


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

**DATE:** JULY 14, 2023

**TO:** DISTRIBUTION

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

**SUBJECT:** I-23-013 SHERIFF'S FINDING

On July 14, 2023 at 1550 hours, Deputy Zachary Bansavage #59995, was terminated per Sheriff Gualtieri as a result of AI-23-013.

**DISTRIBUTION:**

Sheriff Bob Gualtieri  
Chief Deputy Paul Halle  
Assistant Chief Deputy Dave Danzig  
Assistant Chief Deputy Dennis Komar  
Colonel Paul Carey  
Major Adrian Arnold  
Major Dennis Garvey  
Major Joe Gerretz  
Major Nick Lazaris  
Major Jennifer Love  
Director Jennifer Crockett  
Director Susan Krause  
Director Tom Lancto  
Director Jason Malpass  
Director Michelle Posewitz  
Shannon Lockheart, General Counsel  
Payroll  
Purchasing-Uniform Supply

DC/ar

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

**DATE: JULY 14, 2023**

**TO: DEPUTY ZACHARY BANSAVAGE, #59995**

**FROM: SHERIFF BOB GUALTIERI**

**SUBJECT: CHARGES RE: AI-23-013**

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, February 14, 2023, through May 4, 2023, 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.
2. You violated Pinellas County Sheriff's Office General Order 3-1.1, Rule and Regulation 5.17, Insubordination

Synopsis: On January 22, 2022, you were placed on a Performance Development Plan (PDP) for failing to complete reports in a timely manner. This PDP was accomplished on April 25, 2022. Subsequently, you were given a direct order from your sergeant to secure supervisory permission to hold reports past the end of your tour of duty.

On September 6, 2022, you received a Written Counseling after a command-level investigation determined you violated General Order 3-1.3, Rules and Regulation 3.31(d), Inappropriate Conduct by Members of the Agency – Failure to submit properly written, required reports as prescribed.

On February 6, 2023, you received a forty (40) hour suspension after an administrative investigation determined you violated General Order 3-1.1, Rule and Regulation 5.4, Duties and Responsibilities for failure to submit written reports as prescribed, clearing calls for service that would require a written report, making phone contact with complainants instead of taking the reports in-person, and not utilizing your body worn camera in accordance with policy.

After serving the forty (40) hour suspension, from February 14, 2023, through May 4, 2023, numerous new deficiencies were documented in your work product, and you failed to do as directed by your supervision.

You submitted three late reports into the agency's report management system (RMS). These reports were completed and submitted for approval between one and four days late without receiving a supervisor's approval to hold them until your next shift. You were given a direct order to contact a supervisor if any of your reports were going to be late and on these three occasions, you disregarded that direct order.

Also, during this timeframe, you failed to create and submit DHSMV traffic crash reports in a timely manner, and in accordance with agency policy and Florida State Statute. These reports were created between eight and 17 days after the crash occurred even though follow up was not required, nor were the crashes deemed complex in nature.

Additionally, you submitted a Grand Theft report on March 3, 2023, and it was rejected back to you on March 5, 2023, for additional information, including adding a copy of the rental agreement if one was available. You obtained a copy of the rental agreement and, on March 13, 2023, you noted its submission as an ARMS Support Document in your report; however, it was not submitted until June 12, 2023, the day of your Administrative Interview, after you were given a direct order to do so by an Administrative Investigation Division sergeant. On April 6, 2023, and again on April 14, 2023, relating to this same Grand Theft case, you were given direct orders to reactivate the probable cause affidavit until you attended the State Attorney's Office (SAO) invest. The affidavit was reactivated on April 14, 2023, but because you failed to attend your scheduled SAO invest on May 4, 2023, the affidavit expired again before the invest was conducted. Lastly, because you missed the SAO invest, you rescheduled it for May 19, 2023, and failed to notify the victim of the new invest date and time.

On March 22, 2023, you were dispatched to a domestic dispute, with only one party remaining on scene. The complainant alleged the altercation was physical and showed you an injury to their arm. You failed to conduct any follow up investigation, and the case was improperly closed by you as unfounded. You had to be directed to follow up with the other subject involved and supplement the report as per policy by supervision. Even with this order, you did not complete your first supplement until April 25, 2023, over a month after the initial report. The second supplement was not completed until May 7, 2023, also outside the timeframe outlined in agency policy.

On April 24, 2023, you submitted an Info-Traffic report that documented a single-vehicle crash on a public roadway. On April 29, 2023, this report was rejected back to you, and you were ordered to complete a crash report. On May 8, 2023, you sent an RMS email to your supervisor inquiring why a crash report was needed, and a thorough explanation was provided to you that same day. On May 14, 2023, your supervisor sent you an email asking why neither the RMS nor DHSMV traffic crash reports had been completed. On May 15, 2023, you replied, "Copy that Sir, it will be completed and submitted today." It was not until May 17, 2023, after a face-to-face meeting with your supervisor that these reports were submitted.

During your Administrative Interview, when asked why the three RMS reports were submitted late you replied with "I don't know" and "...it slipped my mind..." When asked why you were not submitting your DHSMV traffic crash reports on time you stated, "I just thought it was a longer period of time" even though your supervision made you aware of the 10-day submission requirement. When asked why you did not complete the probable cause affidavit as ordered on the Grand Theft case you testified, "I don't have an answer for that,

sir.” In regard to the rental agreement on the same case you testified, “I still have it currently. But I told her [sergeant] I was gonna go place it at the SAB as a document.”

You admitted your supervisor had to meet with you in person to prompt you to complete a crash report. When asked if there was a reason the RMS and DHSMV traffic crash reports were not submitted on May 15, 2023, like you advised supervison, you testified, “No, sir.” You admitted you continued to submit late reports even after being ordered by your supervisors to complete them by the end of your shift. When asked what could be done to improve your work performance and have reports submitted on time, you testified, “I don’t have an answer for that right now. I’m not sure.”


Since January 2022, you have been provided additional training and guidance from your supervisors in the basic tasks and responsibilities deputy sheriffs’ are expected to do on a daily basis. However, you still are not compliant in completing reports in a timely manner or doing thorough, complete investigations without significant direction. Even with this direction, you still fail to complete basic tasks by disregarding orders from your supervision, displaying a lack of respect. You have demonstrated an unwillingness to improve your work performance and cannot provide an explanation for your deficiencies.

You admitted to this violation.

Disciplinary Points and Recommended Discipline Range:

You were found to be in violation of two (2) Level Five Rules and Regulation violations totaling sixty (60) points. These points, which were affected by thirty (30) points from previous discipline, resulted in ninety (90) progressive discipline points. Per policy, the lower point value of seventy-five (75) progressive discipline points was utilized. At this point level, the recommended discipline range is an eighty (80) hour 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.  #5020  
CAPTAIN DEANNA CAREY  
PROFESSIONAL STANDARDS BUREAU  
FOR BOB GUALTIERI, SHERIFF

I have received a copy:

Date July 14 2023

Time 1:48

  
SIGNATURE