



**INTER-OFFICE MEMORANDUM**  
Department of Public Protection  
Administration  
125 West New York Ave., Suite 183  
DeLand, FL 32720  
386-740-5120 – FAX 386-740-5123

**TO:** Sr. Corrections Officer William Stridiron  
Division of Corrections - Branch Jail

**DATE:** March 13, 2012

**FROM:** George Recktenwald, Interim Director  
Department of Public Protection

**FILE NO:** DPP12-029

**SUBJECT:** NOTICE OF ADMINISTRATIVE  
LEAVE

**REFERENCE:** DPP12-024 – Notice of  
Intent to Dismiss

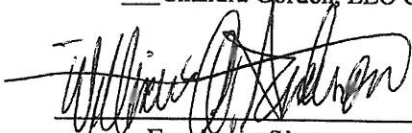
The purpose of this letter is to advise you that you are being placed on Administrative Leave from the Division of Corrections effective the date of this letter, March 13, 2012, 1600 hours. During your Administrative Leave you are expected to be available between normal business hours (8AM to 5PM Monday thru Friday) should the need arise to contact you.

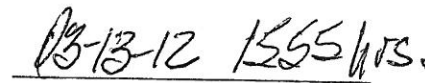
You are prohibited from entering any Public Protection Services Facility, either physically or electronically, unless that access is normally provided to a member of the general public or unless you receive permission, in advance, from this office.

The Volusia County Personnel Director has reviewed and concurs with this action.

cc: \_\_\_ Joseph Pozzo, Deputy Director of Public Protection  
\_\_\_ Tom Motes, Personnel Director  
\_\_\_ Chandra Gordon, EEO Coordinator

\_\_\_ Marilyn Chandler Ford, Corrections Director  
\_\_\_ Nancye Jones, Assistant County Attorney

  
\_\_\_\_\_  
Employee Signature

  
\_\_\_\_\_  
Date and Time Received



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**TO:** Sr. Corrections Officer William Stridiron  
Division of Corrections/Branch Jail

**DATE:** March 13, 2012

**FROM:** George Recktenwald, Interim Director  
Department of Public Protection

**FILE NO:** DPP12-024

**SUBJECT:** Notice of Intent to Dismiss

**REFERENCE:** Escape from Custody

**Purpose:** The purpose of this memorandum is to provide you with notice of intent to dismiss you from employment with the County of Volusia. The intended action is the result of your violation of Division Policy during the escape of an inmate from our custody on February 7, 2012.

**Background:** On February 7, 2012, Deland Police Department re-arrested inmate Michael Burke (#867423). Inmate Burke had been in our custody at Florida Hospital in Deland, but escaped by walking out of the hospital.

**Information:** On February 7, 2012, you were assigned hospital duty for inmate Burke at Florida Hospital Deland. You and the inmate were in room 252. In your statement of the incident you reported that you were sitting around the corner from the restroom in the inmate's hospital room. You had let the inmate get up to use the restroom at approximately 1233 hours for the third time during your watch. After about eight minutes, you got up to check on the inmate. As you went to open the door of the restroom, a nurse came around the corner into the room and told you that inmate Burke had taken off and that hospital security had been notified. As you went to the nurse's station, a nurse then told you the inmate was last seen going down the stairs. Inmate Burke was seen exiting the building by hospital personnel, who then reported this to their security staff.

You called and spoke to Lt. Gallenkamp at the Branch Jail and informed him of the situation. Once you were finished talking to the Lieutenant, you were then informed that the inmate had been found by the Deland Police Department at 740 W. Plymouth in Deland. The investigation revealed you did not have your Division-issued radio with you that day, which could have provided a timelier alert to the Division of the escape.

During the interview with the Deland Police Department, it was ascertained that there was a piece of string wrapped around the chain of the leg irons being worn by the inmate. The inmate was using this string in an effort to lift the chain of the leg irons to make it easier to walk/run with them on. Corrections staff was also informed that inmate Burke was in possession of a knife when he was arrested, which the DPD believed he obtained from a nearby shed next to a residence.

Your conduct violated the Volusia County Merit System, the Division of Corrections Policy and Procedures and General Post Orders:

