

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

DATE: JULY 8, 2019

TO: DISTRIBUTION

FROM: CAPTAIN RAY WHITELEY *RW*
Professional Standards Bureau

SUBJECT: SHERIFF'S FINDING

Per Sheriff Gualtieri, Deputy Willie Jordan Jr. #55534, will receive the following as a result of AI-19-002:

1. Two-hundred forty (240) hours Suspension to be served on:

July 8, 2019, July 9, 2019, July 12, 2019, July 13, 2019, July 14, 2019, July 17, 2019, July 18, 2019, July 22, 2019, July 23, 2019, July 26, 2019, July 27, 2019, July 28, 2019, July 31, 2019, August 1, 2019, August 5, 2019, August 6, 2019, August 9, 2019, August 10, 2019, August 11, 2019, August 14, 2019 and August 15, 2019 (10 hours/day).

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
Deputy Willie Jordan Jr.

RW/kmm

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

DATE: JULY 2, 2019

TO: DEPUTY WILLIE JORDAN JR., #55534

FROM: SHERIFF BOB GUALTIERI

SUBJECT: CHARGES RE: AI-19-002

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, January 13, 2019, 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 5.15, Custody of Arrestees / Prisoners.

On January 13, 2019, while working in the capacity of a Detention Deputy at the Pinellas County Jail, you were assigned to supervise the inmates in the Infrastructure Building Kitchen.

At approximately 2:16 pm, two (2) inmates approached the glass window of the kitchen office attempting to obtain gloves for cleaning duties.

While you remained in the office, two (2) deputies exited the office and confronted the inmates. The two (2) deputies positioned the inmates with their foreheads against an adjacent glass wall with their hands behind their backs, and instructed them to lean forward. The inmates were ordered to remain stationary, with their foreheads touching the glass wall, to which they complied.

During your Administrative Interview, you testified you heard screaming and yelling from the hallway, while you were inside the kitchen office. At approximately 2:17 pm, you exited the kitchen office and stepped into the hallway, positioning yourself in close proximity to the two (2) inmates and the other two (2) deputies. After approximately forty-five (45) seconds had elapsed, you and the other two (2) deputies stepped back inside the kitchen office. The two (2) inmates were forced to remain with their foreheads against the glass wall. Several uninvolved inmates were able to observe the entire incident from the inmate breakroom which was located on the opposite side of the glass wall.

During your Administrative Interview, you testified you were aware these two (2) inmates had been placed with their foreheads against the glass wall and their hands behind their backs against their will. You did nothing to stop the actions of the other two (2) deputies or to interrupt the progression of this incident. Rather, you and the other two (2) deputies returned to the kitchen office, leaving both of these inmates unattended and leaning against the wall.

After approximately five (5) minutes, you and three (3) other deputies exited the kitchen office and you were carrying a roll of packing tape. Using strips of the packing tape, you assisted in attaching pieces of computer paper to the backs of the two (2) inmates' jail issued uniforms. Printed on those pieces of paper were derogatory and demeaning statements about the two (2) inmates who were leaning against the glass wall. As these pieces of paper were being taped to their shirts, these two (2) inmates were instructed to continue standing still with their foreheads leaning against the glass wall.

At approximately 2:27 pm, the previously uninvolved inmates who had been inside the inmate breakroom, are observed on surveillance video to simultaneously stand-up and exit the breakroom. After exiting the breakroom, the inmates were instructed to walk past the two (2) inmates leaning against the glass wall and, as they passed, to read aloud the derogatory messages printed on the paper signs. Although it is unclear who gave the instruction, you were present and in close proximity to the inmates as they walked past, reading from the signs taped to the two (2) inmates' backs. You failed to take any action to stop this incident and the maltreatment of the two (2) inmates.

While other inmates were walking past, one (1) of the two (2) inmates began to verbally and physically resist being positioned against the wall and tried to walk away from the situation. You prevented this inmate from leaving the area by gaining control of his hands, turning him around and again, positioning him with his forehead against the glass wall. To prevent further resistance from the inmate, you stood directly behind him, controlling his hands as the remaining breakroom inmates walked past.

Following the inmates' procession, the two (2) inmates were allowed to leave the area of the incident and they were directed to return to work. The total amount of time these two (2) inmates spent with their heads leaning against the glass wall, was approximately eleven (11) minutes.

As the inmates returned to their work area, the previously resistant inmate was observed on surveillance video removing the sign from the back of his jail issued uniform. You and the three (3) other deputies, immediately approached the inmate. You placed the inmate's hands behind his back and applied handcuffs. You restrained the inmate for no lawful or legitimate purpose.

During the Administrative Interview, you made the following statements:

- You admitted, “As soon as I placed a piece of tape on him, I felt uncomfortable and I knew that this shouldn’t happen.”
- You testified, “I would like to think that I think for myself. I don’t operate in a group mentality, although that day it may appear that I operated in a group mentality. They will all tell you themselves that I’m pretty much an individual. I act on my own. That day I didn’t.”
- You admitted, “My actions that day were totally unacceptable. I should have stepped up as a deputy for the Pinellas County Sheriff’s Office, and as a man. I should have told my coworkers to stop, to cease doing what they were doing at the time. I did not. I failed in that. I fully acknowledge that I failed in that.”
- You testified, “At the time of the incident, I knew it was wrong. From the first piece of tape that I placed on, to the second piece of tape that I placed on, I knew it was wrong.”
- You testified, “Did I stop it, I mean, obviously I did not stop it. Do I feel horrible about it? Absolutely.”
- You testified, “I mean, I did what I did. It’s on video. I’m fully confessing that I placed the tape on the inmates.”

