

**SYRACUSE POLICE DEPARTMENT**

**INTERNAL AFFAIRS DIVISION**

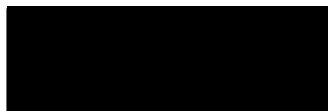
**CASE REPORT: OOPS 18-69**

**DATE:** 15 Nov. 2018

**REPORT TO:** Chief of Police Frank L. Fowler

**INVESTIGATION BY:** Lieutenant Russell W. Gates #225

**COMPLAINANT:**



b, b1, c, c2

**COMPLAINT:** Harassment

**INVESTIGATION:** In response to a Civilian Complaint Report from [REDACTED] initiated an investigation into alleged actions by Police Officers Joseph Moran and David Craw during a traffic stop involving [REDACTED]

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**NOTE:** In the course of this investigation it was learned that [REDACTED] had confused the names of Police Officers David Craw and Joseph Moran so where he referred to Officer Moran he was actually talking about Officer Craw.

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At approximately 1300 hours on 06 August 2018 I spoke with [REDACTED]. He began by informing me that he is frequently stopped by Officer Moran. [REDACTED] said that the officer stops him regardless of whether he is walking or driving. On August 4<sup>th</sup> 2018, according to [REDACTED] he was stopped by Officer Craw and his partner, Officer Moran, and issued 2 tickets. [REDACTED] said that Craw first asked him if he had a driver's license and [REDACTED] told him that he did. Then Craw told him he had something to show him. He said Craw pulled out his cell phone and showed him one of his ([REDACTED]) Facebook posts in which he referred to Craw as a "dickhead". He said Craw began calling him names and threw his license on the floor of the car and threw two traffic tickets at him. [REDACTED] said Craw then tried to get him to pose for a picture with him so he could put it on Facebook "to show the world how much of an asshole I am". He described Craw leaning in toward him in the driver's seat to get the picture. [REDACTED] said he ducked out of view and refused to allow his picture to be taken.

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[REDACTED] provided me with copies of his tickets and the Facebook post he said Craw showed him. [REDACTED] identified [REDACTED] as a witness to his encounter with Officers Moran and Craw. I spoke with her by phone at 1222 hours on 25 September 2018. She informed me that she was a

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passenger in [REDACTED] vehicle when this incident took place. [REDACTED] informed me that they came to a stop sign and when [REDACTED] turned the corner she saw a passing police officer stare at [REDACTED]. After they got around the corner according to [REDACTED], [REDACTED] pulled over to the curb and stopped. Officers Moran and Craw pulled up behind them. She told me that the officers did not say why they were stopping them, but just kept asking [REDACTED] if he knew different people. [REDACTED], she said, kept denying that he knew any of the people. [REDACTED] did not refer to the officers by name only by description. She described Officer Craw as telling [REDACTED] "Hang tight. We got something for you". She said the officers returned to their patrol car for what she thought was nearly 10 minutes. Craw then returned to [REDACTED] and showed him his phone containing some comments from [REDACTED] Facebook page in which he referred to Craw as a "dickhead". [REDACTED] said Craw yelled at [REDACTED] and called him names. Then he gave him tickets. Craw then told [REDACTED] to get out of the car and take a "selfie" with him "so he could show what an asshole he is". [REDACTED] said the officers then went back to the police car, but before they left one of the officers got on the loudspeaker and said, "God bless America and the asshole, [REDACTED] [REDACTED]". [REDACTED] did not know which officer said it and could provide no further information. Having heard nothing about the loudspeaker comment prior to my conversation with [REDACTED], I again spoke with [REDACTED] at approximately 1135 hours on 27 September 2018. He told me that there was a comment made on the loudspeaker that he thought at the time should not have been, but he didn't remember what was said and he didn't know which officer made the comment.

I also asked [REDACTED] if he or his vehicle were searched. He told me no. He said it was his belief that because he produced license the officers had no reason to search him or the car.

On 20 September 2018 I emailed a request to **Police Officer Moran** asking him to provide a 10.1 regarding his involvement with this incident. Having received no response, I sent a second notice on 25 September 2018. Moran did produce the memo. I found the memo to begin as Moran's reports normally do when he describes events leading to a traffic stop. However, the detailed description ended once the stop was made and [REDACTED] was encountered. Moran provided no description of [REDACTED] actions, comments or any verbal exchange between the officers and [REDACTED]. Instead Moran provided a 4 sentence response that said he issued 2 tickets, He didn't call [REDACTED] names, show him photos on his phone or ask him to pose for a photograph with him. Moran also said a 67 was not completed regarding the incident.

In order to gather further detail I spoke with Officer Moran on 28 September 2018. I asked Officer Moran if he showed [REDACTED] anything on any cell phone. He told me that he did not. I then asked him if anyone did and I reminded him that [REDACTED] was not alone in the car. Moran then acknowledged that it "may have occurred" in reference to someone confronting [REDACTED] with a cell phone. When I asked him who showed [REDACTED] the phone Moran would not answer. Instead he told me that he knew that I had requested a 10.1 from his partner, Officer Craw and he would let me see what Craw had to say. I asked Moran if Craw had the phone. Still he did not answer except to say that he would let Craw answer that himself.

During our discussion Moran acknowledged that he was familiar with the Facebook post in which [REDACTED] made his comments. He told me that contrary to [REDACTED] account, [REDACTED] was referring to Craw as a "dickhead" rather than him. Moran told me that he was referred to as a "bitch".

When I asked him about the loudspeaker comment, Moran said he could "barely remember" the comment. He claimed he didn't recall what was said, but he stated whatever it was he didn't say it.

On 25 September 2018 I emailed a request to **Officer David Craw** asking that he provide a 10.1 documenting his actions and recollection in this matter. I received that memo on 3 October 2018. I found

the document to be reflective of an indignant, condescending and disrespectful attitude on Crow's part. More importantly I found the veracity of his claims questionable as they conflicted significantly with information already provided by Moran.

Crow reported that prior to stopping ██████ he had received information from "OCAC regarding a social media post that was posted by an ██████ regarding myself and Ofc. Moran". Interestingly, Moran made no such claim during my conversation with him. Instead he informed me that they had learned of the ██████ posted remarks through an in-house social media site maintained by CRT to monitor the activity of ██████.

Crow went on to report that the social media comments included "threats of violence" directed at him and Moran. Again, Moran made no such claim. Further, I contacted OCAC and learned that they had no record or knowledge of any such information.

Officer Crow acknowledged in his memo that he questioned ██████ about the social media post during the stop. He also acknowledged that he did show ██████ the post.

Crow was supposed to indicate whether or not ██████ had been asked to pose for a photograph. Instead he replied "I did not ask ██████ to take a photograph".

Regarding ██████ complaint that he'd been called a punk and a bitch, Crow stated, "I also did not call him a punk or a bitch. That is not the type of expletives I use or have used during my career as an SPD officer".

