

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

**DATE:** DECEMBER 19, 2016

**TO:** DISTRIBUTION

**FROM:** CAPTAIN RAY WHITELEY *RW*  
Professional Standards Bureau

**SUBJECT:** AI-16-025 SHERIFF'S FINDING

On December 19, 2016 at 0852 hours, Lieutenant Robert Ross, #54284, was terminated per Sheriff Gualtieri, as a result of AI-16-025.

**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 Lora Smith  
Major Rich Nalven  
Captain Dennis Fowler  
Director Jennifer Crockett  
Director Nancy Duggan  
Director Susan Krause  
Director Jason Malpass  
Director Julie Upman  
Shannon Lockheart  
Payroll  
Purchasing-Uniform Supply

RW/kmm

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

**DATE: DECEMBER 19, 2016**

**TO: LIEUTENANT ROBERT ROSS, #54284**

**FROM: SHERIFF BOB GUALTIERI**

**SUBJECT: CHARGES RE: AI-16-025**

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 violations:

Between August 2015 and October 14, 2016, while on and off 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 5.2, Loyalty.

You engaged in a sexual relationship with another member of the Pinellas County Sheriff's Office. This relationship developed and continued while you were the other member's direct supervisor. Although you and the other member continually described this relationship as voluntary and mutual, you were in a position of authority over this subordinate member. You failed to obey regulations set forth by this agency in addition to keeping your private life unsullied.

The subordinate member admitted to oral sex and other sexual acts with you on approximately ten separate occasions. The member also admitted to having sexual intercourse with you one time. You admitted that the member provided you oral sex several times. You also admitted to having sexual intercourse with your subordinate one time. These sexual encounters did not occur on Pinellas County Sheriff's Office property.

During the course of this relationship you also tried to engage your subordinate member in sexual contact while on duty at the Pinellas County Jail. Specifically you sent a text message to this member stating "wouldn't it be cool to do something in the Captain's office?" You also spoke about locations in the jail with limited surveillance cameras. When confronted with this information you eventually acknowledged sending the messages to your subordinate with whom you were having an inappropriate sexual relationship.

There was a hiatus in your inappropriate sexual relationship with the other member in early 2016. During this time you sent a text message to the other member complaining to her that “you cut me off.” You sent this message at a time when the other married member was trying to restore her marriage and during the same period you also sent other derogatory messages to the member about her husband.

Further, the original complainant in this matter stated that your sexual relationship with this subordinate member caused “disruptions and distractions” in the work place. The original complainant stated that the two of you would spend excessive time together in an office, which at times lasted up to two hours. There was also testimony that other members within your area of supervision did not feel they could ask for the guidance needed and you were derelict in your duties because you were behind closed doors with the subordinate with whom you were having this inappropriate relationship.

You eventually admitted to this violation after being confronted with the evidence.

2. You violated Pinellas County Sheriff’s Office General Order 3-1.1, Rule and Regulation 5.14 (e), Conduct Unbecoming Members of the Agency.

Prior to the initiation of a formal Administrative Investigation you were questioned by an Administrative Investigation Division member regarding the allegation of Associating with Married Members, a violation of Pinellas County Sheriff’s Office policy. During this interview you denied being involved in an inappropriate relationship with another member. You also denied other alleged details initially provided by the complainant, some of which later proved to be true and you later admitted.

Moreover, during the course of a formal investigation you continued to deny and provide false information about your relationship and communication with a direct report subordinate. Although you eventually admitted to this relationship, you failed to offer complete cooperation during this investigation. As details of your relationship with this member were presented you would initially deny them and then admit them only after being confronted with contrary evidence. You provided false information and were not forthcoming during your subject interview with the Administrative Investigation Division and during the Administrative Review Board. As a specific example you denied intentionally sending a text message to the other member attempting to engage them in sexual contact while at the Pinellas County Jail. Even after being warned during the Administrative Review Board that providing this false information would make the situation worse, you continued to evade the truth. As it became irrefutable that you indeed did send this text message, you then reluctantly admitted the misconduct.

In sum, you were evasive, provided false information, and were not forthcoming with information and in response to questions during your initial contact with the Administrative Investigation Division; during a formal investigation; and at least twice during the Administrative Review Board. In all it was determined you provided false information at least four (4) times during this investigation.

The Administrative Review Board determined you committed this violation.

3. You violated Pinellas County Sheriff's Office General Order 3-1.3, Rule and Regulation 3.40, Associating with Married Members.

You were involved in a sexual relationship with another married member of the agency, during which time you were also married.

You admitted to this violation.

Disciplinary Points and Recommended Discipline Range:

You were found to be in violation of two (2) Level 5 Rules/Regulations and one (1) Level 3 Rule/Regulation, totaling seventy-five (75) points. These points, which were affected by no modified points from previous discipline, resulted in seventy-five (75) progressive discipline points. At this point level, recommended discipline ranges from ten (10) 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.

Capt. Ray Whiteley  
CAPTAIN RAY WHITELEY  
PROFESSIONAL STANDARDS BUREAU  
FOR BOB GUALTIERI, SHERIFF

I have received a copy:

Date 12/19/16

Time 0850

[Signature]  
SIGNATURE

BG:CAN:DG