

MEMPHIS POLICE DEPARTMENT

Employee Information

S.S.N:	Name: Desmond Mills, Jr.	IBM # 13678	Badge # 5831	Race: B	Sex: M
Address:	Work Phone	N/A	City Began Date	03/20/17	Seniority Rank 672
City/State/Zip	Work Fax	N/A	County Begin Date	N/A	Grade
Phone No.	Work Pager	N/A	Commission Date	08/10/17	Oracle Emp. # 31503
Home Email N/A	Work Cell Phone	N/A	Adjusted Date	03/20/17	
D.O.B.	Room	N/A	Date of Rank	08/10/18	Class 123
	Route	N/A	Date Left	01/20/23	Standing 50

Job Class	Rank	Org#	RC#	Description	Shift	Assign On	Return Date	Description
Special JCC	POLICE OFFICER	1403	1412	SCORPION Unit		05/30/20		
		Current						Leave Code
		Temp				N/A	N/A	Inactive Status Termination
		Assign Code	9	Relieved of Duty				

Memphis Police Department Master Personnel

m15236 - 1/23/2023 7:57:26 AM

Employee Num: 13678		ID Num:		Badge Num:		Image:	
Last: MILLS, JR		First: DESMOND		Middle:		Suffix:	
Address:		State:		Zip:		Phone 1:	
City:		State:		Zip:		Phone 2:	
Driver License:		Officer Name:				Phone 3:	
Birth Date:		Agency: MPD - Memphis Police Department				Date Hired: 03/20/2017	
SSN:		Division:				Commission:	
Religion:		Station:				Next Eval:	
Race: B - Black		Shift:				Seniority:	
Gender: M		Department:				Pay Class:	
Height:		Assignment: TRAINING ACAD				Emp Class:	
Weight:		Rank: Police Recruit - 16				Budget Pos:	
Marriage Date:		Rank Date:				Labor Org:	
Marital Status: M - Married		Inactive:				Retirement:	
Status: PERM						Terminated:	
Parent							
Name:		Phone:					
Address:		Spouse:					
City:		State:		Zip:		Birth date:	
Remarks: PIIP BADGE #5831							

Administration Event Detail

Sequence #	Date	Supervisor	Code	Explanation	
1	3/20/2017		PERM	EMPLOYED(RECRUIT)EFF 03-20-17 11-17	
2	8/10/2017		TC - Title Change	PIIP & EFF 08-10-17 32-17	
3	8/12/2017		TRAN - Transfer of Duty	RAINES STATION-C EFF 08- 12-17 32-17	
4	9/2/2017		TRAN - Transfer of Duty	RAINES STATION-B EFF 09- 02-17 36-17	
5	10/28/2017		TRAN - Transfer of Duty	RAINES STATION-C EFF 10- 28-17 43-17	
6	8/10/2018		TC - Title Change	PII EFF 08-10-18 32-18	
7	8/18/2018		TRAN - Transfer of Duty	RAINES STATION-D EFF 08- 18-18 33-18	
8	4/27/2019		TRAN - Transfer of Duty	RIDGEWAY STATION-D EFF 04-27-19 17-19	

9	5/24/2019	WREP - Written	EFF 05-24-19
		Reprimand	22-19C
10	12/7/2019	TRAN -	RAINES STATION-D EFF 12-
		Transfer of	07-19
		Duty	49-19
11	5/30/2020	TRAN -	OCU/CAT EFF 05-30-20
		Transfer of	22-20
		Duty	
12	11/16/2020	TRAN -	LONG TERM ABSENCE
		Transfer of	ROLLCALL EFF 11-16-20
		Duty	03-21
13	1/20/2021	RET - Returned	FULL DUTY OCU/CAT EFF 01-
		to Permanent	20-21
		Position	04-21
14	8/4/2021	WREP - Written	EFF 08-04-21
		Reprimand	35-21C
15	5/28/2022	TRAN -	RAINES STATION-A* EFF 05-
		Transfer of	28-22
		Duty	21-22
16	8/25/2022	LIM - Limited	NORTH MAIN STATION-B &
		Duty	EFF 08-25-22
		Assignment	35-22
17	9/1/2022	RET - Returned	FULL DUTY NORTH MAIN
		to Permanent	STATION-B EFF 09-01-22
		Position	35-22
18	1/8/2023	ROD	RELIEVED OF DUTY EFF 1-8-
			23
			2-23C