Crow stated that no remark was made over the loud speaker. However, in addition to both ██████ and ██████ reporting it, Moran acknowledged a remark being made although he could "barely remember" it and could not recall what was said or who said it.

Because of aforementioned discrepancies I asked that Lt. Turo have Crow respond to the Office of Professional Standards to discuss the investigation. On the morning of 05 October 2018 I received a phone call from Officer Crow. He stated in a sarcastic tone, I was told you wanted me to call. I corrected him and told him that he was supposed to be told to respond to the office. I asked him if he would be able to do so that day. Crow, again sarcastically, responded, "Sure I'd love to". A short time later Crow did respond to the office. I first discussed his negative attitude and Officer Crow adopted a more professional, courteous demeanor.

I first informed Officer Crow that OCAC knew nothing of the information he claimed to have received from them. He then informed me that he had actually received the information from Officer Fiorini and assumed he got it from OCAC. Crow provided no example for his earlier allegation that threats of violence were directed toward him and Moran. No one else has made any such allegations and I have found none in social media copies that were provided to me. Additionally, no Officer Safety bulletins had been generated.

In discussing ██████ allegation that the officer asked him to pose for a "selfie", Crow denied that it happened. He went on to say however, I might have asked, "You want to take a photo of us now? Crow maintained however that no remark was made over the loudspeaker. Even after I informed him that 3 people recalled that a remark was made. I did not have sufficient proof to proceed with that allegation, but I informed Crow of my suspicion that he had made the remark and ordered that such conduct not occur in the future. Crow indicated that it would not.

I discussed the two traffic tickets issued to ██████ with both officers and they both have expressed strong objections to my having referred to the tickets as petty during my discussion with Officer Moran. While I don't remember using that term, I did question issuing two different turn signal tickets for the same location. I said that they appeared "redundant" and might create the appearance of harassment.

Having reviewed many reports by Crow and Moran, I have found that the majority of their traffic stops begin with a violation of V&T 1163 (b), Insufficient Signal within 100 feet of a turn or V&T 1163 (d), Improper/No Signal as probable cause. In this case they issued both. [REDACTED] made a left turn at the corner of Clover and Lincoln and then pulled over to the right curb. Both tickets appear to have been lawful, but I had hoped encourage the officers to be cognizant of the appearance of their actions to citizens and the court. Unfortunately, both officers chose to take offense rather than consider the suggestion.

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**CONCLUSION:** Police Officers David Crow and Joseph Moran were less than cooperative or forthcoming with factual information during this investigation. Based on the information provided by [REDACTED] and [REDACTED] and partial truths provided by Officers Crow and Moran I find that the traffic stop was retaliatory. Their interaction with [REDACTED] was harassment in response to [REDACTED] critical comments and those of others on social media. The officers' conduct reflected negatively on themselves and the Syracuse Police Department. Disciplinary Action Reports are attached.

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**RECOMMENDATION:** I recommend that this investigation be closed/ substantiated.



Bureau Chief

  
Lieutenant Russell W. Gates  
Chief of Police  
First Deputy Chief

**SYRACUSE POLICE DEPARTMENT**

**INTERNAL AFFAIRS DIVISION**

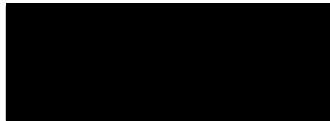
**CASE REPORT: OOPS 18-69**

**DATE: 28 Jan. 2019**

**REPORT TO:** Chief of Police Kenton Buckner

**INVESTIGATION BY:** Lieutenant Russell W. Gates #225

**COMPLAINANT:**



b, b1, c, c2

**COMPLAINT:** Harassment

**SUPPLEMENT:** On 18 December 2018. I met with Captain Timothy Gay in the Office of professional Standards. Captain Gay was reviewing and signing discipline reports related to this investigation. During our discussion we talked about whether Police Officer David Craw should be charged with violation of the "Truthfulness" section of the rules and regulations. I explained that I did believe that Craw had been untruthful at two points in the investigation. First, he reported that he had received information from OCAC regarding comments and threats made by [REDACTED] When challenged on that issue, Officer Craw changed his story and indicated that he'd received the information from a fellow CRT member who Craw assumed had received it from OCAC.

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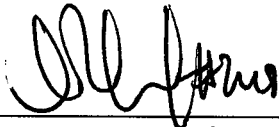
The second point was when he stated that no remark was made over the loudspeaker during the stop of [REDACTED] While I believed that Officer Craw was being untruthful at the time, I was concerned that I lacked sufficient information to support a truthfulness charge. Captain Gray informed me that he did believe there was sufficient information to charge Craw with the "Truthfulness" violation. He added that he had discussed the matter with Deputy Chief McGork and that he too felt that the charge would be appropriate. As a result of that discussion I prepared Discipline Report #4892 charging Police Officer David Craw with "Truthfulness".

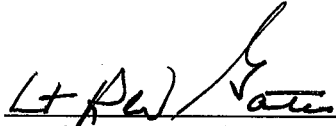
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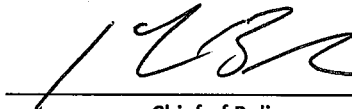
On 29 January 2019 at approximately 1530 hours I again met with Police Officer David Craw in the Office of Professional Standards. I presented him with a copy of Volume 1, Article 4, Section 1.16, H1 (Truthfulness) which included the caution that "Violations of this section will result in severe discipline up to and including termination". Officer Craw acknowledged that he'd read and understood that section of the rules and regulations. We then discussed the comment that was reportedly made of the patrol car loudspeaker. Craw informed me that he does in fact use the loudspeaker all the time. He said he uses it for work related reasons such as when someone needs to be told to move. Craw told me if the

loudspeaker in the car is used, he is the one who uses it. In regard to this case however Officer Crow stated that he does not remember making any comment or one being made during the [REDACTED] stop.

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Bureau Chief

  
Lieutenant Russell W. Gates

  
Chief of Police

  
First Deputy Chief

Kenton T. Buckner  
Chief of Police

Joseph L. Cecile  
First Deputy Chief



Lynette E. DeFavero  
Deputy Chief

Derek P. McGork  
Deputy Chief

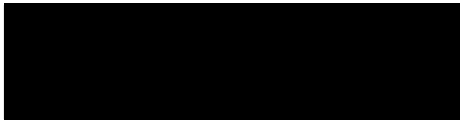
Richard F. Shoff  
Deputy Chief

**DEPARTMENT OF POLICE**

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**Ben Walsh, Mayor**

26 February 2019



b, b1, c, c2

Dear [REDACTED]:

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This letter is to inform you that after investigation, your complaint has been found to have merit.

Be assured that as Chief of Police, I am taking the appropriate disciplinary action in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "K. Buckner".

