

STATE OF INDIANA)
) SS:
COUNTY OF LAKE)

LAKE COUNTY SHERIFF'S
MERIT BOARD
CROWN POINT, INDIANA

OSCAR MARTINEZ, JR.,
Sheriff of Lake County,

Petitioner,

v.

LOUIS VASQUEZ, Badge No. 485,

Respondent.

Merit Board Case No. 2019-01

FINDINGS AND DECISION

This matter came before the Lake County Sheriff's Merit Board (the "Board") for hearing, pursuant to proper notice, on November 24, 2025, on the disciplinary Charges filed against Lake County Police Officer Louis Vasquez. Pursuant to Merit Board Rule 4-4-11, the Board Finds and Orders, as follows:

A. Findings.

1. On October 23, 2025, the Board conducted its regular monthly meeting pursuant to proper notice to the public and all counsel. Sheriff Oscar Martinez, Jr., appeared by his chief deputy, Lake County Chief of Police Vincent Balbo, and by counsel, attorney John Kopack. Officer Louis Vasquez, (Badge No.: 485), failed to appear in person (as previously ordered by the Board pursuant to Merit Board Rule 4-3-7) or by counsel. During the meeting, the Board considered Agenda Item No. 9, which stated: "Old Business, Officer Louis Vasquez, Merit Board Case No. 2019-01, Set Final Hearing Date." After discussion of available hearing dates, the evidentiary hearing in this matter was scheduled as a primary setting on the Board's regular

monthly meeting date of November 18, 2025, commencing at 4:00 p.m. to 9:30 p.m., and as a secondary setting on the dates of November 24 and 25, 2025, commencing at 4:00 p.m. to 9:30 p.m. each date.

2. On November 6, 2025, the duly appointed Hearing Officer in this matter, Board Attorney J. Justin Murphy, entered an order setting the hearing on November 18, 2025, as a primary setting, and on November 24 and 25, 2025, as alternative secondary settings.

3. On November 14, 2025, counsel for Respondent, Christopher Cooper filed a *Notice of Withdrawal by Attorney Cooper and Motion to Withdraw As Counsel*, which advised the Board, in pertinent part, as follows:

"On November 10, 2025 in an email time stamped 1129 am, the Union President conveyed in the email information for which the undersigned construes and interprets as the undersigned is no longer authorized to act (or bill) on behalf of Union as Respondent's representative and that further relationship between the Respondent and the undersigned would have to be by way a (*sic*) contract between the police officer and the undersigned's law firm."

Thereafter, on November 14, 2025, the Hearing Officer issued an order granting attorney Cooper's motion to withdraw as counsel for the respondent.

4. On November 14, 2025, the Sheriff's counsel filed a *Motion to Vacate Primary Hearing Setting and Proceed with the Secondary Setting*, that sought to vacate the primary hearing date and to proceed with the evidentiary hearing on the secondary dates.

5. On November 18, 2025, the Board conducted its regular monthly meeting. During the meeting the Board addressed and the Hearing Officer granted the Sheriff's *Motion to Vacate Primary Hearing Setting and Proceed with the Secondary Setting*. Officer Vasquez appeared in person and made an oral motion for a continuance of at least 30 days to retain successor counsel. The Sheriff objected to any further continuances and Respondent's oral motion was denied.

6. On November 24, 2025, the Board conducted an evidentiary hearing in this matter upon proper notice to the public and all parties. The Sheriff proceeded with his case-in-chief and witnesses were sworn and testimony was heard from: former Lake County Police Chief William Paterson; Indiana State Police Detective Chris Campione; Lake County Police Commander James Stahl; Ms. Jennifer Kharel; and Officer Louis Vasquez. The Sheriff then rested and the Respondent called no witnesses, rested and made a brief closing statement.

