures Sections 3-01/030.05, General Behavior; and/or 3-01/030.10, Professional Conduct; and/or 3-01/030.10, Performance to Standards, between 2010 through February 8, 2012, you belonged to a clique that had a creed and tattoo that are contrary to the Sheriff's Department's Core Values and Mission Statement. The tattoo is especially offensive in that it is unprofessional, fosters a negative public perception of the Department, is offensive, suggests street justice, and is associated with a rogue subculture. The clique has a name (Jump Out Boys), creed, tattoo, initiation component, and a Black Book that will contain the Jump Out Boys number, real name,

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LEROY D. BACA, SHERIFF

County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2189



March 5, 2013

Deputy Douglas Parkhurst, #473607

Dear Deputy Parkhurst:

On February 4, 2013, you were served with a Letter of Intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you, as reported under File Number IAB 2311422. You were also advised of your right to review the material on which the discipline was based.

You did exercise your right to respond. However, after review and consideration of the response submitted to support your position, it has been determined that the recommended discipline is appropriate.

You are hereby notified that you are discharged from your position of Deputy Sheriff, Item No. 2708A, with this Department, effective as of the close of business on February 27, 2013.

An investigation under File Number IAB 2311422, conducted by Internal Affairs Bureau, coupled with your own statements, has established the following:

1. That in violation of Manual of Policy and Procedures Sections 3-01/030.05, General Behavior; and/or 3-01/000.10, Professional Conduct; and/or 3-01/050.10, Performance to Standards, between 2010 through February 8, 2012, you belonged to a clique that had a creed and tattoo that are contrary to the Sheriff's Department's Core Values and Mission Statement. The tattoo is especially offensive in that is unprofessional, fosters a negative public perception of the Department, is offensive, suggests street justice, and is associated with a rogue subculture. The clique has a name (Jump Out Boys), creed, tattoo, initiation component, and a Black Book that "will contain the Jump Out Boys number, real name,

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date of initiation, date(s) of shooting(s), and date person started GET," which are elements similar to those used to establish membership in a criminal gang. The Creed has the potential for encouraging the "ends justify the means" mentality and rogue behavior, thereby violating the tenets of Constitutional policing. The clique, creed and tattoo became the focus of intense media attention, which embarrassed and damaged the Department's reputation and eroded public trust. Your membership in the clique and/or having a tattoo associated with the clique is established by, but not limited to:

- a. Subject Parkhurst stated Subject Sykes recruited him to join the clique in 2011, and/or;
- b. The existence of the "Jump Out Boys Creed" which contains a mission statement, initiation procedures, and a specific tattoo for the Jump Out Boys clique, and/or;
- c. Subject Parkhurst and other members got their tattoos together, in furtherance of their membership in the clique, and/or;
- d. Subject Parkhurst has a tattoo as described in the Creed. His tattoo has the number 8, contains red eyes, has smoke coming from the barrel of the gun, and is located on the outside lower right calf/ankle area, which is consistent with the description contained in the Tattoo Meaning section of the Creed.

Additional facts and grounds for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

In taking this disciplinary action, your record with this Department has been considered, and a thorough review of this incident has been made by Department executives, including your Unit and Division Commanders.

You may appeal the Department's action in this matter pursuant to Rules 4.02, 4.05 and 18.02 of the Civil Service Rules.

You may, if you so desire, within fifteen (15) business days from the date of service of this notice of discharge, request a hearing on these charges before the Los Angeles County Civil Service Commission, 222 North Grand Avenue, Los Angeles, California 90012.

Deputy Douglas Parkhurst, #473607

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

LEROY D. BACA, SHERIFF

JAMES R. LOPEZ, CHIEF
LEADERSHIP AND TRAINING DIVISION

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures and Civil Service Rules.

In February, 2012, you were notified with a letter of intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you as required under the provisions of 2311412. You were also advised of your right to request the Sheriff's Department's decision was final.

You did exercise your right to respond. However, after review and consideration of the supporting evidence to a date your position, it has been determined that the recommended discipline is appropriate.

You are hereby notified that you are discharged from your position of Deputy Sheriff, Post No. 2104A, with this Department, effective as of the close of business on February 27, 2012.

