


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

**DATE:** APRIL 12, 2021

**TO:** DISTRIBUTION

**FROM:** CAPTAIN DEANNA CAREY   
Professional Standards Bureau

**SUBJECT:** SHERIFF'S FINDING

Per Sheriff Gualtieri, Lieutenant Mitchell Grissinger, #54836, received the following as a result of AI-21-001:

1. Demotion to Sergeant
2. Unsubstantiated

**DISTRIBUTION:**

Sheriff Bob Gualtieri  
Chief Deputy George Steffen  
Assistant Chief Deputy Dave Danzig  
Assistant Chief Deputy Paul Halle  
Colonel Paul Carey  
Major Adrian Arnold  
Major Dennis Garvey  
Major Dennis Komar  
Major Jennifer Love  
Major Jesse Napier  
Director Jennifer Crockett  
Director Nancy Duggan  
Director Susan Krause  
Director Jason Malpass  
Shannon Lockheart, General Counsel  
Payroll  
Purchasing-Uniform Supply

DC:kmm

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

**DATE:** APRIL 9, 2021

**TO:** LIEUTENANT MITCHELL GRISSINGER, #54836

**FROM:** SHERIFF BOB GUALTIERI

**SUBJECT:** CHARGES RE: AI-21-001

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 30, 2020, to January 28, 2021, 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 – The primary responsibility of all Sheriff's Office personnel is to be aware of their assigned duties and responsibilities. All personnel are always subject to duty and are responsible for taking prompt and effective action within the scope of their duties and abilities whenever required.

Synopsis: On July 12, 2020, you were promoted to lieutenant and transferred to the Training Division. After being given three (3) months to adjust to your new position, you continued to display a lack of interest in your role as the Training Division lieutenant and had reoccurring performance issues.

On October 30, 2020, you failed to attend the first Mobile Field Force Training held at the range, despite your chain of command being present to observe the training. You were instructed to provide a weekly training schedule to your major at the beginning of each week, but the document contained numerous and obvious "cut and paste" errors, to include incomplete sentences and past assignments copied into the current calendar. When you were asked to complete a list of division members with specific information, you provided a document with irrelevant information.

On November 4, 2020, you failed to develop a reopening plan for the agency gyms and advised command you were waiting on direction from the Sheriff, although it was your responsibility to develop these plans. On November 10, 2020, the day before Tropical Storm Eta was to impact the area, your chain of command attempted to contact you using both of your listed phone numbers on three separate occasions. You failed to respond back until several hours later, stating you were making storm preparations at a relative's residence and left your phone inside.

You were directed by your chain of command to complete an entry into the agency's member evaluation system on a member by the close of business November 10, 2020. You failed to complete the task by the deadline provided, and when it was completed it was factually incorrect.

On December 10, 2020, you were asked by your chain of command if you entered a specific note into a member's evaluation and you stated that you had completed the entry. Upon returning to your office, you realized you had not completed the entry and did so immediately; however, you failed to notify your chain of command of the oversight. You were instructed to have a former member of the division audit a current division member's work product for accuracy and completeness. You failed to give the assisting member clear instruction and guidance which resulted in your chain of command having to provide this member with the expectations of the task.

You were tasked with providing a presentation for the ordering of duty ammunition to your chain of command. The presentation included confusing and irrelevant information, and you were asked to revise the document, but the next two iterations contained even more irrelevant information. It was only after you were instructed to consult with your sergeants, you were able to present a more accurate document.

You made numerous administrative errors in Innoprise, specific to requisitions and the approval of invoices. You also failed to connect with your subordinates and keep apprised of personnel issues like COVID leave and light duty status.

On January 28, 2021, you failed to provide pertinent information to your chain of command in reference to an ammunition issue in a timely fashion.


You failed to complete tasks as requested by your chain of command, you presented unacceptable work product on numerous occasions, and you failed to provide your chain of command with information on more than one occasion. This continued even after efforts to remediate your performance issues.

During the Administrative Review Board, you admitted you found the position and the new rank "overwhelming, confusing and frustrating." You admitted that you could have taken your position more seriously and should have used the resources available to you. You admitted that rank of lieutenant is beyond your capability at this time.

#### 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.

 0600 04/12/21  
CHIEF DEPUTY GEORGE STEFFEN  
OFFICE OF THE CHIEF DEPUTY  
FOR BOB GUALTIERI, SHERIFF

I have received a copy:

Date 4/12/21

Time 1205

  
SIGNATURE

BG:SLT:kmm

PINELLAS COUNTY SHERIFF'S OFFICE  
INTER-OFFICE MEMORANDUM

**DATE:** APRIL 9, 2021  
**TO:** LIEUTENANT MITCHELL GRISSINGER, #54836  
**FROM:** SHERIFF BOB GUALTIERI  
**SUBJECT:** AI-21-001

An investigation was conducted into an incident involving you between, but not limited to, January 15, 2021 to January 29, 2021, in Pinellas County, FL. The complaint pertained to your alleged violation of General Order 3-1.1, Rule and Regulation 5.6, Truthfulness. The investigation was handled in case AI-21-001. After a thorough review of the Administrative Review Board's findings, I have determined the finding relative to the complaint to be as follows:

EXONERATED

Investigation discloses that an incident occurred but was lawful and proper.

UNSUBSTANTIATED

Investigation discloses insufficient evidence to clearly prove or disprove the allegations made by the complainant.

UNFOUNDED

Investigation indicates the act complained of did not occur or were not committed by members of the Pinellas County Sheriff's Office.

PARTIALLY SUBSTANTIATED

Investigation indicates that the member committed part of the alleged acts of misconduct.

POLICY REVIEW


The member's actions were consistent with agency policy and procedure; however, the policy or procedures requires revision.

MISCONDUCT NOTED

Investigation indicates that the member committed acts of misconduct other than those alleged in the complaint.

  
MEMBER'S SIGNATURE

4/12/21 1206  
DATE/TIME

  
CHIEF DEPUTY GEORGE STEFFEN  
OFFICE OF THE CHIEF DEPUTY  
FOR BOB GUALTIERI, SHERIFF