

PINELLAS COUNTY SHERIFF'S OFFICE
PROFESSIONAL STANDARDS BUREAU
INTER-OFFICE MEMORANDUM

DATE: JULY 29, 2016

TO: DISTRIBUTION

FROM: CAPTAIN RAY WHITELEY *SGT. [Signature] SR 5966 for
Professional Standards Bureau Capt. Whiteley
7-29-16*

SUBJECT: AI-16-020 SHERIFF'S FINDING

1313 DG 5966 8-1-16

On July 29, 2016 at 0443 hours, Criminal Justice Specialist Lisa Noel, #57057, was terminated per Sheriff Gualtieri, as a result of AI-16-020.

DISTRIBUTION:

Sheriff Bob Gualtieri
Chief Deputy Dan Simovich
Assistant Chief Deputy Sean Jowell
Assistant Chief Deputy George Steffen
Colonel Paul Halle
Major Stefanie Campbell
Major Dave Danzig
Major Bill Hagans
Major Lora Smith
Major Rich Nalven
Captain Dennis Fowler
Director Jennifer Crockett
Director Nancy Duggan
Director Susan Krause
Director Jason Malpass
Director Julie Upman
Shannon Lockheart
Payroll
Purchasing-Uniform Supply

RW/kmm

**PINELLAS COUNTY SHERIFF'S OFFICE
INTER-OFFICE MEMORANDUM**

DATE: JULY 29, 2016
TO: CRIMINAL JUSTICE SPECIALIST LISA NOEL, #57057
FROM: SHERIFF BOB GUALTIERI
SUBJECT: CHARGES RE: AI-16-020

An investigation has been conducted by the Administrative Investigation Division, Professional Standards Bureau, of the Pinellas County Sheriff's Office. As a result of this investigation, the Administrative Review Board has determined you committed the following violation:

On April 24, 2016 and May 16, 2016, while on duty in Pinellas County, Florida, you violated the Pinellas County Sheriff's Civil Service Act Laws of Florida, 89-404 as amended by Laws of Florida 08-285, Section 6, Subsection 4, by violating the provisions of law or the rules, regulations, and operating procedures of the Office of the Sheriff.

1. You violated Pinellas County Sheriff's Office General Order 3-1.2, Rule and Regulation 4.9 (b), Improper Conduct by Members of the Agency.

During the course of the previous eighteen months you have continuously abused agency policy by repeatedly being absent without leave. You have been repeatedly informed by your Chain of Command that you were in violation of policy. You have been advised by the Human Resources Division, that you have depleted your time accrual banks, and that you needed to follow agency policy with regard to absence without leave. You have also been advised numerous times that you would need authorization to be absent without leave.

During this same course of time you have been coded as absent without leave for hundreds of hours.

Again on April 24, 2016 and May 16, 2016, you were absent without leave. You did not have approval to be absent without leave for these dates.

You admitted to this violation.

Disciplinary Points and Recommended Discipline Range:

You were found to be in violation of one (1) Level Four Rule/Regulation, resulting in thirty (30) points. These points, combined with twenty five (25) carryover points from previous discipline,

resulted in fifty five (55) progressive discipline points. In accordance with agency policy, this point total reverts to fifty (50) and recommended discipline ranges from five (5) days suspension to termination.

Disciplinary action shall be consistent with progressive discipline, for cause in accordance with the provisions of the Pinellas County Civil Service Act.

Sgt. Dennis Garvey SR 5966
SERGEANT DENNIS GARVEY
PROFESSIONAL STANDARDS BUREAU
FOR BOB GUALTIERI, SHERIFF

I have received a copy:

Date 7/29/16

Time 1:13

Lisa Noel
SIGNATURE

BG:CAN:kmm