

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

DATE: JANUARY 22, 2025
TO: DISTRIBUTION
FROM: CAPTAIN ROBERT OSTERLAND ^{PO}
Professional Standards Bureau
SUBJECT: SHERIFF'S FINDING

Per Sheriff Gualtieri, Records Technician II Patricia Dukes, #57997, will receive the following as a result of AI-24-017:

1. Forty (40) hour Suspension to be served on:

January 27, 2025, (8 hours), January 28, 2025 (8 hours), January 29, 2025 (8 hours),
January 30, 2025, (8 hours), and January 31, 2025 (8 hours).

DISTRIBUTION:

Sheriff Bob Gualtieri
Chief Deputy Dave Danzig
Assistant Chief Deputy Paul Carey
Assistant Chief Deputy Dennis Komar
Colonel Dennis Garvey
Major Deanna Carey
Major Joe Gerretz
Major Alyson Henry
Major Nick Lazaris
Major Jennifer Love
Major Jon Tobeck
Director Jennifer Crockett
Director Susan Krause
Director Tom Lancto
Director Jason Malpass
Shannon Lockheart, General Counsel
Payroll
Purchasing-Uniform Supply
Records Technician II Patricia Dukes

RO/blb

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

DATE: JANUARY 16, 2025

TO: RECORDS TECHNICIAN II PATRICIA DUKES, #57997

FROM: SHERIFF BOB GUALTIERI

SUBJECT: CHARGES RE: AI 24-017

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, but not limited to, October 9, 2024, 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 3-1.1, Rule and Regulation 5.17(a), Insubordination.

Synopsis: On but not limited to October 9, 2024, you were assigned as a Records Technician II, which is classified as an essential position. You and other essential personnel were formally notified on October 7, 2024, that you would be required to work 12-hour shifts, in response to Hurricane Milton. You were directed to report for duty on October 9, 2024, at 1900 hours.

Knowing that you were considered an essential employee, on October 9, 2024, at 1735 hours, you notified your supervisor that you would not be reporting for your mandatory shift. You informed your supervisor that you were not comfortable traveling to work, due to the anticipated severe weather conditions.

During both your Administrative Interview and the Administrative Review Board, you acknowledged that you were aware your position was considered essential and that you were required to show up for work.


During the Administrative Review Board, you testified that you never intended to report for duty as directed and made no preparations to report to work.

You admitted to this violation.

Disciplinary Points and Recommended Discipline Range:

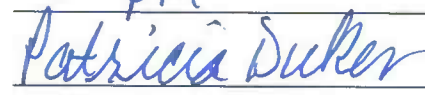
You were found to be in violation of one (1) Level Five Rules and Regulations violations totaling fifty (50) points. These points, which were affected by no modified points from previous discipline, resulted in fifty (50) progressive discipline points. At this point level, the recommended discipline range is from a forty (40) hour 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.



MAJOR ALYSON HENRY
SUPPORT SERVICES BUREAU
FOR BOB GUALTIERI, SHERIFF

I have received a copy:

Date 1/21/24
Time 4:00 PM


SIGNATURE

BG:YV