Kenton T. Buckner  
Chief of Police

KTB/

Frank L. Fowler  
Chief of Police

Joseph L. Cecile  
First Deputy Chief



Lynette E. DeFavero  
Deputy Chief

Derek P. McGork  
Deputy Chief

Richard F. Shoff  
Deputy Chief

**DEPARTMENT OF POLICE**

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**Ben Walsh, Mayor**

09 August 2018

[REDACTED]

b, b1, c, c2

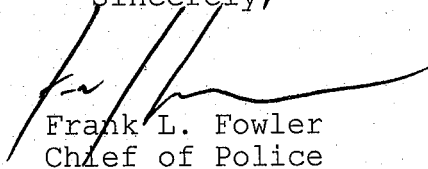
Dear [REDACTED]:

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This letter is to advise you that I have received your written complaint and have assigned the appropriate personnel to conduct a thorough investigation of the incident.

A report of the findings and recommendations will be delivered to me within forty-five days so that I may make an administrative decision on the appropriate action I will take in this matter.

Sincerely,

  
Frank L. Fowler  
Chief of Police

FLF/pdh

SYRACUSE POLICE DEPARTMENT

CIVILIAN COMPLAINT REPORT

This report is being filed charging improper conduct on the part of Police as described below

FOR OFFICE OF INTERNAL AFFAIRS USE ONLY	
IAD #	18-69
BEAT #	
COMP #	
DATE/TIME	

Name: [Redacted]

Address: [Redacted]

Date of Birth: [Redacted] Age: 25

Home Phone: [Redacted]

Work Phone: [Redacted]

Additional phone numbers where complainant may be contacted: [Redacted] (cell phone)

Date of Incident: 8-4-18 Time of Incident: 5:19

Describe what you consider improper conduct (ethnic/racial slur, discourtesy etc.): Officer J. Moran calls me a punk a bitch and he's every aggressive when searching me.

STATEMENT OF FACTS

Every time officer J. Moran sees me he no matter if I'm walking or driving he stop me search my car tear it up. He pulled me over 8-4-18 around 5:20 asked me did I have license yet I told him yes then he grabs his gun and tell me he have something to show me so he grabs his phone and pulls up a facebook ~~post~~ where I called him a name so he start to call me names throw my license on the floor and throw two tickets at my chest. Then he takes his phone out and ask to take a picture with him and post it on his facebook to show the world of how much of a asshole I am. I was ~~so~~ so scraed because last time I saw him he was telling about how he put hands on my cousin [Redacted] a week earlier.

False statements made herein are punishable as a Class A Misdemeanor pursuant to Section 210.45 of the Penal Law of the State of New York.

[Redacted Signature]

Signature AFFIRMED UNDER PENALTY OF PERJURY

Police agency involved: \_\_\_\_\_

Name(s) or Description(s) (badge#, uniform car or license#) of police officers: J. Moran

DR#: \_\_\_\_\_

Name of complainant's lawyer: \_\_\_\_\_

Was complainant injured during incident: yes  no

If yes, describe injuries: N/A

Whom did complainant notify of injuries: \_\_\_\_\_

Name of doctor: \_\_\_\_\_ Name of hospital: \_\_\_\_\_

Was complainant treated at jail: yes  no

Person assisting complainant: \_\_\_\_\_

Address: \_\_\_\_\_ Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

**WITNESSES**

Name	Address	Phone number
<u>[REDACTED]</u> b	<u>N/A</u>	<u>[REDACTED]</u>

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I understand that I may also file this complaint with the Citizens Review Board instead of or in addition to filing it with the Syracuse Police Department.

I have read this report , I have had this report read to me , which I have made of my own free will and the facts contained herein are true and correct to the best of my knowledge.

[REDACTED] b  
Complainant's Initials

\_\_\_\_\_  
Department Representative Receiving Complaint

**BACKGROUND DATA**  
(For research purposes only)

FINAL DISPOSITION						
[1] F	[2] U	[3] F/R	[4] I/E	[5] N/E	[6] D	[7] P

<input checked="" type="checkbox"/> Black	<input type="checkbox"/> White
<input type="checkbox"/> Latino/Hispanic	<input type="checkbox"/> Native American
<input checked="" type="checkbox"/> Asian	<input type="checkbox"/> Other
<input checked="" type="checkbox"/> Male	<input type="checkbox"/> Female
Age <u>25</u>	

b, b1, c, c2

Number and Street  
 City  
 State of New York  
 LIC State NY Date of Birth Int. 1/1/18 Year 2018 Make 1955  
 Plate Number MD Maryland 1/1/18

THE PERSON DESCRIBED ABOVE IS CHARGED AS FOLLOWS

Time 5:19 PM	Date of Charge 08/04/2018	BY NY STATE NYS V AND T LAW
Section 163D	Sub Section	1 0 0
Description of Violation IMPROPER/NO SIGNAL		US DOT#
Location of Occurrence ST @ LINCOLN AVE		CDL Vehicle 0 0
Name HOUSE, CITY OF - 3401	County ONONDAGA	Plate Type S
SIGNED UNDER PENALTY OF PERJURY		Plate Number 0217
Signature <i>[Handwritten Signature]</i>		Agency Code 1 - PATROL
Name	First Name J	

IS SCHEDULED TO BE HANDLED ON THE APPEARANCE DATE BEL

CITY COURT

STATE ST.

MAIL BEFORE OR IN PER

PEAR IN PERSON ON

GUILTY TO


NT TO A CO

ANNUATED



Comments

Done

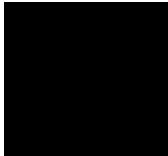

 and 75 others

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 and 82 others shared this

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[View previous comments...](#)

   
Him and his partner with the glasses  
straight dickhead

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5w Like Reply

 3

   
Facts be doing way to much!

b

5w Like Reply

 2

   
 worda my kids

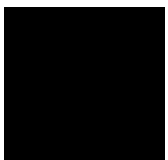

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5w Like Reply

 1



 Write a reply...

   
Green pants 

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5w Like Reply

 6

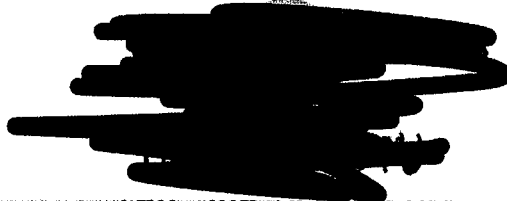
   
Facts I say it every time they hit that  
corner

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Write a comment...





