


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

DATE: February 3, 2025
TO: Distribution
FROM: Captain Robert Osterland 
Professional Standards Bureau
SUBJECT: Sheriff's Finding

Per Sheriff Gualtieri, Licensed Practical Nurse Tiffany Bennett, #62025, will receive the following as a result of AI 24-019:

1. Termination (Probationary Employee)

DISTRIBUTION:

Sheriff Bob Gualtieri
Chief Deputy Dave Danzig
Assistant Chief Deputy Paul Carey
Assistant Chief Deputy Dennis Komar
Colonel Dennis Garvey
Major Deanna Carey
Major Joe Gerretz
Major Alyson Henry
Major Nick Lazaris
Major Jennifer Love
Major Jon Tobeck
Director Jennifer Crockett
Director Susan Krause
Director Tom Lancto
Director Jason Malpass
Shannon Lockheart, General Counsel
Payroll
Purchasing-Uniform Supply

RO/blb

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

DATE: January 31, 2025
TO: Licensed Practical Nurse Tiffany Bennett, #62025
FROM: Sheriff Bob Gualtieri
SUBJECT: Charges Re: AI 24-019

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, October 8, 2024, through October 11, 2024, 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 3-1.1, Rules and Regulations 5.4, Duties and Responsibilities.

Synopsis: Between October 8 and October 11, 2024, you served as a Licensed Practical Nurse, an essential employee required to report for duty during emergency operations. On October 6, 2024, supervisors formally notified you and other essential personnel that you were required to work the A/B 24/7 shift schedule in response to Hurricane Milton. Supervisors directed you to report for emergency duty on October 8, 2024, at 1900 hours as part of the agency's emergency response plan.

On October 8, 2024, you failed to report for emergency duty as required and did not notify your supervisors of your absence. A supervisor attempted to contact you via text message and phone call, but you did not respond. At approximately 1930 hours, you called the Nursing Supervisor's Office and spoke with your immediate supervisor. You stated that your mother had not arrived to care for your children, leaving you without childcare options. Your supervisor advised you to keep them updated while you sought alternative arrangements. However, you did not follow up and never reported for duty that shift.

The department's emergency response plan explicitly requires essential personnel to make personal arrangements – including childcare – before reporting for emergency duty. The policy prohibits employees from bringing family members, friends, or pets to the jail facility and emphasizes that securing personal responsibilities in advance is a mandatory

condition of employment for essential personnel. Despite this, you failed to make adequate arrangements, which directly impacted operational readiness during a declared emergency.

On October 9, 2024, you failed to report for your regularly scheduled shift and did not notify your supervisors of your absence.

On October 10, 2024, you again failed to report for your regularly scheduled shift and did not notify your supervisors.


Your failure to report for duty violated written directives and supervisory instructions and created staffing shortages at a critical time. The agency's hurricane procedures require medical staff to ensure continuous healthcare operations, including medication administration, emergency medical response, and hospital transfers. By failing to report as required, you placed additional strain on the remaining personnel and jeopardized the agency's ability to deliver essential medical care during a declared emergency.

During both your Administrative Interview and Administrative Review Board Interview, 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 a forty (40) 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.



Captain Robert Osterland
Professional Standards Bureau
For Bob Gualtieri, Sheriff

I have received a copy:

Date 2/18/2025

Time 10:27 AM



Member's Signature

BG:PH:blb