1596
18

West Virginia State University



Know all persons by these presents
That the West Virginia State University Board of Governors
upon the recommendation of the Faculty has conferred upon

Desmond Ainsworth Mills, Jr.

the degree of

Bachelor of Science in Criminal Justice

With all the rights, honors, and privileges thereunto appertaining. Witness the seal
of the university and the signatures of its duly authorized officers hereunto
affixed this 14th day of May, Two thousand thirteen.

A stylized, cursive signature of the President of the university.

President

A cursive signature of the Chair of the West Virginia State University Board of Governors.

Chair, WVSH Board of Governors

A cursive signature of R. Charles Beyers.
Dean of Academic Affairs

A cursive signature of Donna L. Duxter.

COPY

50735-21C
Grade# 31503

0345-19
Page 1 of 2
PLX

Memphis Police Dept.
Human Resources

City of Memphis
Police Division
Inspectional Services Bureau

AUG 26 2021

RECEIVED

Case # I2019-012 Statement of Charges

Officer's Name: Mills, Jr., Desmond	IBM # 13678
Rank: POLICE OFFICER II	
Assignment: Ridgeway Station - "D"	Date: June 11, 2019

Notice is hereby given that you are being charged with violation(s) of policy, law or regulations as shown below:

DR 101 Compliance with Regulations, to wit: Response to Resistance

Date of Occurrence: March 21, 2019

Walter Leonard

Statement of Particulars:

You made the scene at _____ to assist with an arrest.
_____ was actively resisting arrest by other officers at that location. You physically assisted those officers in affecting Ms. Nichols-Brownlee's arrest. You failed to complete a response to resistance Blue Team entry regarding the matter.
(The officer's disciplinary resume will be reviewed and become a part of this file)

[Signature]
Issuing Officer

[Signature]
Charging Officer

I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges.

I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

[Signature] 13678
Signature of Officer:

Written Response Ordered? ☐ Yes ☒ No

Was officer relieved of duty? ☐ Yes ☒ No

Reviewed by: 8/2/19 ☒ Dep. Dir. ☐ Dep. Chief ☐ Work Station Commander

Delegated to: ☐ Dep. Chief ☒ Station/Bureau

[Signature] 735
Major/Lt. Colonel/Colonel
LTC ROSS - RAINES

**City of Memphis
Police Division
Inspectional Services Bureau**

Administrative Summons

**Memphis Police Department VS.
Mills, Jr., Desmond IBM: 13678**

**Date: June 11, 2019
ISB Case #: I2019-012**

I. Allegation

You made the scene at _____ to assist with an arrest.
_____ was actively resisting arrest by other officers at that location. You physically assisted those officers in affecting Ms. Nichols-Brownlee's arrest. You failed to complete a response to resistance Blue Team entry regarding the matter.

II. Rules, regulations or orders violated.

DR 101 Compliance with Regulations, to wit: Response to Resistance

III. Hearing

Date: 8/4/2021
Place: Austin Peay Station
Time: 1830

You are entitled to representation during this hearing.

Served by:

R Phillips Lt / APS D 2007
Name/Rank/Assignment/IBM

Date: 7/28/21

Time: 2107

Signature of Officer:

X [Signature] 13678

YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY IN THE SOLE DISCRETION OF THE HEARING OFFICER, AND ONLY IF YOU HAVE DELIVERED, OR CAUSED TO BE DELIVERED, TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION, PREPARED AND SIGNED BY THE YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.

