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CLERK
VICE
PRESIDENT

September 26, 2016

Los Angeles County
Civil Service Commission, Room 522
Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA. 90012

PERSONALLY SERVED

Re: Deputy Caren C. Mandoyan Employee # [REDACTED]; Request for Hearing
(Discharge)

Dear Civil Service Commission:

The Petitioner, Deputy Sheriff Caren C. Mandoyan Employee # [REDACTED] in accordance with the Civil Service Rules Specifically Rule 18.02 hereby requests a Hearing on his discharge from the Los Angeles County Sheriff's Department. The Petitioner was informed on Tuesday September 20, 2016 of his discharge by certified/registered mail as required under that Civil Service Commission Rule by the Los Angeles County Sheriff's Department in their discharge letter dated September 14, 2015.

The Petitioner, Deputy Sheriff Caren C. Mandoyan hereby denies both generally and specifically each and every fact, conclusion; and allegation as set forth by the LASD in their letter of intention dated August 15, 2016, as well as their actual letter of discharge dated September 14, 2016 that was delivered via Certified US Mail on September 20, 2016.

The Petitioner, Deputy Sheriff Caren C. Mandoyan further denies violating any and all sections of the Department's Manual of Policy and Procedures; Policy and Ethics Chapters; as well as all sections related to Domestic Violence; Obedience to Laws, Regulations and Orders, et al.

The Petitioner, Deputy Sheriff Caren C. Mandoyan also requests that following issues be adhered to in this Hearing:

1. That the Hearing be closed pursuant to the Brown Act (Government Code Sections 54950 and 54957, as well as the confidentiality provisions of Penal Code Sections 832.7 and 832.8;

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2. Also not to release any documentary materials or information to any member of the public pursuant to the CPRA (California Public Records Act) Government Code Section 6254 (k);
3. All requests and inquiries about this matter by the Commission should be directed solely to Petitioner's attorney of Record as follows:

Michael A. Goldfeder
Attorney at Law
400 Continental Boulevard, 6th Floor
El Segundo, CA. 90245

(310) 374-7011; Fax-(678) 245-4272; e-mail address:
michaelgoldfeder@hotmail.com

Based on the foregoing, the Petitioner denies there are sufficient grounds for the discipline imposed by the LASD and sets forth the following affirmative defenses:

- A. The facts, circumstances, and allegations lodged against the Petitioner herein do not support the discipline imposed, that the penalty is disproportionately harsh, and excessive. (Skelly v. State Personnel Board, (1975) 15 Cal. 3d 194; Blake v. State Personnel Board, (1972) 25 Cal. App. 3d 541.)
- B. The Petitioner was subjected to disparate treatment in that employees similarly situated were not subject to the same discipline as was imposed on the on the Petitioner. (Thompson v. United States Postal Service, (1984) 596 F. Supp 628.)
- C. The LASD has failed to establish a nexus between the complained of conduct and the performance of Petitioner's duties as a Deputy Sheriff. (Morrison v. State Board of Education, (1969) 1 Cal. 3d 214.)
- D. During the course of the investigation and subsequent allegations and charges being made against the Petitioner the LASD violated Government Code Section 3300 et seq.; as well as the State of California Penal Code.

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- E. The Petitioner has been denied due process of law in that the allegations and charges being made against him are vague, ambiguous, lack all merit, and did not put him on reasonable notice as to what standards or criteria he allegedly failed to meet.
- F. At all times involved in the allegations being asserted against the Petitioner in the Letter of Intention and Letter of Discharge by the LASD that his conduct was consistent with the custom and practice of the worksite and was approved; ratified; and condoned by the LASD.
- G. At all times as referenced in the Letter of Intention and Letter of Discharge the LASD failed to follow established guidelines for discipline or to follow the precepts of progressive discipline.
- H. At all times as set forth herein the LASD has violated Article 26 of the Memorandum of Understanding that requires just cause for any discipline imposed upon a Deputy Sheriff.
- I. The Petitioner has been denied due process of law in that the LASD has waited well over one year from the date of the alleged incident to bring the charges against him.
- J. It is therefore requested that an evidentiary hearing be granted ASAP in order to provide the Petitioner with an opportunity to address and Appeal the discipline being imposed, as well as the meritless allegations that were manufactured against him.

Very truly yours,



MICHAEL A. GOLDFEDER

MAG:tjg



OFFICE OF THE SHERIFF

COUNTY OF LOS ANGELES

HALL OF JUSTICE

JIM McDONNELL, SHERIFF



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LOS ANGELES COUNTY
CIVIL SERVICE COMMISSION

September 18, 2016

Deputy Caren C. Mandoyan, # [REDACTED]

Date of Department Hire 07/11/2000

Dear Deputy Mandoyan:

On August 18, 2016, 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 2383392. 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 September 14, 2016.

An investigation under File Number IAB 2383392, conducted by Internal Affairs Bureau, coupled with your own statements, has established the following:

1. [REDACTED]

211 WEST TEMPLE STREET, LOS ANGELES, CALIFORNIA 90012

A Tradition of Service
— Since 1850 —

Deputy Caren C. Mandoyan, # [REDACTED]

2

[REDACTED]

a.

b.

c.

d.

e.

f.

g.

[REDACTED]

Your conduct brought discredit to yourself and the Department.

2.

[REDACTED]

Deputy Caren C. Mandoyan, # [REDACTED]

3

[REDACTED]

a.

b.

c.

d.

e.

f.

g.

h.

[REDACTED]

3.

[REDACTED]

a. [REDACTED]

b. [REDACTED]

c. [REDACTED]

4. That in violation of Manual of Policy and Procedures Sections 3-01/040.69; Honesty Policy, and/or, 3-01/040.70 Dishonesty/False Statements; and/or, 3-01/040.75 Dishonesty/Failure to Make Statements and/or Making False Statements During Departmental Internal Investigation, on or about July 14, 2016, you failed to make truthful, complete and/or accurate statements in your administrative interview, as evidenced by, but not limited to:

- a. denying that you attempted to enter into Deputy [REDACTED] residence by way of her sliding glass door; and/or,
- b. denying that you attempted to enter into Deputy [REDACTED] residence through her bathroom window; and/or,
- c. stating you used a tool/object/"pulley" handle to enter [REDACTED] door and get Deputy [REDACTED] attention for the purposes of retrieving his backpack and key; and/or,
- d. stating you opened and/or entered Deputy [REDACTED] bathroom window for the purpose of "apologizing".

Deputy Caren C. Mandoyan, # [REDACTED]

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Additional facts 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, 500 W. Temple Street, Room 522, Los Angeles, California 90012.

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

Sincerely,

JIM McDONNELL, SHERIFF

[REDACTED]
CHIEF
CENTRAL PATROL DIVISION

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