*(continued)*

1. **Volusia County Division of Corrections Policy and Procedure 102.09 (Z) Correctional Officer/Employee Conduct):** *COs shall remain alert and in full possess of his/her faculties while on duty. Sleeping, reading, engaging in distracting amusement or occupation while on duty, except to consult such rules or other material as the proper performance of these duties is prohibited and may result in severe adverse action up to and including termination. A CO shall not leave an assigned post until properly relieved. This also is Volusia County Division of Corrections General Post Order: (12) Remain alert at all times while on duty. Sleeping on duty is grounds for dismissal.*
2. **Volusia County Division of Corrections Policy and Procedure 102.09 (C-1) (Division-issued items):** *(1) All staff are required to wear the appropriate issued items, i.e., flashlight, key holder, radio holder, blood borne pathogen pouch, handcuffs (pager, radio, 911 tool, and Pepper foam case if applicable).*
3. **Volusia County Division of Corrections Policy and Procedure 700.15: E – 3 & 4:** *(3) Any questions by the officer as to the type or amount of restraints to be used shall be brought to the attention of the OS or SC for resolution. (4) All inmates housed in a medical facility shall have a set of leg irons attached to one of their legs and to the bed rail. If this is medically unfavorable, contact the OS for instructions.*
4. **Volusia County Division of Corrections Policy and Procedure 700.15; O – 1 & 3:** *(1) The officer shall remain with the inmate at all times. (3) The officer on duty shall station himself/herself at the door maintaining visibility of the inmate at all times.*
5. **Volusia County Division of Corrections Policy Post Orders for Hospital Officer (p. 40):** *The Hospital Officer will: (2) remain alert and aware of your surroundings. (3) Maintain a "state of readiness" and be prepared to take action at all times. (4) Position yourself by the room entrance for optimum viewing of the inmate in your custody as well as controlling the room entrance at all times. This includes keeping your weapon, when applicable, positioned as far away from the inmate as possible. (6) Upon relief, the On Duty Officer will complete a security check of the area to include the room "layout" and inmate restraints. (8) Do not leave the inmate unattended. You must be properly relieved by Corrections staff or a law enforcement officer prior to leaving the inmate.*
6. **Volusia County Merit System, Section 86-453, Reasons for Disciplinary Action:** *(10) Incompetent or unsatisfactory performance of duties.*
7. **Volusia County Merit System Section 86-453, Reasons for Disciplinary Action:** *(13) Any conduct, on or off duty that reflects unfavorably on the county as an employer.*

Your prior disciplinary history is relevant because you have failed to follow established policy that relates both to security and other job issues. Past corrective and disciplinary actions include:

- 02/08/05 Reprimand – *Failed to call a code blue staff when you witnessed a use of force on a unit*
- 04/07/08 Negative Employee Performance Notice – *Second administrative review for tardiness*
- 08/26/09 Negative Employee Performance Notice – *Failed to properly update Kronos Timecard System*
- 10/15/10 Negative Employee Performance Notice – *Left a bag containing uniform pants in the staff dining room*

As a Senior Corrections Officer with more than 11 years of service, you have the knowledge and experience to perform your duties. Policies and detailed steps are currently in place to prevent errors of this nature.

(continued)

Notice of Intent to Dismiss  
SCO William Stridiron  
March 13, 2012  
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Yet, you violated basic correctional principles in letting the inmate out of your sight and supervision in a public setting (i.e., hospital). Your violations of policy were the direct cause of the inmate's escape. Your failure to adhere to established policy that is designed to maintain security and safety of the inmate, yourself, and the general public, has negatively impacted this organization, and could have resulted in some catastrophic circumstances. Given the extremely serious nature of this misconduct, coupled with prior performance issues, and consistent with the recommendations of your supervisors within your chain of command, it is my intent to dismiss you from County service.

**Action:**

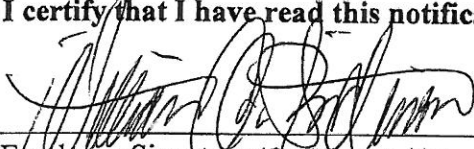
In accordance with section 86-455 (f) of the merit System Rules and Regulations you may respond either orally or in writing within three (3) calendar days of receipt of this letter. If you wish to respond, such response will not be accepted after Friday March 16, 2012 at 4:30 p.m. If you wish to meet with me in person, you must contact me within the time limit stated above. I may be reached at 386-740-5120 or by e-mail at: GRecktenwald@co.volusia.fl.us. If you do not contact me by the time indicated, it will be assumed that you have waived this right. Should your response be inadequate or should you fail to respond in a timely manner, this action will proceed.

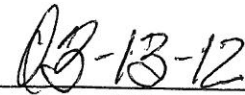
***Pursuant to Merit Rule 86-455, the Legal Department and the Personnel Director have reviewed this notice and concur with the proposed action.***

GR/tb

cc:     \_\_\_ Joseph Pozzo, Deputy Director, Public Protection     \_\_\_ Marilyn Chandler Ford, Corrections Director  
       \_\_\_ Tom Motes, Personnel Director                             \_\_\_ Nancye Jones, Assistant County Attorney  
       \_\_\_ Chandra Gordon, EEO Coordinator

**I certify that I have read this notification and acknowledge receipt of the original copy.**

  
\_\_\_\_\_  
Employee Signature (Or Witness, if Employee Refuses to Sign)

  
\_\_\_\_\_  
(Date of Signature)