



County of Volusia

DEPARTMENT OF PUBLIC PROTECTION Beach Safety Division

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www.volusia.org



TO: Daryl Shone
Senior Lifeguard

FROM: Kevin C. Sweat, Director
Beach Safety Division

DATE: March 12, 2007

SUBJECT: Notice of Intent to Dismiss

You are herewith notified of the intent to Dismiss. This action will be effective on Friday, March 16, 2007. You will be placed on paid Administrative Leave effective immediately until 5:00 p.m. on Thursday, March 15, 2007.

This action is taken for the following reason(s):

Violation of Policy 11.01.01.A of the Division of Beach Safety Policies and Procedures and Section 86-453.13 of the Volusia County Merit Systems Rules and Regulations, which states disciplinary action will be taken for: "Any conduct, on or off duty, that reflects unfavorably on the County as an employer", and Section 86-453.9 " Violation of privileged information or its use for private gain".

On December 12, 2006, a written complaint was provided to the Beach Safety Division by your then wife, Tammy Shone. This complaint was forwarded to the Department of Public Protection, Internal Affairs Unit for further investigation.

The investigation found that you utilized your police computer for personal reasons by securing information about a complaint filed against you including the witness contact information and that you cashed a two-party check issued by the IRS payable to you and your wife with only one endorsement. Other allegations- that you threatened and harassed Tammy Shone, friends of Tammy Shone, and used profanity while on duty



and in the eye of the public, were supported by a multiple number of witnesses.

This action is a result of the seriousness of these allegations and progressive disciplinary action resulting from the following previous incidents:

On January 23, 2002, you were suspended for 10 working days for making threats of serious bodily harm to your then wife, Jacqueline Shone. [REDACTED]

On October 11, 2003, you were suspended for 5 working days for violation of policy 130.04 - Sexual Harassment and Discrimination, of the Beach Safety Division Policies and Procedures as a result of an Internal Investigation of actions taken against a co-worker.

In accordance with section 86-485 (a) (3) of the Merit System Rules and Regulations, you may respond in writing. If you wish to respond, such response will not be accepted after Thursday, March 15, 2007 at 5:00 p.m.. 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.

Additionally, you may contact the Personnel Department for information regarding status of any retirement or fringe benefits you may be eligible for.



Signature of Employee

03/12/07 1:00 PM

Date and Time Received

cc: Personnel Director
 EEO Coordinator

Asst. County Attorney
 Department/ Division Director