

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

**DATE:** APRIL 1, 2019

**TO:** DISTRIBUTION

**FROM:** CAPTAIN RAY WHITELEY <sup>RW</sup>  
Professional Standards Bureau

**SUBJECT:** SHERIFF'S FINDING

Per Sheriff Gualtieri, Sergeant Reginald Campbell, #54531, will receive the following as a result of AI-18-037:

1. A forty (40) hours Suspension, reduced by Education Based Discipline (Training in writing effective evaluations), is amended to a twenty-four (24) hours Suspension to be served on:  
April 22, 2019 (11.5 hours), April 23, 2019 (11.5 hours), and April 26, 2019 (1 hour).

**DISTRIBUTION:**

Sheriff Bob Gualtieri  
Chief Deputy Dan Simovich  
Assistant Chief Deputy Sean Jowell  
Assistant Chief Deputy George Steffen  
Colonel Dave Danzig  
Major Stefanie Campbell  
Major Bill Hagans  
Major Paul Halle  
Major Sean McGillen  
Major Larry Nalven  
Lieutenant Deanna Carey  
Director Jennifer Crockett  
Director Nancy Duggan  
Director Susan Krause  
Director Jason Malpass  
Shannon Lockheart, General Counsel  
Payroll  
Purchasing-Uniform Supply  
Sergeant Campbell

RW/kmm

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

**DATE:** MARCH 25, 2019  
**TO:** SERGEANT REGINALD CAMPBELL, #54531  
**FROM:** SHERIFF BOB GUALTIERI  
**SUBJECT:** CHARGES RE: AI-18-037

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:

Between, but not limited to, October 2010 and February 2018, 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 3-1.1, Rule and Regulation 5.4, Duties and Responsibilities.

Synopsis: You were promoted to the rank of Sergeant in 2007. It was at this time, you became responsible for completing performance evaluations of members who were assigned to your supervision.

It was brought to the attention of your supervision that you were copying and pasting content from members' performance evaluations in a bi-annual pattern. The content was identical or nearly identical to the content of previous evaluations you had completed. This pattern was discovered when a member, who previously worked under your supervision, was not recommended to retain his Corporal appointment due to performance based deficiencies.

You completed a previous evaluation indicating the member's performance was above standard. This was the catalyst for the inquiry into the performance evaluations you completed since being promoted to the rank of Sergeant.

Your Chain of Command conducted a cursory investigation dating back to 2007. It was determined through this review that twenty-nine (29) evaluations, affecting ten (10) employees, contained content that was copied and pasted into rating measures from the evaluations you previously completed. This information was validated by the Administrative Investigation Division.

The Administrative Investigation Division completed a thorough review of the annual evaluations you completed. This revealed an additional nine (9) evaluations affecting nine (9) employees that was copied and pasted into rating measures. Overall, this process affected nineteen (19) employees.

INS 19-0004

Of the initial ten (10) employees identified, the evaluations were copied and pasted from previous evaluations for the same member(s). Of the additional nine (9) employees identified, content was copied and pasted between members' evaluations.

The investigation identified thirty-eight (38) total evaluations that contained identical or nearly identical content. Each evaluation contains 4 distinct rating measures. Fifty-two (52) rating measures were determined to contain identical content, while an additional fifty (50) rating measures contained nearly identical content; with the exception of the member's name, title, assignment or gender pronoun being changed.

Your actions showed disregard for the evaluation process and members assigned under your supervision.

During the Administrative Interview you provided the following testimony:

- When asked to provide the purpose of employee evaluations you stated, "To give that member a snapshot of that annual, that year, and ways to help improve that member."
- When asked if you were proficient in completing employee evaluations you testified, "After reading this, there's some things I could have done better or different."
- When asked how you input content into the measures you testified, "I had to copy and paste them."
- When asked why evaluations on two different members are almost exactly identical you testified, "Two different members who did the same job. They were interchangeable. And they did a good job...for me."
- When asked if you completed annual evaluations in accordance to your training you stated, "I could have been more effective completing the evaluations by not copying and pasting them and going more from notes."
- When asked if you met the requirements of the role as a supervisor by copy and pasting evaluations you stated, "No."
- You testified, "I probably got a little complacent with doing these. Because I definitely could have done a better job."

During the Administrative Review Board you provided the following testimony:

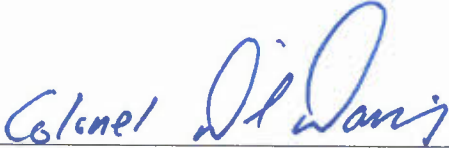
- You testified, "I became complacent and could have did a way better job."
- You agreed you were doing a disservice to members by failing to identify where they stood out; either positively or negatively.
- You testified the role as an evaluator is, "very important."
- When asked if when completing evaluations you took the easy way out you replied, "Yes, sir."

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 violation 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 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.




COLONEL DAVID DANZIG  
DEPT. OF DETENTION & CORRECTIONS  
FOR BOB GUALTIERI, SHERIFF

I have received a copy:

Date 3 / 29 / 19

Time 11:50 hrs

  
SIGNATURE

BG:KJK:kmm