



San Diego County
Sheriff's Department
Legal Affairs Unit
Sheriff's Skelly Training

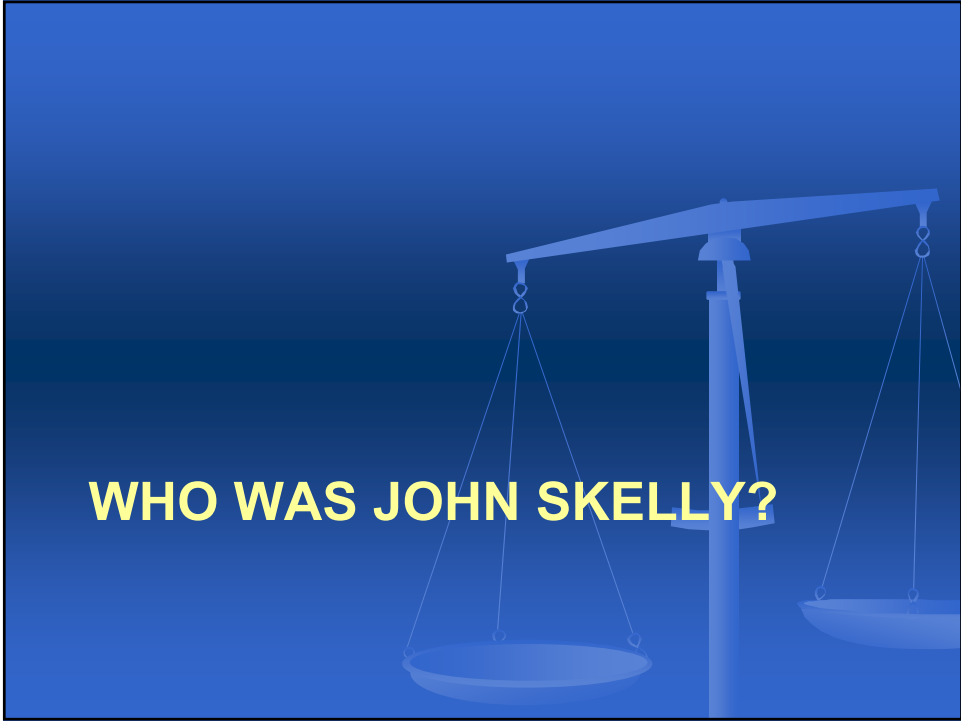
Robert Faigin, Chief Legal Advisor

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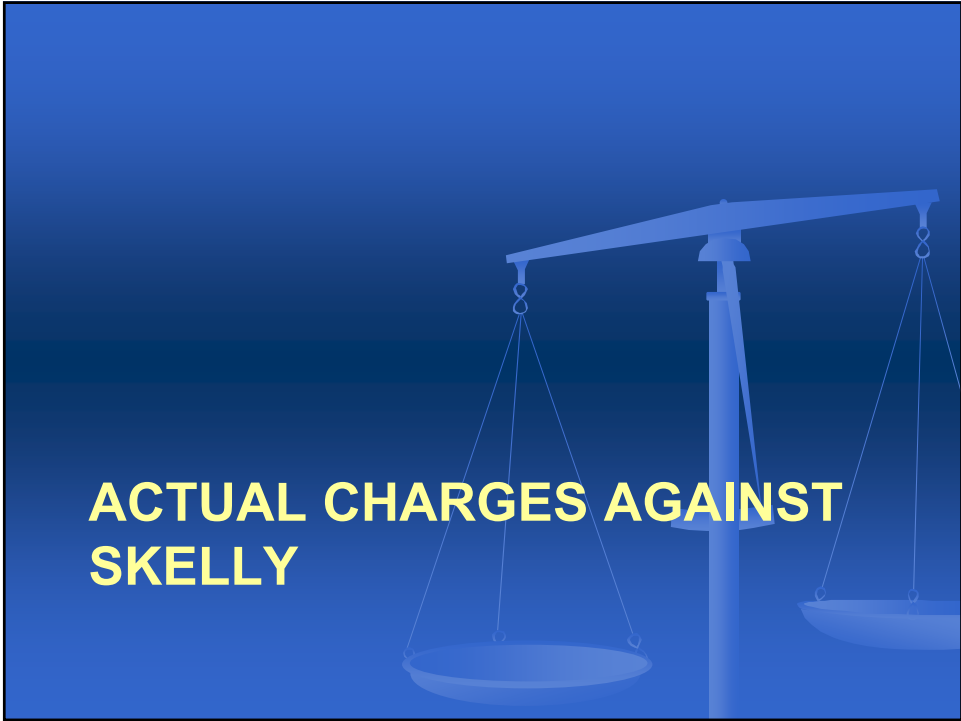


