

COOK COUNTY SHERIFF'S MERIT BOARD

Sheriff of Cook County)
)
vs.)
) **Docket No. 1830**
Bridgett Rolling)
Correctional Officer)
Star # 14698)

DECISION

This matter coming on to be heard pursuant to notice before Kim R. Widup, Board Member, on February 7, 2017, the Cook County Sheriff's (CCSO) Merit Board finds as follows:

Jurisdiction

Bridgett Rolling, hereinafter Respondent, was appointed a Correctional Officer for the Cook County Department of Corrections (CCDOC) on February 14, 1995. Respondent's position as a Correctional Officer involves duties and responsibilities to the public; each member of the Cook County Sheriff's Merit Board, hereinafter Board, has been duly appointed to serve as a member of the Board pursuant to confirmation by the Cook County Board of Commissioners, State of Illinois, to sit for a stated term; the Board has jurisdiction of the subject matter of the parties in accordance with 55 ILCS 5/3-7001, *et seq*; and the Respondent was served with a copy of the Complaint and notice of hearing and appeared before the Board with counsel to contest the charges contained in the Complaint.

As a threshold matter, a proceeding before the Merit Board is initiated at the time the Sheriff files a written charge with the Merit Board, 55 ILCS 5/3-7012. A document is considered filed, in this case with the Merit Board, "when it is deposited with and passes into the exclusive control and custody of the [Merit Board administrative staff], who understandingly receives the same in order that it may become a part of the permanent records of his office." *See Dooley v. James A. Dooley Associates Employees Retirement Plan*, 100 Ill.App.3d 389, 395 (1981) (quoting *Gietl v. Commissioners of Drainage District No. One*, 384 Ill. 499, 501-502 (1943) and citing *Hamilton v. Beardslee*, 51 Ill. 478 (1869)); accord *People ex rel. Pignatelli v. Ward*, 404 Ill. 240, 245 (1949); *in re Annex Certain Terr. To the Village of Lemont*, 2017 IL App (1st) 170941, ¶ 18; *Illinois State Toll Highway Authority v. Marathon Oil Co.*, Ill. App. 3d 836 (1990) ("A 'filing' implies delivery of a document to the appropriate party with the intent of having such document kept on file by that party in the appropriate place." (quoting *Sherman v. Board of Fire & Police Commissioners*, 111 Ill. App. 3d 1001, 1007 (1982)); *Hawkyard v. Suttle*, 188 Ill. App. 168, 171 (1914 ("A paper is considered filed when it is delivered to the clerk for that purpose").

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The original Complaint in this matter was filed with the Merit Board's administrative staff on July 29, 2015. Regardless of whether or not Merit Board Members were properly appointed during a given term, the Merit Board, as a quasi-judicial body and statutorily created legal entity, maintained at all times a clerical staff not unlike the Clerk of the Circuit Court (Administrative Staff). These Administrative Staff members receive and date stamp complaints, open a case file, assign a case number, and perform all of the functions typically handled by the circuit clerk's office. Just as a timely filed complaint would be accepted by the circuit clerk even if there were no properly appointed judges sitting on that particular day, so too was the instant Complaint with the Administrative Staff of the Merit Board. Accordingly, the Complaint filed on July 29, 2015, commenced the instant action, was properly filed, and will be accepted as the controlling document for calculating time in this case.

Background

The Sheriff filed a complaint on July 29, 2015, and filed an amended complaint on May 17, 2016, against the Respondent requesting termination of the Respondent's employment from the CCSO. After the trial was completed on this matter the case was delayed while certain legal proceedings were completed.

It should be noted that on the day of the trial, February 7, 2017, upon agreement from the parties, the Sheriff requested that numbered paragraphs 3-11 and 16-18 of the amended complaint, dated May 17, 2016, filed in this matter against the Respondent be stricken from the complaint, with no objection from Respondent (Tr. 5). Additionally, paragraphs 12 and 13 were amended to state "*disorderly conduct*," and not "*resisting/obstructing*" (Tr. 5).