7. During the hearing on November 24, 2025, the following exhibits were offered and admitted into evidence:

- a. Sheriff's Exhibit No. 1: Certified copies of the Board's *Order Granting Petitioner's Motion to Establish Admissions of Fact* and the *Petitioner's Request For Admissions To Officer Louis Vasquez*, that were deemed admitted for all purposes in this matter pursuant to the Board's order of July 24, 2024.
- b. Sheriff's Exhibit No. 2: A certified copy of the documents marked as LCSD Exhibit 1 and as Bates numbers LCS 000002 through 000045 that were served along with the Sheriff's Request for Admissions on April 17, 2024.
- c. Sheriff's Exhibit No. 3: A copy of a letter dated January 17, 2019, from ISP Detective Campione to Sheriff Martinez that had 42 *Affidavit of Restoration for a Salvage Motor Vehicle* forms attached, that had been signed by Officer Vasquez.
- d. Sheriff's Exhibit No. 4: Certified copy of Lake County Ordinances 1343B and 1343C adopted in 2012, that established: a Lake County Salvage Vehicle Inspection Fee of \$60.00 per inspection; and a Salvage Vehicle Inspection Non-Reverting Fund for deposit of the inspection fees.

- e. Sheriff's Exhibit No. 5: Copies of Merit Board Rules, Appendix A; LCSD Rules and Regulations Chapter 7, Rules of Conduct; and I.C. 35-44.1-2-1.
- f. Sheriff's Exhibit No. 6: Certified copies of the: Disciplinary Charges filed by Sheriff Martinez against Officer Vasquez on January 18, 2019; and the Notice of Hearing that was issued to Officer Vasquez on January 18, 2019.
- g. Sheriff's Exhibit No. 7: Certified copies from the Indiana BMV of the Chain of Title documents for each of the Vehicle Identification Numbers contained on the 42 *Affidavit of Restoration for a Salvage Motor Vehicle* forms that were signed by Officer Vasquez in Sheriff's Exhibit #3, consisting of 630 total pages.
- h. Sheriff's Exhibit No. 8: Letter dated December 12, 2018, from Sheriff Martinez to Superintendent Douglas Carter of the Indiana State Police requesting an investigation of Officer Louis Vasquez related to Salvage Inspections.

8. In April of 2018, Lake County Police Chief William Paterson became aware of an investigation being conducted by the Indiana Bureau of Motor Vehicles into police officers who were improperly signing BMV Salvage Title Inspection Affidavits for local used car dealers.

9. On April 23, 2018, Chief Paterson sent an email to all Lake County Police Officers, including Officer Louis Vasquez, to remind all officers of the long standing custom, practice and/or policy of the Lake County Police Department for Salvage Title Inspections:

To all Lake County Police Officers:

Any and all salvage title inspections done by the Lake County Police Department will be done ONLY through the Lake County Police Auto Theft Unit.

Also, all VIN inspections will be done only after the fee has been paid through the B of I. No Lake County Police Officer is authorized to do any title or VIN inspection off-duty.

10. A "standard VIN check" takes a police officer approximately 10 minutes to perform and consists of: a) comparing the vehicle identification numbers found on the dashboard and door post of a vehicle with the vehicle identification number found on the title of an out-of-state vehicle; and b) calling dispatch to run the vehicle identification number to confirm that the vehicle has not been reported as stolen.

11. A Salvage Title Inspection takes a police officer approximately 40 to 60 minutes to perform and consists of: a) physically inspecting a salvage motor vehicle and all of its major replacement parts; b) checking and running vehicle identification numbers found on the salvage vehicle, including those on all major components and replacement parts, to ensure the vehicle, components, and parts are not from a stolen vehicle; c) examining and reviewing all the Salvage Title documents and paperwork presented by the owner of the salvage vehicle; d) confirming that the person requesting the inspection has a receipt for the payment of the \$60.00 Lake County Salvage Inspection Fee; and e) contacting the National Insurance Crime Bureau (NICB) to determine the locations of hidden vehicle identification numbers on vehicles and replacement parts and to confirm the information contained in the salvage title paperwork.