At the time of the Administrative Review Board, you provided the following testimony:

- When asked about the reason the inmates were initially at the kitchen office door, you stated, “[They needed a] pair of gloves ... to do their job.”
- You acknowledged that, although you were inside the kitchen office, you were at first unaware of the incident. You stated, “I had no idea what was going on behind me, [a civilian female kitchen worker] made me aware my co-workers had just walked outside, something seemed like it was going on.”
- You acknowledged at the time the incident began, you, the three other deputies assigned to the kitchen and two civilian kitchen workers were inside the kitchen office, leaving approximately thirty inmate workers in the kitchen unsupervised.
- You stated as you stepped out of the kitchen office and into the hallway, other deputies “... were screaming, yelling, cursing at the inmates, telling them to put their heads against the wall ... don’t move.”
- When asked to share your perspective on this incident, you replied, “I’ve been here for nineteen years ... I’ve been through the training and I’ve never ... been told to put an inmate into the time-out position, or place their head against the wall unless we’re pat searching or doing something for the safety and security of the jail.”
- You admitted, “Once they [the other deputies] started putting the signs on their backs, I really became uncomfortable.”
- You acknowledged one of the other deputies asked you to assist with the application of tape to pieces of paper which would eventually be attached to the inmates’ backs. Although you stated, “I knew it was wrong,” you continued to watch and actively participate in the incident.
- In response to a question about why you did nothing to stop the actions of other deputies, you admitted, “That day was bad judgement on my behalf, I should have stepped up.”

- You testified, after the incident occurred, you had a discussion in the kitchen office with the other involved deputies and exclaimed to them, “What the fuck was going on out there? That was stupid, we shouldn’t have done it. Why the hell did you put me in a position...”
- When asked why you didn’t stop the situation as it was occurring, you admitted, “I should have taken action on it. I’m a senior deputy, I should have stepped up. I’m not sitting here trying to candy-coat it, sugar-coat it, make it something it is not, I was wrong, period. I was wrong, I should have stepped up right then and I didn’t.”
- When responding to a question about reporting this incident to supervision, you testified, “It should have been reported.”
- When asked if you taped a sign on an inmate, you stated, “Absolutely I did that, yes sir. I did place the piece of tape, I didn’t put the sign on his back, but I did take a piece of tape and place on the note that was on the inmate ... yes sir, I did do that.”
- When asked the reason why you participated, you testified, “I’m not sure sir. I knew it was wrong when I did it though.”
- When asked what escalated the behavior of the upset inmate, you testified, “Being humiliated and embarrassed in front of his other inmate friends, that’s what escalated that behavior.”
- You admitted, “What was going on at the time I was out there [in the hallway], was dead wrong and I participated in it.”
- When asked if you considered humiliation as a type of corporal punishment, you stated, “Absolutely,” and acknowledged your role in this incident could fall into the category of corporal punishment.
- When asked if a Use of Force against either of the two inmates had taken place, would the Use of Force been justified, you replied “absolutely not.”
- Referencing the inmates who were placed against the glass wall, you admitted, “They got belittled and humiliated.”
- In response to a statement described in this incident as yelling, cursing, humiliating and berating the two inmates, you acknowledged your agreement with this description by stating, “Yes it was, yes it was ... that’s exactly what happened.”
- When asked if the purpose of this was to bully, humiliate, degrade and shame these two (2) inmates in front of their peers, you testified, “Yes sir, that situation absolutely did that.”
- In response to a question about whether you felt these inmates were treated badly, you stated, “Absolutely sir, absolutely.”
- You acknowledged the reason you applied handcuffs to one of the inmates was because he was verbally aggressive towards staff, by “cursing, berating” them, which you testified was nearly the same behavior shown to them by staff earlier in the incident.
- You subsequently stated this particular inmate “had every right to do that,” making reference to the cursing and berating comments he directed at you and the other deputies.
- When asked if you felt your behavior was consistent with the behaviors expected from professional deputies, you replied, “No sir, we’re not supposed to act like that.”

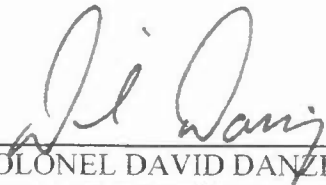
- During discussions about the incident and whether the inmates violated any rules, you stated, "They haven't done anything wrong," and "they did absolutely nothing wrong."
- While reflecting on this incident, you stated, "It was wrong, and I know wrong from right, and I knew at the moment it was wrong, and I should have stopped it then, and I didn't."
- You admitted, "I'm sorry about what happened. I'll take my punishment for what happened."
- You admitted, "I have embarrassed the Sheriff's Office, my family, and my faith."

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 AND CORRECTIONS
FOR BOB GUALTIERI, SHERIFF

I have received a copy:

Date 7-3-19

Time 1035 hrs

Dep. W. J. 5534
SIGNATURE