The complaint alleged, in summary, that the Respondent failed to report a 2005 arrest to the CCSO Internal Affairs Division - IAD (now OPR). The Office of Policy and Accountability, CCSO, conducted a background check of the Respondent in 2013 and found the Respondent had two prior arrests, one from 2005 for criminal trespass and obstructing and resisting an officer; and a 2007 arrest for resisting and battery of a police officer. The 2007 arrest had been processed by OPR, but the 2005 arrest was not reported by the Respondent to OPR (or its predecessor agency - the Internal Affairs Division).

The Respondent pled guilty to one count of disorderly conduct on March 1, 2006, based on an August 23, 2005 arrest; was sentenced to serve 12 months of supervision; and ordered to pay a fine of \$179. The Respondent failed to notify the CCSO in writing within five days of the August 23, 2005, arrest or to notify in writing the CCSO within five days of the March 1, 2006, sentencing as required. Finally, the complaint alleged that the Respondent submitted false information on January 21, 2015, to the Office of Professional Review (OPR), CCSO, by stating that, "*she did not recall of being found guilty or receiving a year of supervision related to the August 23, 2005 arrest;*" the Respondent falsely reported to OPR that she did not receive a fine for the August 23, 2005 arrest; the Respondent falsely reported to OPR that she notified her Superintendent of the August 23, 2005 arrest, specifically, "*that she sat in the office and wrote a memorandum.*" The Respondent failed to cooperate with OPR as she refused to sign her statement as prepared by OPR, on January 21, 2015. On August 23, 2005, the Respondent failed to conduct herself off-duty in such a

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manner that reflected favorably on the CCSO, and the arrest on this date was conduct unbecoming of an officer of the CCSO. The Respondent was investigated by the IAD (now OPR) for an arrest that occurred on May 14, 2007, where the Respondent was charged with obstructing a police officer, battery of a police officer and resisting an arrest. The Respondent was suspended from duty for 150 days by the Board.

After a series of legal reviews resolving issues regarding the constitution of the Board were completed, this matter was addressed with the parties by the Board regarding resolution of the case. A number of hearings were conducted with the parties and on March 26, 2019, the Respondent and the Sheriff agreed that the Cook County Sheriff's Merit Board could rely upon the sworn testimony and documents, video(s), audio recording(s) or any other items admitted into evidence previously taken and/or submitted at the evidentiary hearing held on February 17, 2017, on the above listed matter in coming to a decision on the matter. The parties waived any objection to the Merit Board's reliance on the transcripts of the previous testimony and evidence admitted as described above; and no further evidentiary hearing is necessary as it relates to the above captioned case.

On April 17, 2019, the Petitioner (Sheriff) prepared and submitted to the Board their findings of fact as Petitioner's Proposed Findings of Fact. On April 17, 2019, the Respondent, prepared and submitted their findings of fact to the Board as Respondent's Proposed Findings of Fact.

On February 17, 2017, trial was conducted on this matter and the parties introduced into evidence the original complaint against the Respondent (Exhibit J1) and the amended complaint against the Respondent (Exhibit J2).

The Sheriff introduced into evidence copies of the General Orders, Sheriffs Orders and Merit Board Rules (Exhibit 1); a copy of a Cook County Circuit Court certified Statement of Conviction/Disposition of the Respondent (Exhibit 2); Transcript of a criminal court hearing regarding the Respondent (Exhibit 3); Previous Board decision regarding the Respondent (Exhibit 5); consolidated package of the Notification of Allegations against the Respondent, Request to Secure Legal Counsel or Union Representation, and Administrative Hearing Rights of the Respondent (Exhibit 5); and OPR statement of the Respondent, dated January 21, 2015 (Exhibit 6).

The Respondent introduced into evidence the CCSO Collective Bargaining Agreement (Exhibit R1); a copy of the Arbitration Award from Arbitrator McAlpine (Exhibit R2); a copy of the narrative from the Cook County website on "Court Supervision" (Exhibit R3); and a copy of the Illinois Uniform Peace Officer's Disciplinary Act (UPODA) (Exhibit R4).