Thu, Jun 14, 4:17 PM

Jus got home wyd

Why

Why what

You just getting home

Thu, Jun 14, 6:56 PM

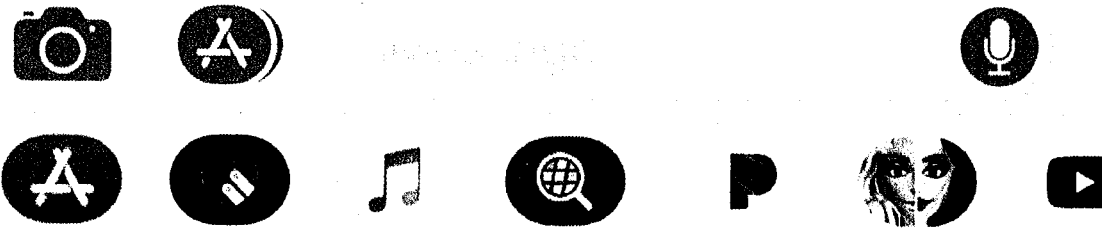


Why the face

I got pulled over

Wtf why

You got a ticket



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**SYRACUSE POLICE DEPARTMENT**

**INTERNAL AFFAIRS DIVISION**

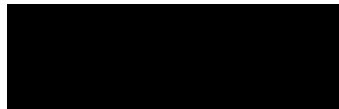
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b

Crow was supposed to indicate whether or not [REDACTED] had been asked to pose for a photograph. Instead he replied "I did not ask [REDACTED] to take a photograph".

Regarding [REDACTED] complaint that he'd been called a punk and a bitch, Crow stated, "I also did not call him a punk or a bitch. That is not the type of expletives I use or have used during my career as an SPD officer".

b

Crow stated that no remark was made over the loud speaker. However, in addition to both [REDACTED] and [REDACTED] reporting it, Moran acknowledged a remark being made although he could "barely remember" it and could not recall what was said or who said it.

b  
b

Because of aforementioned discrepancies I asked that Lt. Turo have Crow respond to the Office of Professional Standards to discuss the investigation. On the morning of 05 October 2018 I received a phone call from Officer Crow. He stated in a sarcastic tone, I was told you wanted me to call. I corrected him and told him that he was supposed to be told to respond to the office. I asked him if he would be able to do so that day. Crow, again sarcastically, responded, "Sure I'd love to". A short time later Crow did respond to the office. I first discussed his negative attitude and Officer Crow adopted a more professional, courteous demeanor.

I first informed Officer Crow that OCAC knew nothing of the information he claimed to have received from them. He then informed me that he had actually received the information from Officer Fiorini and assumed he got it from OCAC. Crow provided no example for his earlier allegation that threats of violence were directed toward him and Moran. No one else has made any such allegations and I have found none in social media copies that were provided to me. Additionally, no Officer Safety bulletins had been generated.

In discussing [REDACTED] allegation that the officer asked him to pose for a "selfie", Crow denied that it happened. He went on to say however, I might have asked, "You want to take a photo of us now? Crow maintained however that no remark was made over the loudspeaker. Even after I informed him that 3 people recalled that a remark was made. I did not have sufficient proof to proceed with that allegation, but I informed Crow of my suspicion that he had made the remark and ordered that such conduct not occur in the future. Crow indicated that it would not.

b

I discussed the two traffic tickets issued to [REDACTED] with both officers and they both have expressed strong objections to my having referred to the tickets as petty during my discussion with Officer Moran. While I don't remember using that term, I did question issuing two different turn signal tickets for the same location. I said that they appeared "redundant" and might create the appearance of harassment.

b

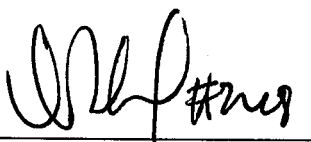
Having reviewed many reports by Craw and Moran, I have found that the majority of their traffic stops begin with a violation of V&T 1163 (b), Insufficient Signal within 100 feet of a turn or V&T 1163 (d), Improper/No Signal as probable cause. In this case they issued both. [REDACTED] made a left turn at the corner of Clover and Lincoln and then pulled over to the right curb. Both tickets appear to have been lawful, but I had hoped encourage the officers to be cognizant of the appearance of their actions to citizens and the court. Unfortunately, both officers chose to take offense rather than consider the suggestion.

b

**CONCLUSION:** Police Officers David Craw and Joseph Moran were less than cooperative or forthcoming with factual information during this investigation. Based on the information provided by [REDACTED] and [REDACTED] and partial truths provided by Officers Craw and Moran I find that the traffic stop was retaliatory. Their interaction with [REDACTED] was harassment in response to [REDACTED] critical comments and those of others on social media. The officers' conduct reflected negatively on themselves and the Syracuse Police Department. Disciplinary Action Reports are attached.


b  
b  
b

**RECOMMENDATION:** I recommend that this investigation be closed/ **substantiated**.

  
Bureau Chief

  
Lieutenant Russell W. Gates

  
Chief of Police

  
First Deputy Chief

**SYRACUSE POLICE DEPARTMENT**

**INTERNAL AFFAIRS DIVISION**

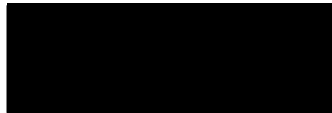
**CASE REPORT: OOPS 18-69**

**DATE:** 28 Jan. 2019

**REPORT TO:** Chief of Police Kenton Buckner

**INVESTIGATION BY:** Lieutenant Russell W. Gates #225

**COMPLAINANT:**



b, b1, c, c2

**COMPLAINT:** Harassment

**SUPPLIMENT:** On 18 December 2018. I met with Captain Timothy Gay in the Office of professional Standards. Captain Gay was reviewing and signing discipline reports related to this investigation. During our discussion we talked about whether Police Officer David Craw should be charged with violation of the "Truthfulness" section of the rules and regulations. I explained that I did believe that Craw had been untruthful at two points in the investigation. First, he reported that he had received information from OCAC regarding comments and threats made by [REDACTED]. When challenged on that issue, Officer Craw changed his story and indicated that he'd received the information from a fellow CRT member who Craw assumed had received it from OCAC.

b

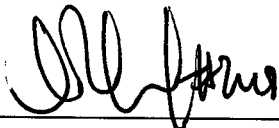
The second point was when he stated that no remark was made over the loudspeaker during the stop of [REDACTED]. While I believed that Officer Craw was being untruthful at the time, I was concerned that I lacked sufficient information to support a truthfulness charge. Captain Gray informed me that he did believe there was sufficient information to charge Craw with the "Truthfulness" violation. He added that he had discussed the matter with Deputy Chief McGork and that he too felt that the charge would be appropriate. As a result of that discussion I prepared Discipline Report #4892 charging Police Officer David Craw with "Truthfulness".

b

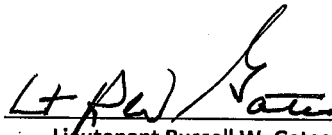
On 29 January 2019 at approximately 1530 hours I again met with Police Officer David Craw in the Office of Professional Standards. I presented him with a copy of Volume 1, Article 4, Section 1.16, H1 (Truthfulness) which included the caution that "Violations of this section will result in severe discipline up to and including termination". Officer Craw acknowledged that he'd read and understood that section of the rules and regulations. We then discussed the comment that was reportedly made of the patrol car loudspeaker. Craw informed me that he does in fact use the loudspeaker all the time. He said he uses it for work related reasons such as when someone needs to be told to move. Craw told me if the

loudspeaker in the car is used, he is the one who uses it. In regard to this case however Officer Crow stated that he does not remember making any comment or one being made during the [redacted] stop.