HEARING SUMMARY FORM

#0345-19

Hearing:

08-04-21

Date

1830

Time

Location: Austin Peay Station

Attended by: Off. Desmond Mills IBM 13678

Hearing Officer: Col. Ross 7353

Statement of Hearing Officer: On August 4, 2021 at 1830 hours, an Administrative Hearing was held at Austin Peay Station by Col. Lambert Ross, regarding Statement of Charges #0345-19 issued to Officer Desmond Mills for violation of D. R. 101: Compliance with Regulations to wit: Response to Resistance.

Action Ordered: DR 101 Compliance with Regulations -- Sustained -- Written Reprimand


Hearing Officer

Any employee holding a position not exempted from the provisions of Article 34 Civil Service, and not in the initial probationary period, who has been suspended in excess of ten, (10) days, terminated, or demoted, may appeal to the Civil Service Commission within ten, (10) calendar days after notification in writing of such action. In the event of multiple suspensions, only that suspension which causes the total number of days suspended to exceed five, (5) days within a six month period, and any subsequent suspension within said period shall be appeal able to the Commission. If the disciplinary action is 10 days or less, the officer may submit to a grievance procedure or an internal appeal, but not to both.

In addition Chapter I Section 5 page 4 states in part: "Commissioned police officers with a status of suspension, probation, non-enforcement, relieved of duty, or leave of absence are not permitted to engage in any Secondary Employment and/or any Off Duty Security Employment where the officer's status is dependant on his/her state commissioned status. No commissioned police officer is permitted to engage in any Secondary Employment and/or Off duty Security Employment for a period of thirty (30) days after the final disposition of (1) any sustained Statement of Charges for violation of the Sick Abuse policy or (2) any sustained Statement of Charges resulting in a suspension and/or reduction in rank" Notification will be made to the Secondary Employment Office regarding this suspension. Violation of the above listed policy could result in additional charges.

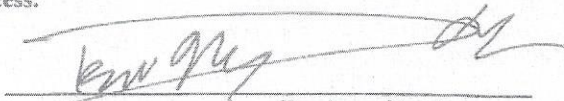
Appeal: Will DM Will Not Be Filed

Grievance: Will DM Will Not Be Filed

I understand that by requesting the grievance procedure that I am waiving my right to recourse through the Internal or Civil Service Commission Appeal Process.

08/19/2021

Date


Employee Signature

Distribution: MPD Human Resources, Branch Commander/Division Commander, Precinct

HEARING SUMMARY FORM

#0345-19

Officer Mills was asked if he would like to respond to the allegation and she replied yes.

Officer Mills stated he heard officers on the radio calling for assistance and started towards the scene. Officer Mills stated he was familiar with completing the response to resistance document in Blue Team, but he did not realize it applied to his actions in this case. Officer Mills stated he was trying to assist the other officers to gain control of the young lady so they could place the handcuffs on her. It was explained to him if the individual refuses to comply with verbal commands and he is required to use any type of physical force to gain compliance, he should complete the response to resistance form.

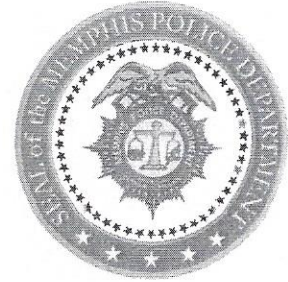
After sustaining the charge of Compliance with Regulations Officer Mill's Disciplinary Resume was opened. After reviewing the facts of this investigation and taking Officer Mills' comments into consideration, I ordered the following action: Written Reprimand. Officer Mills was also advised that any future incidents of this nature would result in more progressive disciplinary action being taken.