**ORIGIN OF SKELLY
HEARINGS**

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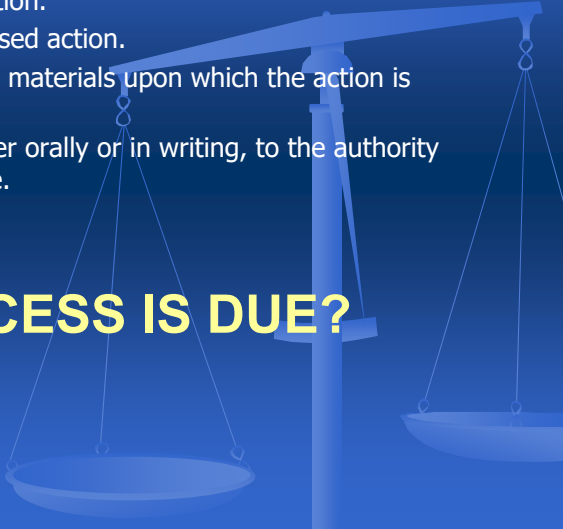
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A faint, light blue silhouette of a balance scale is centered in the background of the slide. The scale has a horizontal beam supported by a central vertical post, with two pans hanging from the ends. The background is a solid dark blue.

...nor shall any state deprive any person of life, liberty, or property,
without due process of law...

14TH AMENDMENT

7

A faint, light blue silhouette of a balance scale is centered in the background of the slide. The scale has a horizontal beam supported by a central vertical post, with two pans hanging from the ends. The background is a solid dark blue.

Notice of the proposed action.
The reasons for the proposed action.
A copy of the charges and materials upon which the action is
based.
The right to respond, either orally or in writing, to the authority
initially imposing discipline.

WHAT PROCESS IS DUE?

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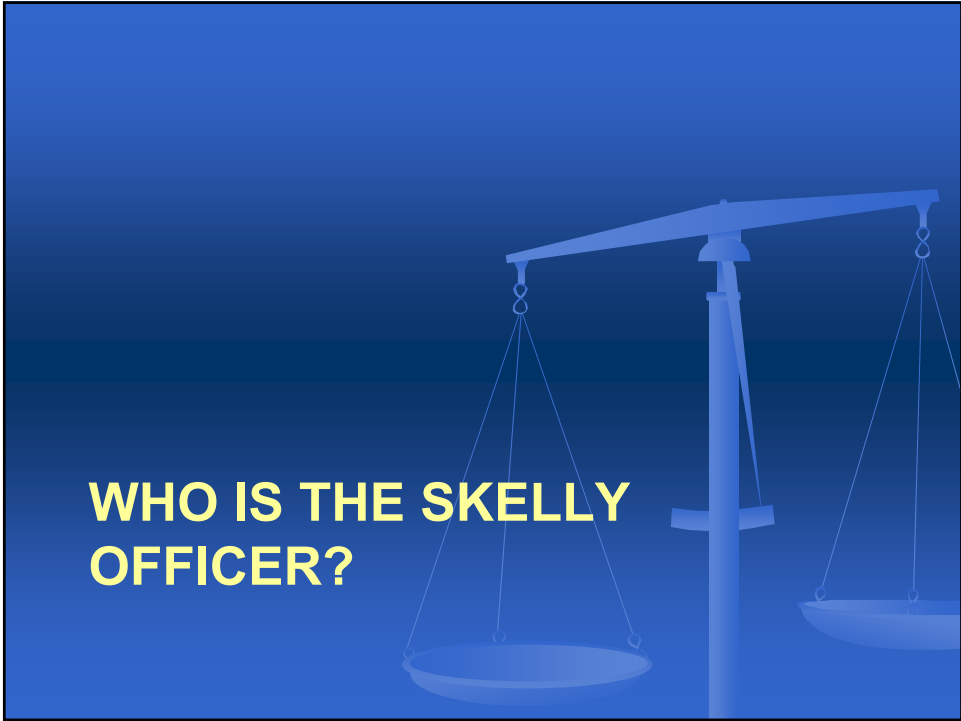
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12

A graphic of a pair of scales of justice, rendered in a light blue color against a dark blue background. The scales are positioned on the right side of the slide, with the pans hanging from a central beam.

**WHAT IS THE ROLE OF THE
SKELLY OFFICER?**

13

A graphic of a pair of scales of justice, rendered in a light blue color against a dark blue background. The scales are positioned on the right side of the slide, with the pans hanging from a central beam.

**CAN AN EMPLOYEE HAVE A
REP?**


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16



**San Diego County
SHERIFF'S DEPARTMENT**

SKELLY CONFERENCE FORM

Employee: _____ Internal Affairs Case Number: _____
 Skelly Officer: _____ Date of Conference: _____
 Attorney/Representative: _____ Command Recommendation: _____

1. Did employee receive/review the written charges?
 Yes No If No, explain: _____
2. Did employee receive/review the supporting documents?
 Yes No If No, explain: _____
3. Was any mitigating information brought out at this Skelly Conference?
 Yes No If Yes, explain: _____
4. Did employee have opportunity to provide mitigating information prior to Skelly at the Command Level?
 Yes No If No, explain: _____
5. Do the investigative documents and facts support the charges?
 Yes No If No, explain: _____
6. Is the recommended discipline within a reasonable range considering the charges?
 Yes No If No, explain: _____
7. Is the investigation being returned to Internal Affairs for clarification?
 Yes No If Yes, explain: _____

Comments: _____

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The end

■ *Questions?*



19