b



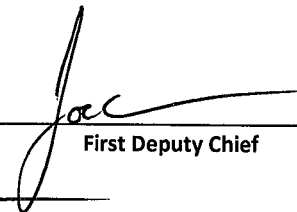
Bureau Chief



Lieutenant Russell W. Gates



Chief of Police



First Deputy Chief

Kenton T. Buckner  
Chief of Police

Joseph L. Cecile  
First Deputy Chief



Lynette E. DeFavero  
Deputy Chief

Derek P. McGork  
Deputy Chief

Richard F. Shoff  
Deputy Chief

**DEPARTMENT OF POLICE**

---

**Ben Walsh, Mayor**

14 February 2019

Police Office David Craw  
511 South State St.  
Syracuse, N. Y. 13202

Dear Officer Craw:

On 04 August 2018, you did stop a citizen and subject him to discourtesy and ridicule in retaliation for comments critical of you that the citizen had posted on social media.

Your actions, Officer Craw, were in violation of the Departmental Rules and Regulations Volume 1, Article 4, Section 1.16 sub A1 (Unbecoming Conduct).

It has therefore been determined that you will receive this written reprimand. You are reminded that future acts in violation of the Rules and Regulations would bring discredit upon yourself and this Department and would be dealt with more severely.

Respectfully,

A handwritten signature in black ink, appearing to read "KTB", is written over a horizontal line.

Kenton T. Buckner  
Chief of Police

Personally served by:

A handwritten signature in black ink, appearing to read "Steven A. Boff", is written over a horizontal line.

19 Feb 2019

Date/ Time

SYRACUSE POLICE DEPARTMENT  
DISCIPLINARY ACTION REPORT

A. Employee Information

Date 12/20/2018 Delinquency # 4892  
Name David Crow Rank Police Officer IBM 0258 I.A.D. # 18-69  
Bureau Uniform Bureau Division/Platoon CRT

B. Violation

Date 10/20/2018 Time 1000 hrs. of violation.

Section of Rules & Regulations Violated: Volume 1, Article 4, Section 1.16, H1 (Truthfulness)

Brief Statement of Violation (s):

Officer Crow provided a memo in which he stated he was notified by OCAC that a [REDACTED] had made derogatory and threatening remarks when in fact OCAC had made no such notification. He later denied that an inappropriate remark had been made over a patrol car loudspeaker when three people reported otherwise.

Name Lt. R. W. Gates Signature [Signature] IBM 225 Rank Lieutenant Date 12/20/2018

C. Division Command Officer Review:

Recommendation: [REDACTED]

d

Name TIMOTHY O GAT Signature [Signature] IBM 246 Rank CAPTAIN Date 01/29/19

D. Bureau Chief Review:

Recommendation: [REDACTED]

d

Name Mubark Signature [Signature] IBM 248 Date 01/29/19

E. First Deputy Chief Review:

Recommendation: [REDACTED]

d

Name Joe Cecile Signature [Signature] IBM 172 Date 1-13-19

F. Chief of Police Review:

Final Action:

*Conceded with check 5 day suspension  
suspended from CRT*

Name [Signature] Signature [Signature] IBM 1005 Date 2/8/19

G. Discipline Served by: [Signature] Date 02/19/2019 Time 11:00 hrs.

Discipline Re-Served by: \_\_\_\_\_ Date 1/1 Time \_\_\_\_\_ hrs.

Reason: \_\_\_\_\_

Arbitration Notice Received: \_\_\_\_\_ Date 1/1

SYRACUSE POLICE DEPARTMENT  
DISCIPLINARY ACTION REPORT

**A. Employee Information**

Date 11/16/2018 Delinquency # 4885  
Name David Craw Rank Police Officer IBM 0258 I.A.D. # 18-69  
Bureau Investigations Bureau Division/Platoon CRT

**B. Violation**

Date 08/04/2018 Time 1720 hrs. of violation.

Section of Rules & Regulations Violated: Volume 1, Article 4, Section 1.16, A1 (Unbecoming Conduct)

**Brief Statement of Violation (s):**

Police Officer David Craw did stop a citizen and subject him to discourtesy and ridicule in retaliation for comments critical of the officer that the citizen had posted on social media.

Name Lt. R. W. Gates Signature [Signature] IBM 225 Rank Lieutenant Date 11/16/2018

**C. Division Command Officer Review:**

Recommendation: [Redacted]

Name Capt Timothy G. Hill Signature [Signature] IBM 246 Rank CAPTAIN Date 12/18/18

**D. Bureau Chief Review:**

Recommendation: [Redacted]

Name Mubrik Signature [Signature] IBM 248 Date 01/09/19

**E. First Deputy Chief Review:**

Recommendation: [Redacted]

Name Joe Ceile Signature [Signature] IBM 172 Date 1-13-19

**F. Chief of Police Review:**

Final Action:

Name [Signature] Signature [Signature] IBM 1002 Date 2/17/19

G. Discipline Served by: [Signature] Date 02/14/2019 Time 1100 hrs.

Discipline Re-Served by: \_\_\_\_\_ Date 1/1 Time \_\_\_\_\_ hrs.

Reason: \_\_\_\_\_

Arbitration Notice Received: \_\_\_\_\_ Date 1/1

SYRACUSE POLICE DEPARTMENT  
DISCIPLINARY ACTION REPORT

**A. Employee Information**

Date 11/16/2018 Delinquency # 4884  
Name Joseph Moran Rank Police Officer IBM 0217 I.A.D. # 18-69  
Bureau Investigations Bureau Division/Platoon CRT

**B. Violation**

Date 08/04/2018 Time 1720 hrs. of violation.  
Section of Rules & Regulations Violated: Volume 1, Article 4, Section 1.16, A1 (Unbecoming Conduct)  
Brief Statement of Violation (s):  
Police Officer Joseph Moran did stop a citizen and subject him to discourtesy and ridicule in retaliation for comments critical of the officer that the citizen had posted on social media.

Name Lt. R. W. Gates Signature [Signature] IBM 225 Rank Lieutenant Date 11/16/2018

**C. Division Command Officer Review:**

Recommendation: [Redacted]

Name CAPT. TIMOTHY GAT Signature [Signature] IBM 246 Rank CAPTAIN Date 12 18 18

**D. Bureau Chief Review:**

Recommendation: [Redacted]

Name Melone Signature [Signature] IBM 218 Date 01 09 19

**E. First Deputy Chief Review:**

Recommendation: [Redacted]

Name Joe Ceilo Signature [Signature] IBM 172 Date 1-18-19

**F. Chief of Police Review:**

Final Action:

Name [Signature] Signature [Signature] IBM 202 Date 2/8/19

G. Discipline Served by: [Signature] Date 02/18/19 Time 1400 hrs.  
Discipline Re-Served by: [Signature] Date 11 Time hrs.

