

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

DATE: **SEPTEMBER 5, 2017**

TO: **DISTRIBUTION**

FROM: **CAPTAIN RAY WHITELEY ^{RW}**
 Professional Standards Bureau

SUBJECT: **AI-17-017 SHERIFF'S FINDINGS**

Per Sheriff Gualtieri, CPIS Katherine Favara, #55007, will receive the following as a result of AI-17-017:

1. Demotion to Child Protection Investigator and Forty (40) hours Suspension to be served on:

August 30 and 31, and September 1, 2 and 5, 2017.

DISTRIBUTION:

Sheriff Bob Gualtieri
Chief Deputy Dan Simovich
Assistant Chief Deputy Sean Jowell
Assistant Chief Deputy George Steffen
Colonel Paul Halle
Major Stefanie Campbell
Major Dave Danzig
Major Bill Hagans
Major Rich Nalven
Major Lora Smith
Lieutenant Deanna Carey
Director Jennifer Crockett
Director Nancy Duggan
Director Susan Krause
Director Jason Malpass
Director Julie Upman
Shannon Lockheart
Payroll
Purchasing-Uniform Supply
Katherine Favara

RW/kmm

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

DATE: AUGUST 25, 2017

TO: CPIS KATHERINE FAVARA, #55007

FROM: SHERIFF BOB GUALTIERI

SUBJECT: CHARGES RE: AI-17-017

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:

Between, but not limited to, December 1, 2016 through May 24, 2017, 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.

While assigned as a supervisor in the Child Protection Investigation Division, your duties included providing guidance to investigators, ensuring efficient services, through coaching, motivating, training, and providing other staff development activities. Furthermore, you were to review assessments and case plans with investigators and provide consultation and direction to them to assure appropriateness, clarity, quality and thoroughness.

1. You violated Pinellas County Sheriff's Office General Order 3-1.1, Rule and Regulation 5.4, Duties and Responsibilities:
 - a. You failed to identify "Present danger" involving children in four separate CPID investigations.
 - b. You failed to ensure services were implemented in a separate case where a dangerous environment for children was identified.
 - c. You regularly failed to meet required deadlines.
 - d. You failed to complete a supervisory consultation for two separate cases that were transferred from other jurisdictions, within five days as required by policy.
 - e. You failed to document the required thirty day reviews in a death case in December 2016, January 2017, and February 2017.
 - f. You failed to update a briefing to the chain of command that a death was ruled a homicide, despite a directive provided by your chain of command.
 - g. You arrived to work late on a regular basis. After being spoken to by your supervisor about arriving on time, you improved for two weeks. You then returned to arriving late, or not communicating you would be starting in the field as directed. From March 14, 2017, through May 24, 2017, you were late or didn't communicate with your supervisor that you would be starting in the field thirty-five out of forty-six shifts.

INS 17-0054

You admitted to this violation.

Disciplinary Points and Recommended Discipline Range:

You were found to be in violation of one 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.

David Danzig 5/2/92

MAJOR DAVID DANZIG
INVESTIGATIVE OPERATIONS BUREAU
FOR BOB GUALTIERI, SHERIFF

I have received a copy:

Date 8/30/17

Time 0900

Katrina Javan
SIGNATURE

BG:MWW:kmm