12. Since 2008, it has been a custom, practice and/or policy of the Lake County Police Department that Salvage Title Inspections shall only be conducted by Lake County Police Officers who assigned to the Auto Theft Unit.

13. Officers in the Auto Theft Unit have vast experience and training in properly conducting, and reviewing/verifying the paperwork related to, Salvage Title Inspections.

14. On July 24, 2024, each of the following requests to admit were deemed to be admitted by Officer Vasquez and conclusively established a for all purposes:
- a. Exhibit LCSD 1 attached hereto is a copy of Indiana Bureau of Motor Vehicles, State Form 44606, titled Affidavit Of Restoration For A Salvage Motor Vehicle.
 - b. Indiana Bureau of Motor Vehicles Form 44606 has a section titled “PHYSICAL INSPECTION BY AN INDIANA POLICE OFFICER” that contains the following certification:

I hereby certify that I am a law enforcement officer of the state of Indiana and I have personally examined the above vehicle, major component parts and ownership documents. The salvage restoration conforms to Indiana Code §9-22-3. I understand making a false statement may constitute the crime of perjury.
 - c. During calendar years 2017 and 2018, Officer Louis Vasquez was working in the Uniformed Patrol Division of the Lake County Police Department.
 - d. During calendar years 2017 and 2018, Louis Vasquez was not assigned to or working in the Auto Detail Unit of the Lake County Police Department.
 - e. Prior to December 12, 2018, Officer Louis Vasquez did not receive any training from the Lake County Police Department on how to properly conduct a Salvage Title Inspection.
 - f. Prior to December 12, 2018, Louis Vasquez did not receive any training from the Indiana Law Enforcement Training Board on how to properly conduct a Salvage Title Inspection.

- g. Prior to December 12, 2018, Louis Vasquez did not receive any training from the Indiana Bureau of Motor Vehicle on how to properly conduct a Salvage Title Inspection.
- h. Lake County Code § 33.111 establishes a Salvage Vehicle Inspection Fee in the amount of \$60.00 for each salvage vehicle inspection that is performed by a Lake County Police Officer.
- i. Officer Louis Vasquez did not collect a Lake County Salvage Vehicle Inspection Fee in the amount of \$60.00 from any person or entity in 2017.
- j. Officer Louis Vasquez did not collect a Lake County Salvage Vehicle Inspection Fee in the amount of \$60.00 from any person or entity in 2018.
- k. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000002 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 11/24/2018.
- l. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000003 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/24/2018.
- m. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000004 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 09/15/2018.
- n. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000005 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/24/2018.

- o. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000006 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/24/2018.
- p. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000007 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/24/2018.
- q. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000008 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/24/2018.
- r. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000009 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/24/2018.
- s. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000011 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 11/09/2018.
- t. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000012 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 11/09/2018.
- u. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000013 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 09/15/2018.

- v. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000014 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 09/15/2018.
- w. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000015 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 09/15/2018.
- x. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000016 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 09/15/2018.
- y. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000017 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/24/2018.
- z. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000018 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/24/2018.
- aa. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000019 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/24/2018.
- bb. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000020 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/11/2018.

- cc. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000021 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/11/2018.
- dd. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000022 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/11/2018.
- ee. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000023 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/11/2018.
- ff. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000024 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/11/2018.
- gg. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000025 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/11/2018.
- hh. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000026 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/31/2018.
- ii. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000027 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 10/11/2018.

- jj. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000028 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 11/09/2018.
- kk. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000029 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 09/15/2018.
- ll. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000030 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 09/15/2018.
- mm. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000031 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 08/27/2018.
- nn. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000032 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 08/27/2018.
- oo. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000033 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 08/27/2018.
- pp. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000034 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 08/27/2018.

- qq. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000035 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 08/27/2018.
- rr. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000036 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 08/27/2018.
- ss. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000037 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 08/27/2018.
- tt. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000038 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 08/27/2018.
- uu. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000039 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 08/27/2018.
- vv. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000040 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 09/15/2018.
- ww. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000041 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 09/15/2018.