Reason: \_\_\_\_\_

Arbitration Notice Received: \_\_\_\_\_ Date 11

Loudermill Hearing

This is a recording of a Loudermill Hearing being presented

On the 19<sup>th</sup> of February 2019 at 1100 hrs.

This is in regards to Officer David Craw. Officer Craw

is assigned to the crime reduction team.

We are in room 406 of the Public Safety Building.

Attending is myself Sgt. Steven Abbott and Lt. Russ Gates as Department witness.

Police Officer David Craw and PBA President Jeff Piedmont as PBA representation for officer Craw

We are here to discuss a proposed five (5) day unpaid suspension, and transfer from the unit in regard to the following charges.

Volume 1, Article 4, Section 1.16, H1 (truthfulness)

Officer Craw provided a memo in which he stated he was notified by OCAC that a [REDACTED] had made derogatory and threatening remarks when in fact OCAC had made no such notification. He later denied that an inappropriate remark had been made over a patrol car loudspeaker when three people reported otherwise.

As written by Lt. Russ Gates

That charge is based on internal investigation.

Again this is a proposed five (5) day non paid suspension and transfer from the unit.

You have the opportunity if you like to give some sort of response, Generally speaking this is where you PBA rep would become involved.

PBA Rep

Okay, Officer Craw do you have anything you would like to add?

Okay, at this time we are going to proceed with the proposed Five day suspension. The suspension will begin on the 20<sup>th</sup> of February 2019 at 1600 hrs. and ending on the 28<sup>th</sup> of February 2019 at 0600 hrs.

This concludes the hearing.

Kenton T. Buckner  
Chief of Police

Joseph L. Cecile  
First Deputy Chief



Lynette E. DelFavero  
Deputy Chief

Derek P. McGork  
Deputy Chief

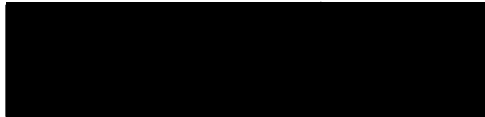
Richard F. Shoff  
Deputy Chief

**DEPARTMENT OF POLICE**

---

**Ben Walsh, Mayor**

26 February 2019



b, b1, c, c2

Dear [REDACTED]:

b

This letter is to inform you that after investigation, your complaint has been found to have merit.

Be assured that as Chief of Police, I am taking the appropriate disciplinary action in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "K. Buckner".

Kenton T. Buckner  
Chief of Police

KTB/

Frank L. Fowler  
Chief of Police

Joseph L. Cecile  
First Deputy Chief



Lynette E. DeFavero  
Deputy Chief

Derek P. McGork  
Deputy Chief

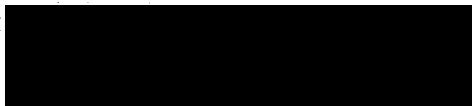
Richard F. Shoff  
Deputy Chief

**DEPARTMENT OF POLICE**

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**Ben Walsh, Mayor**

09 August 2018



b, b1, c, c2

Dear [REDACTED]:

b

This letter is to advise you that I have received your written complaint and have assigned the appropriate personnel to conduct a thorough investigation of the incident.

A report of the findings and recommendations will be delivered to me within forty-five days so that I may make an administrative decision on the appropriate action I will take in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Frank L. Fowler".

Frank L. Fowler  
Chief of Police

FLE/pdh

SYRACUSE POLICE DEPARTMENT

CIVILIAN COMPLAINT REPORT

This report is being filed charging improper conduct on the part of Police as described below

FOR OFFICE OF INTERNAL AFFAIRS USE ONLY
IAD # 18-69
BEAT #
COMP #
DATE/TIME

Name:
Address:
Date of Birth: Age: 25
Home Phone:
Additional phone numbers where complainant may be contacted:

Work Phone:
(cell phone)

Date of Incident: 8-4-18 Time of Incident: 5:19

Describe what you consider improper conduct (ethnic/racial slur, discourtesy etc.): Officer J. Moran calls me a punk a bitch and he's every aggressive when searching me.

STATEMENT OF FACTS

Every time officer J. Moran sees me he no matter if I'm walking or driving he stop me search my car tear it up. He pulled me over 8-4-18 around 5:20 asked me did I have license yet I told him yes then he grabs his gun and tell me he have something to show me so he grabs his phone and pulls up a facebook post where I called him a name so he start to call me names throw my license on the floor and throw two tickets at my chest. Then he takes his phone out and ask to take a picture with him and post it on his facebook to show the world of how much of a asshole I am. I was so scraed because last time I saw him he was telling about how he put hands on my cousin a week earlier.

False statements made herein are punishable as a Class A Misdemeanor pursuant to Section 210.45 of the Penal Law of the State of New York.
Signature AFFIRMED UNDER PENALTY OF PERJURY

Police agency involved: \_\_\_\_\_

Name(s) or Description(s) (badge#, uniform car or license#) of police officers: J. Moran

DR#: \_\_\_\_\_

Name of complainant's lawyer: \_\_\_\_\_

Was complainant injured during incident: yes  no

If yes, describe injuries: N/A

Whom did complainant notify of injuries: \_\_\_\_\_

Name of doctor: \_\_\_\_\_ Name of hospital: \_\_\_\_\_

Was complainant treated at jail: yes  no

Person assisting complainant: \_\_\_\_\_

Address: \_\_\_\_\_ Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

**WITNESSES**

Name	Address	Phone number
[REDACTED]	<u>N/A</u>	[REDACTED]

b, b1  
c, c2

I understand that I may also file this complaint with the Citizens Review Board instead of or in addition to filing it with the Syracuse Police Department.

I have read this report , I have had this report read to me , which I have made of my own free will and the facts contained herein are true and correct to the best of my knowledge.