An investigation under File Number IAS 2311422, conducted by Internal Affairs Bureau, concurs with your own statements, has established the following:

- 1. That in violation of Manual of Policy and Procedures Section 3-01550.02, General Behavior under 3-01550.13, Professional Conduct under 3-01550.15, Performance Standards, between 2010 through February 5, 2012, you engaged in a course that had a goal and intent that was contrary to the Sheriff's Department's Core Values and Mission Statement. You also engaged in offensive and unprofessional behavior, caused a negative public perception of the Sheriff's Department, is offensive, suggests racial hatred, and is associated with a rogue subsidiary. The course has a name (The Black Book), creed, talism, initiation ceremony, and a Black Book that had certain

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LEROY D. BACA, SHERIFF

County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2189



March 5, 2013

Deputy Ronnie Perez, #468746

Dear Deputy Perez:

On February 4, 2013, you were served with a Letter of Intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you, as reported under File Number IAB 2311422. You were also advised of your right to review the material on which the discipline was based.

You did exercise your right to respond. However, after review and consideration of the response submitted to support your position, it has been determined that the recommended discipline is appropriate.

You are hereby notified that you are discharged from your position of Deputy Sheriff, Item No. 2708A, with this Department, effective as of the close of business on February 27, 2013.

An investigation under File Number IAB 2311422, conducted by Internal Affairs Bureau, coupled with your own statements, has established the following:

1. That in violation of Manual of Policy and Procedures Sections 3-01/030.05, General Behavior, and/or 3-01/000.10, Professional Conduct; and/or 3-01/050.10, Performance to Standards, between 2010 through February 8, 2012, you belonged to a clique that had a creed and tattoo that are contrary to the Sheriff's Department's Core Values and Mission Statement. The tattoo is especially offensive in that it is unprofessional, fosters a negative public perception of the Department, is offensive, suggests street justice, and is associated with a rogue subculture. The clique has a name (Jump Out Boys), creed, tattoo, initiation component, and a Black Book that "will contain

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the Jump Out Boys number, real name, date of initiation, date(s) of shooting(s), and date person started GET," which are elements similar to those used to establish membership in a criminal gang. The Creed has the potential for encouraging the "ends justify the means" mentality and rogue behavior, thereby violating the tenets of Constitutional policing. The clique, creed and tattoo became the focus of intense media attention, which embarrassed and damaged the Department's reputation and eroded public trust. Your membership in the clique and/or having a tattoo associated with the clique is established by, but not limited to:

- a. you were recruited by Subject Sykes or Subject Martinez to become a member of the clique, and/or;
- b. you admitted to becoming a member of the clique in the fall or winter of 2011, and/or;
- c. you admitted that the clique had seven members, (Subjects 1-7), and/or;
- d. the existence of the "Jump Out Boys Creed" which contains a mission statement, initiation procedures, and a specific tattoo for the Jump Out Boys clique, and/or;
- e. you and three other members got their tattoos together, in furtherance of their membership in the clique, and/or;
- f. you got a tattoo as described in the Creed. your tattoo has the number 6, contains red eyes, has smoke coming from the barrel of the gun, and is located on the outside lower right calf/ankle area, which is consistent with the description contained in the Tattoo Meaning section of the Creed.

Additional facts and grounds for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

In taking this disciplinary action, your record with this Department has been considered, and a thorough review of this incident has been made by Department executives, including your Unit and Division Commanders.

You may appeal the Department's action in this matter pursuant to Rules 4.02, 4.05 and 18.02 of the Civil Service Rules.

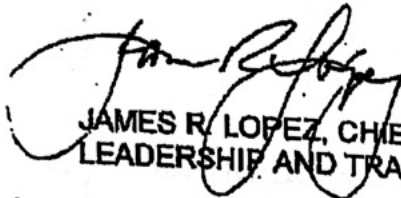
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You may, if you so desire, within fifteen (15) business days from the date of service of this notice of discharge, request a hearing on these charges before the Los Angeles County Civil Service Commission, 222 North Grand Avenue, Los Angeles, California 90012.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

LEROY D. BACA, SHERIFF



JAMES R. LOPEZ, CHIEF
LEADERSHIP AND TRAINING DIVISION

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures and Civil Service Rules.

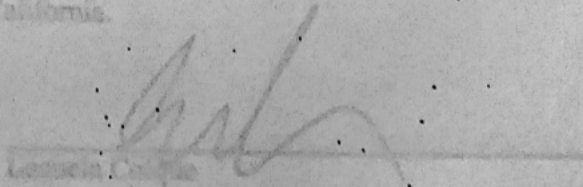
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- c: Advocacy Unit
- Robert M. Rifkin, Captain, Operation Safe Streets Bureau
- Internal Affairs Bureau
- Office of Independent Review (OIR)
- Kevin E. Hebert, Captain, Personnel Administration

BY FAX: The facsimile machine I used complied with the California Rules of Court, Rule 2003 and no error was reported by the machine. Pursuant to California Rules of Court, Rule 2004(d), I caused the machine to print a transmission record of the transaction.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on April 28, 2013 at Los Angeles, California.



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