

MEMORANDUM OFFICE OF THE SHERIFF #2001-330

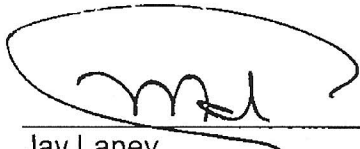
TO Sergeant Jay Laney
FROM Sheriff Donald F. Eslinger
DATE July 19, 2001
SUBJECT Notice of Disciplinary Action

After reviewing Administrative Inquiry PC-01-0051, I concur with the following findings

General Order #1 IX A 1, "Conduct Unbecoming" as it relates to conduct that violates the values and organizational philosophy of the Sheriff's Office, canons of ethics, written directives, that which brings an agency into disrepute or reflects discredit upon the individual as an employee **SUSTAINED.**

Your conduct and actions in this matter are unacceptable and reflect negatively upon your judgment as a supervisor of the Seminole County Sheriff's Office. It is my hope that this behavior will not be repeated. After thorough consideration of the totality of the circumstances that brought this whole series of events about in the first place, I have decided to suspend you without pay for 30 days (172 work hours). Also, you will be demoted from your position as Sergeant and will be reassigned to an appropriate position within the Sheriff's Office. Future violations of the General Orders may result in more severe disciplinary action up to and including termination of your employment.

Your suspension without pay will take effect immediately as well as your demotion. Pursuant to Civil Service Laws, you may appeal this decision to the Seminole County Sheriff's Office Civil Service Board. If you desire an appeal hearing, you must file a written notice of appeal with Steve Harnett, Chairman, Civil Service Board, 100 Bush Boulevard, Sanford, Florida 32773 within ten (10) days of receipt of this memo. If you submit a written notice of appeal, an appeal hearing will be scheduled within thirty (30) days.


Jay Laney

Date 7.19.2001

cc Steve Harnett, Chairman Civil Service Board
Chief Penny Fleming
Director William E. Kennedy
Eileen Long, Employee Relations