

INTEROFFICE MEMORANDUM

TO: JASON SAMPSELL, COMMANDER
FROM: PETER THOMAS, POLICE CHIEF 
SUBJECT: DEMOTION
DATE: JANUARY 7, 2014
CC: EMPLOYEE FILE

On Monday, January 6, 2014, Andy McNeill, HR Manager, and I had a conversation with you. During that meeting, you confirmed that you had recently engaged in a physical relationship with one of your subordinate employees. Furthermore, you informed us that you had instructed two other direct reports to “keep it quiet” or words to that effect.


As a Commander in the Police Department, you have a responsibility to set a positive example for all of your employees. Your actions have unnecessarily created a significant liability for the Police Department and the City and have seriously compromised your ability to be an effective leader.

Your personal life has continued to negatively affect your job performance and periodically creates significant problems for the entire Police Department. The poor judgment and irresponsible behavior you exhibited is of such a serious nature that the termination of your employment can be justified.

In consideration of your length of service and evaluating your overall contribution to our City and its citizens, we have decided to allow you to provisionally continue your employment under the following conditions:

- You are being demoted to the position of Lieutenant (Patrol) with a 10% reduction in pay effective Thursday, January 9, 2014.
- You will serve a six month special probationary period beginning January 9, 2014, during which time any further policy infractions or disruptions within the workplace may lead to the termination of your employment, without any further notice.
- You will be held responsible for any actions arising out of your personal relationship(s) which are counter-productive to the effective operations of the Police Department and/or Orange City. This includes, but is not limited to, any verbal or written communication (electronic or otherwise), social media postings, blogs, chats, etc. which unjustly or unfairly criticizes any employee of Orange City, its elected officials or its citizens.

The desired outcome of these measures is to allow you the opportunity to raise your level of performance back to that of which you are capable. You are encouraged to utilize the services provided by our Employee Assistance Plan (EAP).

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