Findings of Fact

██████████, Investigator (Inv ██████████), OPR, CCSO, testified that she was assigned to investigate the Respondent after receiving notification from the Office of Policy and Accountability that showed that the Respondent officer had two arrests, one in 2005 and one in 2007 (R22). Inv ██████████ testified that during her investigation she collected the documentation regarding the Respondent's arrests and looked to see if any previous OPR matters

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had been filed against the Respondent. She discovered the 2007 arrest had been addressed but the 2005 had not (R23). She reviewed the dispositions of each of the previous arrests and the 2005 case was a charge for criminal trespass to vehicle and it was stricken off the docket with leave to reinstate and the Respondent was later found guilty (R23). The Respondent was also arrested for resisting and obstructing arrest (R24).

Inv [REDACTED] testified she obtained the police report from the Chicago Police Department (CPD), searched for any dispositions in the passport system; searched LEADS; and then she interviewed the Respondent (R24). She stated the CCSO policy when employees are arrested was that the employee is required to write a memorandum, it is time stamped, is de-deputized, and the case is automatically opened by OPR (R24). Inv [REDACTED] said the process of de-deputizing an employee after an arrest has been in place since she started (R25). Inv [REDACTED] had several communications with the Respondent regarding her interview in which the Respondent refused to show up until she obtained a specific union representative that she wanted (R25-26). She said the Respondent finally appeared on January 20, 2015, for her interview. Inv [REDACTED] decided that in order to make the Respondent more comfortable and to permit her to have the union representative that the Respondent wanted, they agreed to reschedule the interview for the next day (R26). The interview proceeded after they learned that the Respondent's chosen union representative still could not make it and union representative, Corrections Officer [REDACTED] (CO [REDACTED]), CCSO, appeared with the Respondent before OPR (R27). Inv [REDACTED] testified she interviewed the Respondent with Senior Investigator [REDACTED], and the Respondent's union representative, CO [REDACTED] (R28). Inv [REDACTED] said the Respondent executed the proper forms and notifications (Exhibit 5) in her presence (R28-29).

Inv [REDACTED] testified the Respondent informed her during the interview that the Respondent had met a person about a week prior to the date of the arrest and he came and picked her up on his motorcycle. The Respondent said they went to a gas station when CPD arrived and she was arrested. Inv [REDACTED] testified the Respondent stated she did not know what she was arrested for until later when she was at CPD and she did not know the motorcycle was stolen (R30). Inv [REDACTED] said the Respondent denied she resisted handcuffing. The Respondent told Inv [REDACTED] she went to her superintendent to write a memo regarding the arrest (R30-31). Inv [REDACTED] testified the Respondent told her she believed that the case was dismissed in court and she did not recall going back to court and receiving a year supervision. The Respondent further stated she did not pay a fine and she did not notify her supervisor or OPR of the conviction because she was found not guilty (R31). Inv [REDACTED] testified after the interview she wrote a summary of the interview into a typewritten statement and had the Respondent review it (R31-32). Inv [REDACTED] said she went over the statement line by line with the Respondent and provided the Respondent with the opportunity to make any changes that she thought were incorrect. Inv [REDACTED] said the Respondent rearranged some of the timeline but there were no changes of substance (R32). Once the changes were made, Inv [REDACTED] asked the Respondent if she was okay with the changes and she responded, "yes." Inv [REDACTED] testified they prepared to have the Respondent sign the statement, but before the Respondent could sign it CO [REDACTED], her union representative, asked for a break to meet with the Respondent (R33). The Respondent and CO [REDACTED] returned from the break and CO [REDACTED] stated, "*We're shutting this thing down. We want an attorney*" (R33).

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Inv O'Connor testified she informed CO [REDACTED], union representative, that the interview was already over, had been for over 45 minutes (during the statement review process), and they did not need any more information from the Respondent as they had already asked all of their questions (R33). Inv [REDACTED] said she had her managers join the interview to advise the Respondent and CO [REDACTED] that the interview was concluded, and another interview would not be scheduled (R33). Inv [REDACTED] provided the Respondent with another opportunity to sign the statement and CO [REDACTED] again advised her not to sign it. Inv [REDACTED] advised the Respondent that she would be obstructing the investigation by refusing to sign the statement, offered to retype the statement with any and all changes and the Respondent still declined. This ended the interview (R33).