- xx. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000042 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 08/27/2018.
- yy. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000043 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 09/25/2017.
- zz. The *Affidavit Of Restoration For A Salvage Motor Vehicle* produced as document LCS 000044 to Respondent's counsel on March 8, 2019, was signed by Officer Louis Vasquez on 09/25/2017.
- aaa. Document LCS 000045, produced to Respondent's counsel on March 8, 2019, is a copy of an email that was sent by Police Chief William Paterson to all Lake County Police Officers on April 23, 2018.

15. After Chief Paterson issued his email concerning Salvage Title Inspections on April 23, 2018, Officer Vasquez continued to visit used car dealers at their lots and/or residences to pick up packets containing *Affidavit Of Restoration For A Salvage Motor Vehicle* forms that he would: a) sign under the penalties for perjury while sitting in his police vehicle and return to the dealer; or 2) take the packet to his or his girlfriend's residence and then sign each form, under the penalties of perjury, and return the signed forms to the dealer.

16. After Chief Paterson issued his email concerning Salvage Title Inspections on April 23, 2018, Officer Vasquez continued to sign *Affidavit Of Restoration For A Salvage Motor Vehicle* forms and accept \$20.00 from used car dealers for each Salvage Affidavit that he signed.

17. On December 12, 2018, Sheriff Martinez wrote a letter to Superintendent Douglas Carter of the Indiana State Police requesting an investigation of Officer Louis Vasquez. In this letter, Sheriff Martinez requested that the ISP investigate Officer Vasquez, as follows:

On December 1, 2018, the Lake County Sheriff's Department was contacted by the Indiana Department of Motor Vehicles in regard to a Lake County Police Officer signing salvage inspection paperwork. It was later discovered that Officer Luis Vasquez was responsible for signing an unusually large number of salvage inspection paperwork while both on and off duty which is a violation of our current policy. I am asking for an investigation into any possible criminal misconduct regarding this matter.

18. Shortly after December 12, 2018, ISP Detective Chris Campione opened a criminal investigation into Officer Louis Vasquez involvement in Salvage Title Inspections.

19. On January 17, 2019, ISP Detective Campione sent a letter to Sheriff Martinez that advised, as follows:

The Indiana State Police started an investigation into Deputy Louis Vasquez at your request on December 12th, 2018. To this point, we have probable cause to believe Deputy Vasquez completed a number of salvage VIN inspections for pay against department policy and Indiana State law.

From September 25th, 2017 to November 24th, 2018, Lake County Deputy Louis Vasquez completed forty-two (42) salvage VIN inspections for Fast Import Cars LLC of Knox, IN. For each salvage VIN inspection, Deputy Louis Vasquez accepted \$20.00 from Fast Import Cars LLC.

Salvage VIN forms (Indiana Form 44606) were completed on the following days and signed by Lake County Deputy Louis Vasquez, Badge #485¹:

9/25/2017 – 2
8/27/2018 – 10
9/15/2018 – 9
10/11/2018 – 7
10/24/2018 – 9
10/31/2018 – 1
11/9/2018 – 3
11/24/2018- 1

¹Det. Campione testified the 3 affidavits listed on Page 1 of Exhibit 3 for the date of 11/9/2018 were actually only 2 in number, as the affidavits on pages 11 and 28 are duplicates.

20. During 2018 Jennifer Kharel was involved in a relationship with Officer Vasquez. Ms. Kharel accompanied Officer Vasquez on numerous visits that he made to used car dealers, at their car lots and their residences, to: a) pick up packets containing *Affidavit Of Restoration For A Salvage Motor Vehicle* forms that would be signed by Officer Vasquez and returned; or b) drop off Salvage Affidavit forms that Officer Vasquez had taken home and signed. During these numerous visits to pick up or drop off Salvage Affidavits, Officer Vasquez never physically inspected any motor vehicle.