[REDACTED]  
Complainant's Initials

b

\_\_\_\_\_  
Department Representative Receiving Complaint

**BACKGROUND DATA**  
(For research purposes only)

FINAL DISPOSITION						
[1] F	[2] U	[3] F/R	[4] I/E	[5] N/E	[6] D	[7] P

<input checked="" type="checkbox"/> Black	<input type="checkbox"/> White
<input type="checkbox"/> Latino/Hispanic	<input type="checkbox"/> Native American
<input checked="" type="checkbox"/> Asian	<input type="checkbox"/> Other
<input checked="" type="checkbox"/> Male	<input type="checkbox"/> Female
Age <u>25</u>	

b, b1, c, c2

[Redacted]  
 [Redacted]  
 [Redacted]  
 [Redacted]  
 Lic State: NY Date of Birth: [Redacted] Sex: M Race: 2018 Stars: 1455  
 Plate Number: [Redacted] Home State: MD Maryland 1/10/1994

THE PERSON DESCRIBED ABOVE IS CHARGED AS FOLLOWS

Time 5:19 PM	Date of Charge 08/04/2018	BY (NY) NYS AND T LAW
Section 1603D	Sub Section	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> US 50TH CDL VEHICLE 0 0 6 03301
Description of Violation IMPROPER/NO SIGNAL		
Location of Occurrence [Redacted] ST @ LINCOLN AVE		
Name [Redacted] HOUSE, CITY OF - 3401	County ONONDAGA	Date Issued 08/04/2018 Arrest Type 1 - PATROL Badge Number 0217
SIGNED UNDER PENALTY OF PERJURY		
Signature) <i>[Signature]</i>	Last Name	First Initial J

... IS SCHEDULED TO BE HANDLED ON THE APPEARANCE DATE BEL...

CITY COURT

STATE ST.

... MAIL BEFORE OR IN PER...

... IN PERSON ON

... GUILTY TO ...  
... NT TO A COM ...  
... ANNUATED

Open

D

M

b b1

118

AS FOLLOWS

D T LAW

Felony

0

US DRIV#

Old Veh

How

Us. Mo#

Reg. No.

340

Reg. Type

6

0230

Date Affirmed  
08/04/2018

Arrest Type  
1 - PATROL

Department  
0217

First Name  
J

NOTICE  
DEPOSIT  
YOU REC  
(30) DAY  
THE CO  
TICKET.

ON THE APPEARANCE DATE BELOW

SUPPORT  
ISSUED?

State  
NY

Zip  
13202

Signature

Date  
08/20/2018

Time  
9:30 AM

Address

CHARGE IS  
ON AFTER TRIAL. IF  
ONLY WILL YOU BE  
IN ADDITION YOUR  
VEHICLE OR  
CERTIFICATE OF  
SUBJECT TO  
ON AS PRESCRIBED

City  
NOTE (As  
you by First

MUST S

Name of Parent  
Address

Driver Responsibility  
of suspension of your drivers

Comments

Done



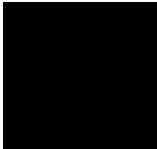
[Redacted] and 75 others

b

[Redacted] and 82 others shared this

b

View previous comments...



[Redacted]

b

Him and his partner with the glasses straight dickhead

5w Like Reply



[Redacted]

b

Facts be doing way to much!

5w Like Reply

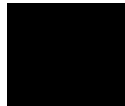


[Redacted]

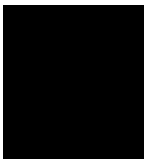
b

worda my kids

5w Like Reply



Write a reply...



[Redacted]

b

Green pants

5w Like Reply



[Redacted]

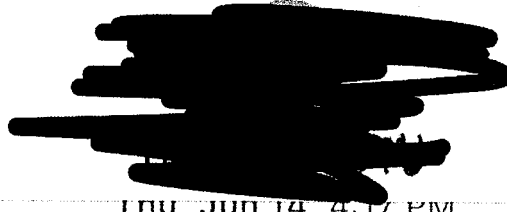
b

Facts I say it every time they hit that corner



Write a comment...





Thu, Jun 14, 4:17 PM

Jus got home wyd

Why

Why what

You just getting home

Thu, Jun 14, 6:56 PM



Why the face

I got pulled over

Wtf why

You got a ticket



b



# Incident Summary Report

## AGY/DR: CYP 18-402979 INCIDENT TYPE: V AND T STOP

Source: ON VIEW CAD Unit Count: 01  
 Complaint Received Date: 08/04/2018 Day: SATURDAY Time: 17:19  
 Occur Date: 08/04/2018 Day: SATURDAY Time: 17:19 TO 08/04/2018 Day: SATURDAY Time: 17:19  
 Final Action Codes: 01 67

**\*\*\* DISPATCH LOCATION \*\*\***

200 LINCOLN AVE, SYRACUSE, NY 13204  
 Agency: SYRACUSE POLICE DEPARTMENT Beat/Post: 651,4559 RA: 238

**\*\*\* INCIDENT LOCATION \*\*\***

200 LINCOLN AVE, SYRACUSE, NY 13204  
 Agency: SYRACUSE POLICE DEPARTMENT Beat/Post: 651,4559 RA: 238

**Arrest(s) for this DR**

CCN	Name	Agency	Officer	Date
-----	------	--------	---------	------

NONE

**Warrant(s) for this DR**

Wanted by	CCN	Name	Status	Type	Warrant #	Charge	Issue Date
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NONE

**\*\*\* UNITS \*\*\***

SEQ	AGY	UNIT	STAT	DATE	TIME	INFO	OFFICER 1	OFFICER 2
001	CYP	P522	DI	08/04/2018	17:19		MORAN, JOSEPH	CRAW, DAVID
			ARR	08/04/2018	17:19	200 LIN		
			CHK	08/04/2018	17:25			
			CL	08/04/2018	17:30	FA = 01, 67		

**\*\*\* VEHICLES \*\*\***

SEQ	STATUS	YR	MAKE	MODEL	VIN	PLATE	ST
001	OBSERVED					[REDACTED]	MD

b

**\*\*\* NOTES \*\*\***

FIELD EVENT	Entered: 08/04/2018 17:19	By: E9 ID: JAMBR
MA [REDACTED] ALTIMA W/2	Entered: 08/04/2018 17:19	By: E9 ID: JAMBR
** CASE NUMBER SHP18402979 HAS BEEN ASSIGNED FOR CYP:CYP A	Entered: 08/04/2018 17:19	By: E9 ID: CAD
** EVENT LOCATION CHANGED FROM "200 LIN" TO "200 LINCOLN AVE 13204 SYR" AT: 08/04/18 17:19:39	Entered: 08/04/2018 17:19	By: E9 ID: JAMBR
CREATED FROM CAD EVENT: P18080400938	Entered: 08/04/2018 17:20	By: ONG ID: CHAIRS
INTR/X-ST:TALLMAN ST/CLOVER ST	Entered: 08/04/2018 17:20	By: ONG ID: CHAIRS
522 -- ALL SET	Entered: 08/04/2018 17:25	By: E9 ID: JAMBR
** EVENT P18080400938 CLOSED.	Entered: 08/04/2018 17:30	By: E9 ID: JAMBR

b

**\*\*\* Remarks \*\*\***


NONE

SYRACUSE POLICE DEPARTMENT

DATE: 19 Feb 2019

TO: <input checked="" type="checkbox"/> ALL MEMBERS	<input type="checkbox"/> OTHER:	<input type="checkbox"/> MO # _____
<input type="checkbox"/> ALL COMMAND OFFICERS		<input type="checkbox"/> TOP # _____
		<input checked="" type="checkbox"/> PO # <u>2019-061</u>
SUBJECT: <u>SUSPENDED WITHOUT PAY</u>		
OBJECTIVE: <u>TO INFORM ALL MEMBERS</u>		

All members of the Department are hereby advised that **P.O. David Crow** has been suspended for (5) five working days without pay effective 1600 hrs., Wednesday, February 20, 2019 until 0600 hrs., Thursday, February 28, 2019.