Inv [REDACTED] testified she prepared a summary report and made findings that the Respondent violated a number of CCSO policies, including General Orders 3.8 and 4.1, which are the Ethics and Standards of Conduct and Internal Investigations (R34). She said the Respondent's specific behavior that violated these rules was that she was arrested, charged and convicted of a crime. The Respondent broke state law which is in violation of 3.8 and she did not notify the CCSO within five days of the arrest or of the conviction. Additionally, the Respondent displayed conduct unbecoming of an employee of the CCSO when she announced her office during the arrest, her off duty conduct reflected negatively on the CCSO. The Respondent was not truthful when she was stated she was not found guilty of a crime; was untruthful when she stated she did not resist handcuffing by the officers and obstruct the investigation; and she did not cooperate in the investigation by refusing to sign her statement (R34-35).

Inv [REDACTED] testified that she had never worked for IAD (OPR's predecessor) and was not working for the CCSO in 2005. She began working for the CCSO approximately eight years later in 2013 and was assigned to investigate this matter at some point thereafter (Tr. 36-38). Investigator [REDACTED] attempted to look up this case in their current database and was unfamiliar with the database system that was used by the CCSO in 2005 (Tr. 38-39). The old database was only for digital records and the database would contain a note if there was something received by the administrative assistant (Tr. 39).

Inv [REDACTED] testified that she had not previously seen the "Certified Statement of Conviction/Disposition" (Exhibit 2) and did not know what "Leave to Amend" meant (R41). Inv [REDACTED] testified the court documents (Exhibits 2 and 3) established that the Respondent pled guilty to the charges (R42). She testified the charges that the Respondent was found guilty of was resisting arrest or obstructing the arrest (R44).

Inv [REDACTED] was aware that the charges at issue in this case were amended, but she did not conduct any inquiry to find out what amendments were made to the charges (Tr. 41-44). Inv [REDACTED] agreed that the disposition of Officer Rolling's case confirms that the charges were dismissed (Tr. 42), but despite the fact that the charges were dismissed, Inv [REDACTED] said that supervision equated to a finding of guilt in the eyes of OPR (Tr. 44). Inv [REDACTED] testified she

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neither knew nor did she investigate whether the \$189 noted as paid in the record was for court fees or a fine (Tr. 45, 61).

Inv [REDACTED] testified she has reviewed cases where in 2005 the process was to de-deputize a correctional officer if they had been arrested (R47-48). Inv [REDACTED] testified that during the OPR interview, the Respondent stated, "*she does not ever remember being charged guilty or receiving supervision*" and "*she thought the case was just dismissed*" (R63). Inv [REDACTED] said when she looked up the Respondent's case the Respondent was convicted and there was money associated with the pleading of guilty and did pay a fine (R63). She said the Respondent was charged with both not notifying her superintendent and not notifying IAD (OPR) of her arrest (R63). Inv [REDACTED] testified that even if a supervisor been notified of the arrest the General Order still required the Respondent to notify OPR (R64). Inv [REDACTED] testified the Respondent did not state that she emailed anyone at IAD of notification of her arrest and was not even sure if she had notified anyone (R65).

[REDACTED], Investigator (Inv [REDACTED]), OPR, testified that he is the acting Assistant Director of OPR and has been with the Sheriff's Office since 2006 (R69). He is responsible for the day to day operations of the investigative branch of OPR (R69-70). He testified that on or about July 18, 2016, OPR received a request to check their case management system for any cases from August 2005 or notifications regarding an arrest for officers in Division XI (R70). He described the [REDACTED] Case Management system, the [REDACTED] program and how they maintain their files (R70-71). He testified the systems allow for the searching of arrests and charges for certain time frames for employees (R71). He searched for notifications or charges of arrests for August 2005 for employees in Division XI in both databases (R71). Inv [REDACTED] testified that during this search there was no notification, or any kind of case documented in the old database or [REDACTED] regarding an arrest for Respondent in August 2005 (R71-72). He testified during this search they did locate one arrest for another correctional officer in August of 2005 or around that time frame in Division XI, but it was not for Respondent (R71-72). He testified these systems of records go back to the early 1990's (R72). Inv [REDACTED] checked the [REDACTED] program and [REDACTED], which is the current database, but he did not find any records relating to this case (Tr. 70-71). He testified that believes that OPR began using [REDACTED] to track notifications around October 2008, and that would have been when they started entering information into [REDACTED] (Tr. 79-80).

