



Denton Police Department

100 N. 3rd Street Denton MD 21629
Phone 410-479-1414 Fax 410-479-4930
George W. Bacorn, Jr.
Chief of Police

March 8, 2024

Cpl. Ciaran Mayo, #0184

RE: Disciplinary Action – DPD IA 23-0003

On February 27, 2024 the Caroline County Administrative Charging Committee (ACC) met to discuss this case and voted unanimously to sustain the complaint. You are being administratively charged with violating the following Denton Police Department Policies.

3 GENERAL OPERATIONS

320.5 CAUSES FOR DISCIPLINE

The following are illustrative of causes for disciplinary action. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for violation of other rules, standards, ethics and specific action or inaction that is detrimental to efficient department service:

320.5.2 ETHICS

(g) Any other failure to abide by the standards of ethical conduct.

320.5.3 DISCRIMINATION, OPPRESSION, OR FAVORITISM

Unless required by law or policy, discriminating against, oppressing, or providing favoritism to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

320.5.7 EFFICIENCY

(a) Neglect of Duty



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(b) Unsatisfactory work performance including but not limited to failure, incompetence, inefficiency, or delay in performing and/or carrying out proper orders, work assignments, or the instructions of a supervisor without a reasonable and bona fide excuse.

320.5.9 CONDUCT

(f) Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this department or Town.

4 PATROL OPERATIONS

400.3 FUNCTION

Patrol will generally be conducted by uniformed officers in clearly marked law enforcement vehicles in assigned jurisdictional areas of Denton. The function of patrol is to respond to calls for assistance and reports of criminal activity, act as a deterrent to crime, enforce state and local laws, identify community needs, provide support and assistance to the community and respond to emergencies.

(b) Apprehending criminal offenders.

(d) Patrol that is directed at the prevention of criminal acts, traffic violations and collisions, the maintenance of public order and the discovery of hazardous situations or conditions.

The ACC determined that Cpl. Mayo's failure to act in accordance with the foregoing policies constituted conduct substantially contrary to the values of the Denton Police Department and substantially interfered with its mission, operations, and professional image. Such failure also created a serious risk to public safety. Accordingly, the ACC determined that Cpl. Mayo's failure to act constitutes a Class D, Level 1 violation per the Statewide Police Disciplinary Matrix. Violation Category D, Level 1 and recommends discipline of 10 days loss of pay and/or leave and a demotion of rank.

The discipline will be applied as follows:

1. Demotion of one rank for no less than six (6) months.
2. Five (5) days suspension without pay.
3. Five (5) days loss of annual leave.