END



MEMPHIS POLICE DEPARTMENT
(Raines Station)

Written Reprimand



Date: August 4, 2021

Employee's Name: Desmond Mills IBM 13678 Rank: PII

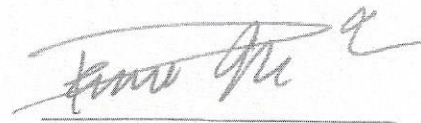
Policy Number Violated: DR 101 Compliance with Regulations, to wit:
Response to Resistance

Statement of Charge Number: 0345-19

Circumstances: On March 21, 2019 you assisted officer calling for assistance on a traffic stop at Hodge and E. Raines. The officers were trying to place
for traffic charges. Ms. Nichols-Brownlee refused to comply with the scene officers' commands and was resisting detention. You used physical force to take Ms.
to the ground so that she could be handcuffed. You failed to complete
the Response to Resistance incident form in Blue Team after charging Ms.
with resisting arrest.

On August 4, 2021 at 1800 hours, an administrative hearing was held, and the charge was sustained. A written reprimand was ordered and will serve as corrective action taken. Any future violations can result in more progressive form of discipline.


Supervisor's Signature


Officer's Signature

08-08krp

Sustained
Written Reprimand
6/24/19
1841 hrs
Major [Signature]

504 22-19C
MEMPHIS POLICE DEPARTMENT
STATEMENT OF CHARGES
Memphis Police Dept.
Human Resources

Grade # 31503

0308-19
PAR

ng

Mills, Desmond / PII
Name/ Rank

13678
Employee #

MAY 29

Thursday, March 21, 2019
Date

Raines / Delta
Assignment

RECEIVED

Notice is hereby given that you are being charged with violation(s) of Policy, Law, or Regulations as shown below:
D. R. # 803 Rough or Careless Handling of Equipment

Date of Occurrence: March 12, 2019

Brief Statement of Particulars: On Tuesday March 12, 2019, Officer Mills submitted a memo stating that he accidentally dropped his PDA and it was run over by another vehicle. Officer Mills you advised you were conducting a traffic stop at Raines and Auburn. Officer Mills you received an accident call on the interstate. You entered your vehicle with your PDA in your left pocket. The PDA came out and went into the street and an unknown vehicle ran over your PDA. This action places you in violation of the following DR. 803 Rough or Careless Handling of Equipment.

DR 803: ROUGH OR CARELESS HANDLING OF EQUIPMENT

A member shall use due care in handling City, State, County or Federal government equipment, or property issued to them in the performance of their duties. A member shall immediately report any damaged, lost or unserviceable equipment or property in their care. A member shall not willfully or negligently lose, alter, damage, or destroy City, State, County or Federal government issued equipment or property in their care.

(The Officer's disciplinary resume will be Reviewed and become part of this file)

Written Response Ordered:

☒ Yes ☐ No

[Signature] #882
Issuing Officer

[Signature] #1237
Charging Officer

I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges. I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

[Signature] #3678
Signature of Officer

Was officer relieved of duty?

☐ Yes ☒ No

Reviewed by:

3/22/19
☒ Deputy Director ☐ Dep. Chief ☒ Work Station Commander

Delegated to:

☐ Deputy Chief ☒ Station/Bureau

MAJOR TYRONE BUTLER
Major/Lt. Colonel/Colonel

Revised 3/11/08

ADMINISTRATIVE SUMMONS

MEMPHIS POLICE DEPARTMENT

DATE: Thursday, March 21, 2019

vs.

Mills, Desmond / PII / Raines - Delta / 13678
NAME, RANK, ASSIGNMENT, IBM#

IAB #: 0308-19

I. ALLEGATION

On Tuesday March 12, 2019, Officer Mills submitted a memo stating that he accidentally dropped his PDA and it was run over by another vehicle. Officer Mills you advised you were conducting a traffic stop at Raines and Auburn. Officer Mills you received an accident call on the interstate. You entered your vehicle with your PDA in your left pocket. The PDA came out and went into the street and an unknown vehicle ran over your PDA. This action places you in violation of the following DR. 803 Rough or Careless Handling of Equipment.

II. RULES, REGULATIONS, OR ORDERS VIOLATED

DR 803: ROUGH OR CARELESS HANDLING OF EQUIPMENT

III. HEARING

Date: May 29, 2019

Time: 1830 hrs.