The Respondent testified she has been with the Sheriff's Office for 21 years, mostly in Division 11 (R81). She testified that she was arrested at a gas station in August 2005 (R81). The Respondent testified she went for a motorcycle ride with an acquaintance who she had known for approximately a week. They stopped to fuel up at a gas station, and she remained on the back of the motorcycle while her friend went inside the gas station (Tr. 81). CPD officers approached her at the gas station while she was sitting on the motorcycle and questioned her about the whereabouts of the motorcycle's owner (Tr. 82). One of the officers then asked her to dismount the motorcycle; pushed her against the gas pump; and handcuffed her (Tr. 82). She testified that during her arrest, the officers did not go inside to get the friend who had been riding the motorcycle with her (R83). The officers did not state that they were placing her under arrest at the time (Tr. 83).

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The Respondent was asked by her counsel, "*Did you have any understanding of what was occurring?*" The Respondent answered, "*That I was – after he was grabbing me and putting handcuffs on me, being arrested.*" Her counsel asked, "*were you trying to resist in anyway?*" The Respondent answered, "*No.*" Her counsel asked, "*After you were handcuffed, what happened?*" The Respondent replied, "*I was put in the back of a squad car*" (TR 83).

The Respondent informed CPD that she worked at the CCDOC and was a peace officer, just to inform them because she did not have her badge on her (Tr. 84). The Respondent testified she was placed in the back of the police car and taken to the police station where she made two phone calls to her mother and to the CCDOC Division where she was assigned to work at that time (Tr. 83-84).

The Respondent testified that she did not reach anyone at Division XI as "*no supervisors were around at the time, according to the security officer*" (TR85). She testified that former CCSO Superintendent [REDACTED], who was the ADO, must have found out from someone at the police station as he later walked in (Tr. 85). She testified Superintendent [REDACTED] informed her not to talk to anyone and to promptly write a to/from memorandum about what happened and to give it to her superintendent (Tr. 86). The Respondent said she followed those instructions the very next time she reported for duty (Tr. 86). The Respondent testified she handed the to/from memorandum to her superintendent at the time, [REDACTED], and spoke with him about what had transpired (Tr. 86). She testified Superintendent [REDACTED] was unable to appear to give testimony in her defense to verify these facts because he retired and is now deceased (Tr. 86). The Respondent testified that she did not make any notifications to IAD (now OPR) as she was not instructed to do so (R87).

The Respondent stated that she did not know that she pled guilty to disorderly conduct when she went to court over the issue (R. 87). The transcript of the Respondent's sentencing hearing in front of the Honorable [REDACTED], Judge, Circuit Court of Cook County, Branch 46, dated March 1, 2006 (Exhibit 3), read in pertinent part:

Bridgett Rolling (the Respondent), the Defendant herein, called as a witness in her own behalf, was examined and testified as follows:

The Court: *Bridgett do you understand the charge against you?*

BR: *Yes.*

The Court: *Are you pleading guilty or not guilty?*

BR: *Guilty, sir.*

The Court: *You have the right to plead not guilty and have a trial, a trial before a jury. Do you understand what a jury trial is?*

BR: *Yes, sir.*

The Court: *Did you sign this jury waiver?*

BR: *Yes, sir.*

The Court: *By signing it and filing it with me, you are giving up your right to a jury trial. Do you understand that?*

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BR: *Yes, sir.*

The Court: *Is that what you want to do?*

BR: *Yes, sir.*

The Court: *By pleading guilty, you are giving up your right to any kind of trial at all. You are giving up your right to see and hear witnesses testify against you, your right to cross examine those witnesses or ask them questions. You give up the right to present any evidence you may have, and the right to testify on your own behalf, or you can remain silent, making the State prove you guilty beyond a reasonable doubt, without your silence being considered against you. Do you understand you are giving up those rights by pleading guilty?*

BR: *Yes, sir.*

The Court: *The maximum penalty is 30 days in jail and a \$1,000 fine. Do you understand that?*