21. Officer Vasquez admitted to Jennifer Kharel that he was receiving \$20.00 for every Salvage Affidavit that he signed for his used car dealers, and that he didn't want to raise his fee to \$30.00 per affidavit because he was in competition with another police officer to see who could do the most Salvage VIN checks per month.

22. The evidence submitted during the hearing clearly established that during 2018, Officer Louis Vasquez: was not a members of the Lake County Police Auto Theft Unit; had never received any training on how to properly perform a Salvage Title Inspection; was never authorized to conduct any Salvage Title Inspections; and was involved in an illegal enterprise of signing *Affidavit Of Restoration For A Salvage Motor Vehicle* forms, for used car dealers, without inspecting the vehicles, for a personal gain in the amount of \$20.00 per signed affidavit.

23. Officer Vasquez has not received nor completed any annual law enforcement inservice training during calendar years of 2019, 2020, 2021, 2022, 2023, 2024, and 2025, and has not met nor complied with the annual 24-hour mandatory inservice training requirements, for each of said calendar years, in violation of Ind. Code § 5-2-1-9(g) and 250 IAC 2-7-1.

B. Order

Based upon the testimony, exhibits and evidence presented to the Merit Board during the public hearing on November 24, 2015, the Board deliberated and found as follows, after a proper motion and second, on each of the Counts contained in the Charges:

- Count 1:** Violation of a Federal or State Law, County or Municipal Ordinance.
Merit Board Rules, Appendix A, ¶1; Ind. Code § 35-44.1-2-1 (Perjury);
Ind. Code § 9-22-3, *et. seq.*
GUILTY - Vote: 5-0
- Count 2:** Making a false official report. Merit Board Rules, Appendix A, ¶4.
GUILTY - Vote: 5-0
- Count 3:** Conduct unbecoming an officer or civilian of the Department.
Merit Board Rules, Appendix A, ¶8.
GUILTY - Vote: 5-0
- Count 4:** Neglect of duty.
LCSD Rule 7.07.01 - Neglect of Duty.
Merit Board Rules, Appendix A, ¶9.
NOT GUILTY - Vote: 5-0
- Count 5:** Failure to obey a lawful order.
Merit Board Rules, Appendix A, ¶26.
GUILTY - Vote: 5-0
- Count 6:** Violation of a direct order of the Sheriff, the Chief of Police, any senior officer or officer in charge.
Merit Board Rules, Appendix A, ¶27.
GUILTY - Vote: 5-0
- Count 7:** Violation of Department Rules and Regulations.
LCSD Rule 7.07.04 - Gifts/Gratuities for Personal Gain.
LCSD Rule 7.07.06 - Criminal Conduct.
LCSD Rule 7.09.00 - Off Duty Conduct.
Merit Board Rules, Appendix A, ¶28.
GUILTY - Vote: 5-0
- Count 8:** Acts which bring or tend to bring the individual or Department into disrepute. LCSD Rule 7.09.00. Merit Board Rules, Appendix A, ¶29.
GUILTY - Vote: 5-0

Officer Vasquez's repeated violation of departmental rules and regulations compromises the integrity, safety, and professionalism expected of all members of this department and were in direct violation of departmental rules and regulations.

Based on the findings above, the Board determines that Officer Louis Vasquez, Badge No. 485, is found to be unfit to continue service as a Lake County Police Officer. Therefore, pursuant to Merit Board Rule 5-2-1, the Board now Orders that Lake County Police Officer Vasquez, Badge No. 485, is hereby dismissed from the department and his employment as a Lake County Police Officer is terminated as of November 24, 2025.

All of which was Approved and Ordered by the Lake County Sheriff's Merit Board on November 24, 2025.

/s/ William T. Alcott
William T. Alcott, President
Lake County Sheriff's Merit Board

cc: Louis Vasquez
John M. Kopack, Sheriff's Attorney
Personnel File
Payroll
Merit Board File