

MOHAVE COUNTY PROBATION DEPARTMENT



[] Mailing Address: P.O. BOX 7000, KINGMAN, AZ 86403-7000
[] 515 E. BEALE STREET, KINGMAN, AZ 86401 (928) 753-0741
[] 5287 HWY 95 SO., STE. 1, BULLHEAD CITY, AZ 86426 (928) 768-7081
[] 2001 COLLEGE DR., STE. 129, LAKE HAVASU CITY, AZ 86404 (928) 453-0707
[] JUVENILE DETENTION CENTER, 300 W. ANDY DEVINE AVE., KINGMAN, AZ 86401 (928) 753-0721
[] 205 W. TABERNACLE #2, ST. GEORGE, UT 84770 (435) 673-2630

November 19, 2010

Hand Delivered

Joe Miller
5287 Highway 95 South, STE I
Bull Head City, AZ 86426

RE: Notice of Investigation per A.R.S. 38-1101(A2)

Dear Mr. Miller:

This letter is to notify you pursuant to A.R.S. 38-1101(A)(2) you are the subject of an Administrative Investigation being conducted by Assistant Chief Elaine Grissom of the Mohave County Probation Department. Please report for an investigatory interview at 2:00 p.m. on November 24th, 2010 at the Kingman Probation Office Conference Room. You have the right to a non-attorney support observer employed by Probation present during this interview, if you request one. Specifically, you are being investigated for the following:

1. On December 16th, 2009 you met with me, Assistant Chief Alan Palomino and your supervisor, Diann Lee. In that meeting I directed you not to use your position or affiliation with the Mohave County Probation Department when publically expressing your personal opinion unless you included a disclaimer that it was only your personal opinion and not the opinion of the Mohave County Probation Department. You stated you understood and would comply.
2. On or about September 13, 2010 you failed to obey the above-stated directive in that you did not include a disclaimer when you allegedly signed a letter in support of a political issue in California while identifying yourself as a Deputy Probation Officer with Mohave County Probation. The letter was viewed on-line at:
"<http://copssaylegalize.blogspot.com/2010/09/california-law-enforcers-endorse-prop.html>"
and a copy is attached. In that letter, you did not indicate you were voicing your own personal opinion and you did not indicate that your opinion was not the opinion of the Mohave County Probation Department.

If the allegations of misconduct are substantiated, they may result in demotion, suspension or dismissal. Please read the following information carefully and sign at the bottom of this form as indicated.

a. You are required to cooperate fully with this investigation. You are required to respond truthfully and completely to all questions posed to you during this investigation. Failure or refusal to respond truthfully and completely to all questions will be considered misconduct. You can be disciplined up to and including dismissal from your employment for your failure or refusal to truthfully and completely answer all questions. Any sustained false, deceptive or misleading statements you make can lead to discipline, up to and including dismissal from your employment.

b. This is an administrative investigation. Pursuant to and in accordance with the provisions of Arizona Revised Statutes 38-1101 (copy attached) you do have the right to have a non-legal representative present as an observer during your interview.

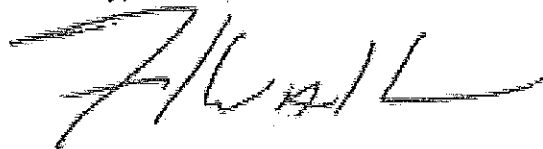
c. Questions, tests, or examinations will be related to your duties, your performance, your knowledge of information related to this investigation, and your fitness for employment.

d. You are instructed not to discuss your interview or this investigation with any employee of the Probation Department or the Mohave County Superior Court other than the investigator(s), Superior Court Human Resources, your legal counsel, support observer, or your clergy while the investigation is pending.

e. During the course of this investigation, you have the responsibility to bring to the attention of the investigator(s) or supervisor(s) conducting this investigation any information or evidence you believe is relevant to this investigation.

f. Your signature below indicates you have read and understand this notice.

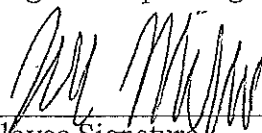
Sincerely,




Friend L. Walker, Chief
Mohave County Probation Department

Employee Acknowledgment

I have read the above statements and I understand the instructions given to me about this interview and investigation. I understand my obligation to cooperate fully with the investigation. I understand my obligation to completely and truthfully answer every question. I further understand that I have been instructed not to discuss my interview or this investigation with any employee of the Probation Department, Mohave County Superior Court except for Human Resources, my legal counsel, clergy, Support Observer, or the investigator(s) while the investigation is pending.



Employee Signature



Witness

11/23/10 0935 609.

Date/Time

11/23/10 0935

Date/Time

MONDAY, SEPTEMBER 13, 2010

California Law Enforcers Endorse Marijuana Legalization

Posted by LEAP

Today at press conferences in Oakland and Los Angeles, a group of police officers, judges and prosecutors released the following letter of endorsement for legalizing marijuana in California signed by dozens of law enforcers from across the state.

Law Enforcers Say Control and Tax Cannabis to Protect Public Safety

To the Voters of California:

As police officers, judges, prosecutors, corrections officials and others who have labored to enforce the laws that seek to prohibit cannabis (marijuana) use, and who have witnessed the abysmal failure of this current criminalization approach, we stand together in calling for new laws that will effectively control and tax cannabis.