BR: *Yes, sir.*

The Court: *Supervision, conditional discharge or probation?*

BR: *No, sir.*

The Court: *Is there a stipulation to the factual basis?*

MS. Malitz: *So stipulated.*

MS. Carothers: *Yes.*

The Court: *Finding of Guilty – I'm sorry, what?*

MS. Malitz: *One-year supervision.*

The Court: *One-year supervision, \$189 to be paid on or before February 1st of next year. Appearance waived. You have 30 days to appeal or seek to vacate your guilty plea. If you can't afford a lawyer, one will be appointed to help, you free of charge. The termination date will be 2-28-07. Any questions?*

BR: *No, sir.*

The Court: *Okay.*

The Respondent was asked by her counsel if she went to court on the charges that resulted from her arrest and if she was represented by counsel. The Respondent responded, "yes." (TR87). The Respondent was asked by her counsel, "why did you plead guilty to disorderly conduct?" The Respondent replied; "I didn't know I pled guilty to disorderly conduct" (TR 87). The Respondent said her attorney advised her that all she had to do was to pay the court fees of approximately \$189, and "keep her nose clean" for one year, and this case would go away (Tr. 87-88). The Respondent said she notified her superintendent about this outcome as well (Tr. 88). The Respondent admits that she did not make any written notifications to the Sheriff after she went to court (R88). The Respondent stated she did not know she had to make written notification to the Sheriff's Office (R88).

The Respondent admits that she refused to sign the statement to OPR (R91). She testified the reason she refused to sign the statement was "because those were not my words, and that's not what I said to her" (TR 91). The Respondent admitted she was arrested in 2007 and she did report the arrest to IAD (R96). She testified that there was an OPR case filed in that matter as well (R97). The Respondent testified that she was disciplined with a 150-day suspension regarding that incident (R97). She testified she was disciplined for the other arrest, but she did

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not remember that the other arrest was for obstruction and battery to an officer (R97). The Respondent testified that she appeared in court after this arrest (R98). The Respondent said that she had prior no discipline, but she has had prior investigations based on her on-duty conduct (R99). The Respondent said that she was not that familiar with the General Orders in 2005 (R100). The Respondent said she did not bring up anything regarding her 2005 arrest during the time of the investigation of her 2007 arrest (R101-102).

██████████ Corrections Officer (CO ██████████), CCDOC, testified that he has been with the CCSO since 2000 (R106) and he is also a union steward for Local 700 (R107). He was present for the Respondent's statement to OPR in January of 2015 and he agrees that a summary of the statement was drafted by Inv ██████████ after the interview (R114). He testified that Inv ██████████ typed out the statement and he had the Respondent review it (Tr. 108). He believed that the typewritten statement contained information that was inconsistent with what the Respondent said during the verbal exchange with Inv ██████████ – specifically, with regards to notifying IAD (Tr. 109). CO ██████████ testified the Respondent was given an opportunity to correct anything in the statement (R114). CO ██████████ testified the Respondent was provided with the opportunity to go line by line to correct anything she felt was improperly worded in the statement (R114-115). CO ██████████ said Sheriff's Exhibit 6 is a copy of the statement that was written up and has notes written by him contained on it (R116). CO ██████████ testified as a result of the discussion regarding the content of the statement he did not feel comfortable advising the Respondent to sign the statement because of his concerns that it could lead to discipline (Tr. 120). CO ██████████ said he knew that the Respondent had the right to secure counsel under the Uniform Peace Officers Disciplinary Act (UPODA) (Tr. 111). CO ██████████ testified that he believed the Respondent did not refuse to sign the typewritten statement with any intention of obstructing OPR's investigation; however, she also did not want to sign something that she felt did not accurately represent her statements (Tr. 91- 93,120). CO ██████████ said he is not familiar with what the General Orders stated back in 2005 (R117). CO ██████████ testified that every employee is responsible for knowing what the General Orders state at the time (R120).

Inv ██████████ was recalled and testified that she made all the changes requested by the Respondent and they were notes on her statement and were all hers, not anyone else's (R. 125). Sheriff's Exhibit 6 was admitted into evidence with the restriction that it was admitted for the purpose of impeaching the testimony of CO ██████████ in regard to some of the notations on the document being his handwriting (R. 128).