Place: Raines Station

You are entitled to representation during this hearing.

SERVED BY: Lt. B. Thomas #8882 Raines Delta
NAME, RANK, ASSIGNMENT, IBM#

DATE: 05/18/19

TIME: 2042 hrs

SERVICE REFUSED: _____

SIGNATURE OF OFFICER: [Signature]

YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY AT THE SOLE DISCRETION OF THE HEARING OFFICER AND ONLY IF YOU HAVE DELIVERED OR CAUSED TO BE DELIVERED TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION PREPARED AND SIGNED BY YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.

HEARING SUMMARY FORM

0308-19

Hearing:

May 24, 2019
Date

6:32pm
Time

Location: 791 E. Raines

Attended by: PII Desmond Mills #13678
Union Representative: Darrell Mathis #10438
Supervisor: Lt. Ryan Thomas #8882

Hearing Officer: Major T. Butler #0771

Action Ordered: Sustained

Written Reprimand

DR #803 Rough or Careless Handling of Equipment

Any employee holding a position not exempted from the provisions of Article 34 Civil Service, and not in the initial probationary period, who has been suspended in excess of ten, (10) days, terminated, or demoted, may appeal to the Civil Service Commission within ten, (10) calendar days after notification in writing of such action. In the event of multiple suspensions, only that suspension which causes the total number of days suspended to exceed five, (5) days within a six month period, and any subsequent suspension within said period shall be appeal able to the Commission. If the disciplinary action is 10 days or less, the officer may submit to a grievance procedure or an internal appeal, but not to both.

In addition Chapter I Section 5 page 4 states in part: "Commissioned police officers with a status of suspension, probation, non-enforcement, relieved of duty, or leave of absence are not permitted to engage in any Secondary Employment and/or any Off Duty Security Employment where the officer's status is dependant on his/her state commissioned status. No commissioned police officer is permitted to engage in any Secondary Employment and/or Off duty Security Employment for a period of thirty (30) days after the final disposition of (1) any sustained Statement of Charges for violation of the Sick Abuse policy or (2) any sustained Statement of Charges resulting in a suspension and/or reduction in rank" Notification will be made to the Secondary Employment Office regarding this suspension. Violation of the above listed policy could result in additional charges.

Appeal: Will X Will Not Be Filed

Grievance: Will X Will Not Be Filed

I understand that by requesting the grievance procedure that I am waiving my right to recourse through the Internal or Civil Service Commission Appeal Process.

March 15, 2019
Date

 13678
Employee Signature

Distribution: MPD Human Resources, Branch Commander/Division Commander, Precinct HSF 07/07

Statement of Hearing Officer

On Thursday, May 24, 2019 at 1734 hours, an Administrative Hearing was held at Raines Station in the Conference Room for Officer Desmond Mills. The D.R. violation involved was D.R. 803 Rough or Careless Handling of Equipment.

The Hearing Officer, Major Tyrone Butler determined that Officer Mills had been provided a copy of the allegations when he was served, and he had a copy with him at the hearing. Officer Mills is being represented during the hearing by Union Representative Darrell Mathis #10438.

This case originated when on Tuesday, March 12, 2019 when Officer Mills submitted a memorandum wherein he advised that he had been conducting a traffic stop when he received a Traffic Crash call from dispatch. As he entered his squad car, his city-issued PDA fell from his pocket, into the street, and was ran over by another vehicle. Your actions place you in violation of **D.R. 803 Rough or Careless Handling of Equipment** which states in part, "A members shall use due care in handling City, State, County, or Federal government equipment, or property issued to them in the performance of their duties." "A member shall not willfully or negligently lose, alter, damage, or destroy...issued equipment or property in their care."

Officer Mills, you were asked to respond to the allegation. You stated "It happen just as written in my memo. It's my fault. It's my first offense, and I'm hoping that I can get a Written Reprimand."