As criminal justice professionals, we have seen with our own eyes that keeping cannabis illegal damages public safety -- for cannabis consumers and non-consumers alike. We've also seen that prohibition sometimes has tragic consequences for the law enforcers charged with putting their lives on the line to enforce it. The only groups that benefit from continuing to keep marijuana illegal are the violent gangs and cartels that control its distribution and reap immense profits from it through the black market.

If California's voters make the sensible decision to effectively control and tax cannabis this November, it will eliminate illegal marijuana

distribution networks, just as ending alcohol prohibition put a stop to violent and corrupting gangsters' control of beer, wine and liquor sales.

As law enforcement professionals, we especially want voters to understand that legalization will allow us to do our jobs more effectively and safely. In 2008, there were over 60,000 arrests for simple misdemeanor cannabis possession in California, yet nearly 60,000 violent crimes went unsolved in our state that same year. When we change our cannabis laws, police officers will no longer have to waste time on low-level cannabis arrests; we'll be able to focus on protecting the public from murderers, rapists, drunk drivers and burglars. Cannabis cases will no longer clog up court dockets. And room in our costly, overflowing prisons will be freed up when we stop locking people up just because they tested positive for cannabis while on probation.

Because of all the overhead and administrative savings that legalization will generate, our criminal justice apparatus will have more resources to keep more good law enforcers employed serving the public in this time of fiscal turmoil. Ending prohibition will also put a stop to other crimes and problems caused by the illegal marijuana market, such as robberies, gang warfare, gun-running and house fires caused by underground grow operations.

Controlling marijuana through a regulated system will also reduce its availability to kids. Right now, illegal dealers have no incentive to check IDs or avoid selling to juveniles, given that the market is illegal for everyone. But under adult legalization, licensed cannabis businesses will face penalties and consequences that will effectively deter underage sales. Indeed, a recent study from Columbia University shows that teens currently find it easier to purchase illegal marijuana than age-regulated alcohol.

And, because marijuana is illegal and unregulated, its producers aren't

required to do any quality control or safety evaluation, and sometimes it is adulterated with other drugs or harmful chemicals. While law enforcers understand that every drug has the potential for abuse, making cannabis illegal has made it much more dangerous than it otherwise would be under effective regulation.

Please join us in supporting the sensible solution to California's failed cannabis policies. Let's vote to control and tax cannabis this November – for safety's sake.

Sincerely,

MacKenzie Allen

Former Deputy Sheriff, Los Angeles Sheriff's Dept.

Deputy Sheriff, King County Sheriff's Dept. (Ret.)

James Anthony

Former Community Prosecutor, Oakland City Attorney's Office

L. Lawrence Baird

Former Senior Reserve Park Ranger, Orange County

William Baldwin

Correctional Officer, California Department of Corrections (Ret.)

Nate Bradley

Former Officer, Wheatland Police Department

Former Deputy, Sutter County Sheriff's Office

Walter Clark

Deputy District Attorney, County of Riverside District Attorney's Office

(Ret.)

Stephen Cobine
Captain, Humboldt County Sheriff's Office (Ret.)

William John Cox
Former Officer, El Cajon Police Department
Former Sergeant, Los Angeles Police Department
Former Deputy, Los Angeles County District Attorney's Office
Retired Supervising Trial Counsel, State Bar of California

Bill Dake
Former Officer, San Francisco Police Department

David Doddridge
Narcotics Officer, Los Angeles Police Department (Ret.)

Stephen Downing
Deputy Chief, Los Angeles Police Department (Ret.)

Rick Erickson
Officer, Lakeport Police Department (Ret.)

Paul Gallegos
District Attorney, County of Humboldt

Dr. Nina Graves
Former Military Police, Santa Barbara

James Gray
Judge, Superior Court of Orange County (Ret.)

Terence Hallinan
Former San Francisco District Attorney

Russ Jones

Former Narcotics Detective, San Jose Police Department, DEA Task Force

Kyle Kazan

Former Officer, Torrance Police Department

Leo E. Laurence

Former Biker Enforcement Task Force Member, San Diego District Attorney's Office

Former Deputy Sheriff, Missouri

Madeline Martinez

Correctional Peace Officer (Ret.), State of California Department of Corrections

Danny Maynard

Former Yolo County Sheriff's Office

Former Sacramento Port Police Department

Walter McKay

Former Senior Police Specialist, Police Assessment Resources Center, Los Angeles, CA

Former Detective, Vancouver Police Department

Joseph McNamara

Chief of Police, San Jose Police Department (Ret.)

Joe Miller

Deputy Probation Officer, Mohave County Probation Department

Police Officer, Needles Police Department (Ret.)

John O'Brien

Sheriff, Genesee County, MI (Ret.)
University of Phoenix, Southern California campus

John A. Russo
Oakland City Attorney

David Sinclair
Former Deputy Sheriff, Contra Costa County Office of the Sheriff

Mike Schmier
Former Deputy District Attorney for Los Angeles
Former Administrative Law Judge California State
Former Federal Labor Prosecutor San Francisco

Jeffrey Schwartz
Senior Deputy District Attorney, Humboldt County (Ret.)

Lyle Smith
Los Angeles Sheriff's Department (Ret.)

Norm Stamper
Executive Assistant Chief of Police, San Diego Police Department (Ret.)
Chief of Police, Seattle Police Department (Ret.)

Jeff Studdard
Former Reserve Deputy Sheriff, Los Angeles County

All agency affiliations are listed for identification purposes only.