

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

**DATE:** MARCH 8, 2024  
**TO:** DISTRIBUTION  
**FROM:** CAPTAIN ROBERT OSTERLAND <sup>PO</sup>  
Professional Standards Bureau  
**SUBJECT:** SHERIFF'S FINDING

Per Sheriff Gualtieri, Assistant Fleet Manager Timothy Lester, #59823, will receive the following as a result of AI-23-031:

1. Demotion to the non-supervisory position of Fleet Procurement Specialist
2. Sixteen (16) hour Suspension to be served on:

March 11, 2024 (8 hours), and March 12, 2024 (8 hours).

**DISTRIBUTION:**

Sheriff Bob Gualtieri  
Chief Deputy Paul Halle  
Assistant Chief Deputy Dave Danzig  
Assistant Chief Deputy Dennis Komar  
Colonel Paul Carey  
Major Deanna Carey  
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  
Fleet Procurement Specialist Timothy Lester

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

**DATE: MARCH 8, 2024**

**TO: ASSISTANT FLEET MANAGER TIMOTHY LESTER, #59823**

**FROM: SHERIFF BOB GUALTIERI**

**SUBJECT: CHARGES RE: AI 23-031**

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 1, 2023, through November 3, 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.

Synopsis: During late 2023, you engaged in a pattern of repeated incompetence regarding your assigned duties, including your management responsibilities. Specifically, you failed to properly supervise your subordinates; conduct honest performance counselings and appraisals; maintain effective working relationships with subordinates, superiors, and other agency personnel; provide primary support in determining and preparing vehicle specifications for new vehicles and equipment; and effectively assist with the division's budget preparation as its assistant manager.

Moreover, you rarely visited the upfitting and North District Station (NDS) garages. As a result, the only in-person interaction you had with your subordinate supervisors was during the once-weekly division staff meeting. You cited your introverted personality and perceived need to maintain accessibility by staying in your office as reasons you didn't interact with your subordinates. Your disinterest in traveling to these other garages under your supervision meant you had inadequate knowledge of your subordinates' job performance and could not document their performance in their evaluations and continuous feedback.

On several occasions, you failed to timely and properly complete vehicle build sheets. You acknowledged that you were directly responsible for the procurement of vehicles for the agency, which included the identification and ordering of ancillary equipment for each vehicle. Frequently, items necessary for a particular vehicle build-out were omitted from the build sheet, causing unnecessary delays and unbudgeted expenses to occur.

Additionally, in your role as the assistant fleet manager, you were the subject matter expert (SME) and advocate that bureau end users relied upon for information about their vehicles' purchases, build-outs, and delivery updates. You failed to adequately and effectively communicate with these end-users about their vehicles' equipment or order statuses, leading to delays and unnecessary expenses.

While preparing to purchase replacements for several different specialty vehicles, you failed to appropriately determine a cost estimate for upfitting each vehicle. Specifically, you "guessed" to identify the cost estimates, rather than discussing the end users' specific requirements or conducting an inspection of the retiring vehicle to get quotes. In these instances, your "guess" estimate was well below the actual cost to upfit each vehicle, which resulted in significant production delays and cost overruns.

You've failed to order vehicle parts until after the vehicles have been delivered, resulting in long delays between vehicle delivery and it being placed in service.

When asked for status updates by your chain of command, on several occasions you provided them with incorrect/incomplete information. On one occasion you were given a direct order to include your captain on a conference call you were scheduled to have with a vendor, however, you failed to include the captain on the call. You had no adequate explanation for failing to follow this order.


You acknowledged that you violated General Order 3-1.1, Rule and Regulation 5.4, Duties and Responsibilities.

The Administrative Review Board determined that you committed 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 zero (0) points from previous discipline, resulted in fifty (50) progressive discipline points. At this point level, the recommended discipline range is from forty (40) hours Suspension to Termination.

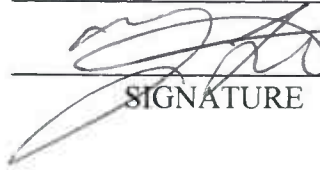
Disciplinary action shall be consistent with progressive discipline, for cause in accordance with the provisions of the Pinellas County Civil Service Act.

  
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MAJOR JENNIFER LOVE  
SUPPORT SERVICES BUREAU  
FOR BOB GUALTIERI, SHERIFF

I have received a copy:

Date 3/8/2024

Time 5:02 PM

  
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SIGNATURE

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