Union Representative Darrell Mathis was asked if he wished to speak on behalf of Officer Mills. Officer Mathis, you advised that at the time of occurrence, Officer Mills did contact you and told you what happened. You advised that Officer Mills took responsibility for his actions and reported the occurrence promptly. You further stated that Officer Mills has had no prior infractions.

Lt. Thomas was asked if he wished to add to the record. Lt. Thomas responded that Officer Mills was one of the younger officers on the shift. He was energized and a hard worker, and you believe he's learned his lesson.

Decision: After reviewing all relevant facts, statements, and evidence, the Hearing Officer, Major T. Butler Sustained the charge of **D.R. 803 Rough or Careless Handling of Equipment**. The Hearing Officer asked you, Officer Mills if you've ever been charged with Rough or Careless Handling of Equipment, and you stated "no. The Hearing Officer reviewed your Disciplinary Resume in your presence and found you to have Zero (0) incidents logged therein., A Written Reprimand is ordered.

Ending Time: 6:45pm



MEMPHIS POLICE DEPARTMENT
(Raines Station – Delta Shift)

Written Reprimand



Date: 05/24/2018

Employee's Name: Mills, Desmond IBM: 13678 Rank: PII


Policy Number Violated: D.R. #803 Rough or Careless Handling of Equipment

Statement of Charge Number: 0308-19

Circumstances:

On today's date May 24, 2019 at 1830hrs, a hearing convened here at Raines Station for Ridgeway Station Delta Shift Officer Desmond Mills #13678 for a violation of D.R. 803 Rough or Careless Handling of Equipment. The incident occurred on 03/12/2019 while assigned to Raines Station at Raines and Auburn. Officer Mills stated that he accidentally dropped his PDA and it was run over by another vehicle. After considering all relevant facts, statements, and evidence, the charge was sustained and Major T. Butler ordered a Written Reprimand, in accordance with policy guidelines regarding same. Future such actions will subject you to progressive disciplinary measures.


Supervisor's Signature

 13678
Officer's Signature



MEMPHIS POLICE DEPARTMENT MEMORANDUM



Raines Station

**To: Colonel Williams
Desmond Mills #13678**

Subject: Hearing Disposition-PHI

From: Major T. Butler

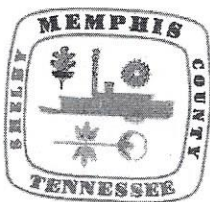
Date: May 24, 2019

Sir,

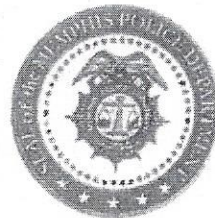
Today at 1832hrs, I convened a hearing here at Raines Station for Ridgeway Delta Shift Officer Desmond Mills #13678 for a violation of D.R. 803 Rough or Careless Handling of Equipment, which occurred on 03/12/2019 at Raines and Auburn. In this incident, Officer Mills submitted a memorandum wherein he advised that he had been conducting a traffic stop when he received a Traffic Crash call from dispatch. As he entered his squad car, his city-issued PDA fell from his pocket, into the street, and was ran over by another vehicle. The PDA was damaged and rendered unusable as result. After considering all relevant facts, statements, and evidence, I sustained the charge and ordered a Written Reprimand, in accordance with policy guidelines regarding same.

Respectfully,
Major Tyrone Butler.

Major Tyrone Butler 0771



MEMPHIS POLICE DEPARTMENT MEMORANDUM



(Raines/Delta Shift)

To: Colonel M. Williams

Subject: Damaged Equipment

From: PII Officer D. Mills 13678

Date: March 13, 2019

On March 12, 2019 the following occurred. I was given an accident call on the interstate. I put on my traffic vest before getting on the interstate and my PDA fell out my left leg pocket. Once, the PDA fell out my pocket a vehicle passing by ran over it.

RECEIVED

MAR 14 2019

**Raines Station
District 1**

Col. Mickey Wilin

[Signature] 13678

St. L. Young #1237