

Sheriff

MICHAEL J. CHITWOOD

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VOLUSIA COUNTY SHERIFF'S OFFICE

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August 16, 2021

Lieutenant Justin Sawicki, #7179
Volusia Sheriff's Office
LEOD / District Six

Final Suspension

Lieutenant Sawicki:

Volusia Sheriff's Office General Order GO-026-02 requires that all "Employees shall adhere to all official Directives and/or orders, and shall faithfully execute all the duties and responsibilities of their assigned position." Because of your actions or inactions documented in IA 21-005, I have determined you violated the following Sheriff's Office General Orders:

Volusia Sheriff's Office General Orders:

GO-026-02.IV.B.3 – Any conduct or action, on-duty or off-duty, of such seriousness that disciplinary action is considered warranted.

GO-026-02.IV.C.3.a – Absence from Duty without Proper Notification – Employees shall report for duty in accordance with their assigned work schedules and shall not be absent from duty without supervisor's authorization or having made proper notification. Employees who are unable to report for duty due to illness or other emergency shall cause notification of their supervisor not less than one hour prior to scheduled reporting time, whenever possible.

GO-026-02.IV.C.5.g – Failure to Follow General Order, Standard Operating Procedure, or Order – Employees shall adhere to all official general orders, standard operating procedures, and orders, and shall faithfully execute all the duties and responsibilities of their assigned position.

To Wit:

On May 19, 2021, you were involved in an off-duty incident at your personal residence in Seminole County, which the Lake Mary Police Department responded and resulted in your

placement into protective custody. The Lake Mary Police Department completed an official police report documenting their investigation.

During Lake Mary Police's investigation, it was learned that your off-duty actions earlier the same day while in Winter Park required further investigation by the Winter Park Police Department. The Winter Park Police Department also completed an official police report regarding their investigation.

Because of these incidents, an internal investigation was initiated. While the incidents that occurred in Seminole County did not result in any criminal charges against you, your conduct is likely to have adversely affected the good order and reputation of the Volusia Sheriff's Office.

Additionally during the investigation, it was determined you failed to formally request an extension of leave through your Division Chief. You admitted this failure during your interview with Internal Affairs detectives, and it was observed you did not make a formal request for an extension of leave until Internal Affairs served you with the amended notice of investigation on May 26, 2021. Your failure to request an extension of leave caused you to be absent from duty without authorized leave for five (5) days.

Lieutenant Sawicki, you are expected to be in compliance with General Orders; and as a Lieutenant, you are expected to adhere to the highest standards. This behavior will not be tolerated.

You have previously been the subject of the following disciplinary action:

12/12/2014	26.2.033	Inattention to Duties, Loafing, Sleeping	Sustained
01/13/2021	GO-026-02.IV.C.5.g – Failure to Follow General Order, Standard Operating Procedure, or Order	GO-026-02.IV.G.1.d – Incompetent or Unsatisfactory Performance of Duties	Sustained
	GO-026-02.IV.G.3.a – Supervisor Responsibility		

In determining your discipline, I have considered your prior disciplinary history, performance, length of service with VSO, and seriousness of the circumstances of the most recent violations.

Lieutenant Sawicki, you were served with an "Intent to Suspend" letter on August 10, 2021, advising you of my intent to suspend you without pay for sixteen (16) work hours. You appeared before me on August 16, 2021, and had the opportunity to offer any mitigating circumstances that should be considered prior to the final discipline. After earnest consideration, my final

my final decision is to suspend you from duty **without pay for sixteen (16) work hours**. Your Division Chief will determine the dates of your suspension. In lieu of serving the suspension without pay for its entirety, you may elect to use your personal leave for a one time maximum allotment of sixty hours (60); if you so elect, your remaining balance of the one-time allotment would be forty-four hours (44).

During the period of suspension, you are instructed to not act in any capacity as an employee of the Sheriff's Office.

You may not voluntarily work any additional hours (i.e., scheduled days off) during the pay period in which the suspension is taken.

If there are any concerns or questions troubling you that I am not aware of, please advise me so I will have the opportunity to assist you in correcting this problem.

Pursuant to the Volusia Sheriff's Office General Orders, VSO's General Counsel and Human Resources Director have reviewed and concurred with this intended action.

Any subsequent activity of a similar nature will result in more severe administrative action, up to and including dismissal. Take due care and govern yourself accordingly. Be especially aware of **Progressive Discipline GO 26-01**.


Sincerely,



MICHAEL J. CHITWOOD
SHERIFF

cc: Human Resources
VSO General Counsel
Internal Affairs

MC/dws 040L0186.21



This letter was read and received by:
Lieutenant Justin Sawicki, #7179
Date: 08/20/2021
Time: 1415h

Served by: LT SHIVENS