██████████ Assistant Director (AD ██████████), OPR, CCSO, testified that she has been with the Sheriff's Office since 1997 and was the Deputy Chief, IAD, CCSO, in 2005 (R129). AD ██████████ testified that if an employee reports a notification of arrest the individual would come to OPR (or IAD) and submit a memorandum to OPR detailing the event. She said then a director, chief or investigator would be called to retrieve the memorandum from the employee and the employee would be de-deputized pending the outcome of the investigation (R129-130). AD ██████████ testified the employee's notification would be stamped, marked and put in the OPR file (R130).

Conclusion

The Board finds by a preponderance of the evidence through the testimony of the witnesses and the supporting evidence that the Respondent engaged in conduct unbecoming of an officer, conduct that reflected negatively upon her position as Corrections Officer for the Cook County Sheriff and that the Respondent furnished false information to OPR during her interview of January 20, 2015. The Board further finds the Respondent to be less than credible in her testimony, all in violation of standing General and Sheriffs Orders. The Board takes note that the Respondent's demeanor in the hearing before the Board was troubling in her evasiveness to the questions that were asked of her and her failure to respond to the questions in a manner that is expected of a law enforcement officer. Law enforcement officers for the CCSO and anywhere else must be truthful and accurate in the performance of their duties and obligations, which includes how they comport themselves while on and off-duty. They are expected to be truthful and cooperative. For example, the Respondent would have one believe that she did not plead guilty to a crime connected to the events of August of 2005, yet a transcript was introduced at trial of her responding to a court's questions (Exhibit 3) regarding her criminal conduct in which she knowingly responded to the court's question of "*Are you pleading guilty or not guilty?*" and her response was "*Guilty, sir.*" The Respondent claimed that she was not told that she was to be placed under arrest by CPD in August of 2005, yet in her trial testimony the Respondent was asked by her counsel, "*Did you have any understanding of what was occurring?*" The Respondent answered, "*That I was – after he was grabbing me and putting handcuffs on me, being arrested.*" Her counsel asked, "*were you trying to resist in anyway?*" The Respondent answered, "*No.*" Her counsel asked, "*After you were handcuffed, what happened?*" The Respondent replied, "*I was put in the back of a squad car.*" The Respondent argues that the underlying events in this case were so old that they should not be considered based on her past 12 years of dedicated service, but what she fails to mention is the August 2005 arrest was discovered based upon a routine review of her criminal background in 2013 by the CCSO and not because the Respondent brought the matter forward. No matter the date of discovery the violations of the General and Sheriffs Orders by the Respondent in 2005, including her criminal conduct while off-duty had to be addressed with her by the Sheriff for her to effectively continue as a sworn law enforcement officer holding a position that enjoys the public's trust. The Sheriff was denied this opportunity based her failure to notify OPR (IAD) or anyone else of her conduct.

Order

Based on the evidence presented and after assessing the credibility of the witnesses and the weight to be given the evidence in the record, the Board finds that Respondent Bridgett Rolling, Star #14698, CCDOC, did violate Cook County Sheriff's General Order 3.8, Section II A-B, Section III A1, 3, 4 and D6; General Order 4.1, Section III, A5 and 17; Sheriff's Order 11.2.2.0, Section II, Section III, and Section IV A2, D25, H4 and I1; and Article X, Paragraphs B1-3, of the Rules of the Cook County Sheriff's Merit Board.

Wherefore, based on the foregoing, it is hereby ordered that Respondent Bridgett Rolling, be separated from the Cook County Sheriff's Office effective July 29, 2015.

MB1830
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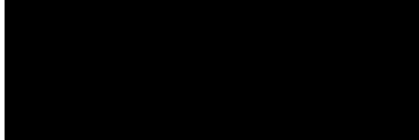
James P. Nally, Chairman



John Dalicandro, Secretary



Vincent T. Winters, Board Member



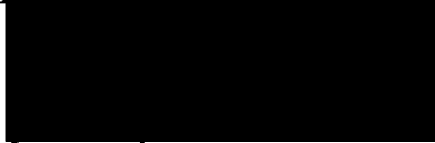
Patrick M. Brady, Board Member



Byron Brazier, Vice-Chairman



Kim R. Widun, Board Member



Juan L. Baltierres, Board Member



Kimberly Pate Godden, Board Member

Date

July 22, 2019