

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

**DATE:** DECEMBER 3, 2020

**TO:** DISTRIBUTION

**FROM:** CAPTAIN RAY WHITELEY <sup>Rw</sup>  
Professional Standards Bureau

**SUBJECT:** SHERIFF'S FINDING

Per Sheriff Gualtieri, Deputy Jay Dugmore, #55814, received the following as a result of AI-20-017:

1. Written Reprimand

**DISTRIBUTION:**

Sheriff Bob Gualtieri  
Chief Deputy Dan Simovich  
Assistant Chief Deputy Paul Halle  
Assistant Chief Deputy George Steffen  
Colonel Sean McGillen  
Major Stefanie Campbell  
Major Paul Carey  
Major David Danzig  
Major Bill Hagans  
Major Dennis Komar  
Lieutenant Deanna Carey  
Director Jennifer Crockett  
Director Nancy Duggan  
Director Susan Krause  
Director Jason Malpass  
Shannon Lockheart, General Counsel  
Payroll  
Purchasing-Uniform Supply  
Deputy Jay Dugmore

RW/kmm

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

**DATE: NOVEMBER 20, 2020**

**TO: DEPUTY JAY DUGMORE, #55814**

**FROM: SHERIFF BOB GUALTIERI**

**SUBJECT: CHARGES RE: AI-20-017**

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:

On, but not limited to, May 30, 2020, while 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 3-1.3, Rule and Regulation 3.1, Standard of Conduct.

On May 30, 2020, while participating in an online discussion on social media, you posted inflammatory and provocative comments.

You have two (2) social media accounts where you have identified yourself as a Deputy Sheriff with the Pinellas County Sheriff's Office.

As a representative of the Pinellas County Sheriff's Office, policy states that you will conduct your private and professional life in such a manner as not to bring discredit to the agency.

Your comments brought discredit to the Pinellas County Sheriff's Office.

The Administrative Review Board determined you committed this violation.

Disciplinary Points and Recommended Discipline Range:

You were found to be in violation of one (1) Level Three Rules and Regulations violation totaling fifteen (15) points. These points which were affected by no modified points from previous discipline, resulted in fifteen (15) progressive discipline points. At this point level, the recommended discipline range is from Written Reprimand to three (3) days Suspension.

Disciplinary action shall be consistent with progressive discipline, for cause in accordance with the provisions of the Pinellas County Civil Service Act.

 3624

COLONEL SEAN MC GILLEN  
DEPARTMENT OF DETENTION AND CORRECTIONS  
FOR BOB GUALTIERI, SHERIFF

I have received a copy:

Date 12-02-20

Time 1030

 #5814  
SIGNATURE

BG:WGS:kmm