  
Kenton T. Buckner  
Chief of Police

KTB/si

INDEX: Suspension

SYRACUSE POLICE DEPARTMENT  
Inter-Departmental-Memo

DR# -

TO: Lt. Gates

DATE: 02/28/2019

FROM: Sgt. Steven Abbott

SUBJECT: return of property

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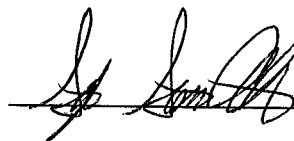
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Sir,

On Thur 28 Feb 2019, I returned to Officer David Craw one police ID, one badge, one dept. issued firearm Smith and Wesson M&P HUK 2006.

Respectfully submitted,

Signed



Date

28 Feb 19

Approved \_\_\_\_\_

Date \_\_\_\_\_

SYRACUSE POLICE DEPARTMENT  
Inter-Departmental-Memo

Signed \_\_\_\_\_ Date \_\_\_\_\_

Approved \_\_\_\_\_ Date \_\_\_\_\_

**SYRACUSE POLICE DEPARTMENT**

DATE: 27 FEB19

TO: <input checked="" type="checkbox"/> ALL MEMBERS	<input type="checkbox"/> OTHER:	<input type="checkbox"/> MO #	_____
<input type="checkbox"/> ALL COMMAND OFFICERS		<input type="checkbox"/> TOP #	_____
		<input checked="" type="checkbox"/> PO #	<u>2019-070</u>
SUBJECT: <u>TRANSFER</u>			
OBJECTIVE: <u>TO ASSIGN PERSONNEL TO MEET DEPARTMENTAL NEEDS</u>			
_____			

The following transfer is hereby ordered effective 0001 hrs, Thursday, 28 February 2019:

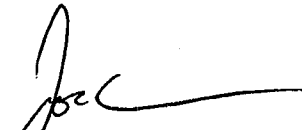
**P.O. David Crow**— from within the Uniform Bureau, Patrol Division, CRT to Platoon 2.

**P.O. Patrick Moore**- from within the Uniform Bureau, Patrol Division, CRT to Platoon 3.

**P.O. Joseph Moran**- from within the Uniform Bureau, Patrol Division, CRT to Platoon 1.

The above listed personnel should contact their new commanding officer prior to the effective date of this order to receive specific details regarding their new assignment.

By direction of the Chief of Police.

  
Joseph L. Cecile  
First Deputy Chief of Police

JLC/si

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F. Affiliation with Volunteer Fire Department/Ambulance Corps

1. An employee may be a member of a volunteer Fire Department or Ambulance Corps. Employees shall not make themselves available for any volunteer emergencies during duty hours, or while in transit to scheduled duty with the Syracuse Police Department.

G. Enlistment in the Military

1. Subject to applicable law, an employee shall not enlist or accept a commission in a federal or state military reservist organization without informing the Chief of Police and obtaining permission and approval to do so.

H. Truthfulness

1. All employees shall be truthful in all matters relating to the performance of their duties or fitness for duty, giving testimony, reporting to superiors, internal affairs investigations, and the authoring of all official documentation. Violations of this section will result in severe discipline up to and including termination.

I. Malicious Rumors

1. Employees shall not initiate or repeat malicious rumors.

J. Membership and Organizations

1. Employees shall not join nor be a member of any organization or society whose object or purpose, either directly or indirectly, would adversely affect the discipline or conduct of the employee, or whose stated or implied intent is in conflict with the employee's Oath of Office, the Law Enforcement officers Code of Ethics, or the Rules and Regulations of the Department, except in the line of duty and with the knowledge and consent of the Chief of Police.
2. Employees shall not knowingly affiliate themselves with nor be a member of any subversive organization whose stated or implied intent is in conflict with the employee's Oath of Office, the Law Enforcement officers Code of Ethics, or the Rules and Regulations of the Department, except in the line of duty and with the knowledge and consent of the Chief of Police.

K. Seeking/Accepting Compensation for Damages <sup>6</sup>

1. Employees shall not seek, claim, litigate, or solicit, nor shall they accept from any person or agency any money or other compensation for damages or expenses incurred by them in the line of duty pursuant to current directive without prior written notification to the Chief of Police.
2. Any employee who seeks compensation from a third party for an injury sustained while on duty will complete all required documentation as set forth in the Medical Leave policy, of the Departmental Rules and Regulations.

Law, or Section 5-1407 of the City of Syracuse Charter) as existing or as may be amended hereafter.

S. Public Statements and Appearances

1. Employees shall not publicly criticize or ridicule the Department, its policies, or other employees by speech, writing or other expression, where such is defamatory, obscene, unlawful, undermines or interferes with the effectiveness of the Department or undermines the maintenance of discipline, or is made with reckless disregard of the truth.
2. Employees shall not address public gatherings, appear on radio, television, or the internet, publish any article or periodical, act as a correspondent of any newspaper, release or divulge investigative information or any other matters of the Department while holding themselves out as representing the Department. Holding oneself out as representing the Department includes making such appearances or statements in, or out of, uniform. The Chief of Police must be notified in writing prior to any of the aforementioned endeavors and may give authorization to do so.

**1.16 GENERAL RULES OF CONDUCT:<sup>8</sup>**

A. Unbecoming Conduct

1. Employees shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect the highest standards of the law enforcement profession.
2. Employees shall so conduct themselves in both their private and public lives as to avoid bringing discredit upon the Department.
3. Employees shall not engage in conduct on or off duty, which adversely affects the efficiency of the Department, or engage in conduct that has the tendency to impair public respect for the employee and/or the Department and/or impair confidence in the operation of the Department.
4. Employees shall not participate in any incident involving moral turpitude in their personal and business affairs which impairs their ability to perform as employees of the Department or which causes the Department to be brought into disrepute.
5. Any off duty employee involved in an incident in which a police investigation is initiated, regardless of jurisdiction, and in which the employee's involvement necessitates their being named in any police report, requires that the employee must notify the Duty Chief immediately of their off duty involvement in an incident. The employee may be required to submit a written report of their involvement as directed.
6. Any employee of the Department assigned to investigate an incident in which an off duty employee is involved or concerned, shall immediately notify a supervisor. The supervisor, depending upon the seriousness of the incident, will either immediately respond to the scene or arrange to meet with the investigating officer to obtain all details. If necessary, the supervisor will notify a superior