

John C. Litton
City Manager
jlitton@lakemaryfl.com



City of Lake Mary

Incorporated in 1973

February 14, 2011

Lieutenant David Prince

Dear Lt. Prince:

As you are aware, a complaint addressed to Chief Bracknell dated January 24, 2011, was received outlining seven (7) separate events over an almost two (2) year period where you allegedly demonstrated inappropriate personal behavior toward a female Police Officer. If true, such conduct could constitute a violation of the City's Non-Discrimination/Sexual Harassment Policy. You were advised of the complaint and, while denying anything inappropriate had taken place, you waived your rights under Florida Statutes Chapter 112. I then hired an independent Labor Attorney (Mike Roper) to look into each allegation including talking with those witnesses who were identified in the complainant's original memorandum, as well as two other individuals that I became aware of on February 9th, as the result of an unsolicited anonymous letter I received via the utility drop box.

The results of that investigation are attached and I concur with the findings of Mr. Roper. While I also believe that you meant no harm or sexual overture towards PFC Crawford, the three (3) sustained instances do constitute violations of Resolution #502 which is the City's Non-Discrimination/Sexual Harassment Policy. They also rise to a violation of Group III (8) of the City's Personnel Policy Manual to wit "Immoral, unlawful or improper conduct or indecency, either on or off the job, which would tend to affect the employee's relationship with his/her job, his/her fellow workers, his/her reputation or goodwill in the community".

As a result, the following actions will be taken.

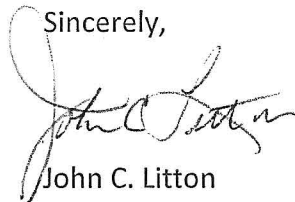
1. You will forfeit three days (24 hours) of vacation time.
2. You will attend at your own expense (not to exceed \$250.00) a diversity training program which we are in the process of selecting.

3. You will communicate either verbally (with a witness present) or in writing to PFC Crawford an apology for her perception of the sustained actions/violations outlined in the investigation.
4. You will not retaliate in any way, shape or form against PFC Crawford or any of the witnesses who participated in the investigation.

In accordance with Section 11.03(2) of the City's Personnel Policy Manual, you have the right to a post-action hearing, which you must request in writing within ten calendar days of this notice. I have attached a copy of that section for your review.

Hopefully you will have learned from this experience once and for all that certain behaviors and/or actions are not acceptable in the workplace. Going forward I expect you to govern yourself accordingly as such conduct cannot – nor will not – be tolerated at any level, especially that of senior management.

Sincerely,



John C. Litton
City Manager

Attachments

cc: Steve Bracknell, Police Chief (w/o attachment)
Colin Morgan, Deputy Police Chief (w/o attachment)
Human Resources (w/o attachment)