



PORT ORANGE POLICE DEPARTMENT

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CHIEF THOMAS R. GRIMALDI

December 27, 2018

Lieutenant Joseph Swetz
[REDACTED]
[REDACTED] FR [REDACTED]

Lieutenant Swetz,

On Wednesday, December 19, 2018, two separate Command Review Boards were conducted regarding IA#2018-0013 and IA#2018-0028. You and your representative Attorney Burton were present for both review boards.

IA#2018-0013 sustained two (2) separate charges of courtesy, one (1) charge of failure to follow a directive or order, and one (1) charge of criticism of orders or policies. The charge of job knowledge and performance was not sustained. The Command Review Board recommended to me the following discipline for this investigation:

- Five (5) day suspension and demotion to the rank of patrol officer

IA#2018-0028 sustained one (1) charge of neglect of duty, one (1) charge of improper use of department laptops and computers, and one (1) charge of interference in an official investigation. The Command Review Board recommended to me the following discipline for this investigation:

- Termination of employment

While determining the appropriate discipline for the above referenced charges, I've considered all relevant employment material including, but not limited to past performance, past discipline, your recent fitness-for-duty evaluation, as well as the information you have provided to us for review. These recent violations which have been charged to you are serious and are a pattern of violations that have been occurring. Based on my review of all relevant factors, I have decided to uphold the Command Review Board recommendation of termination of employment from the Port Orange Police Department. In accordance with section 12.4 of the collective bargaining agreement, termination is effective immediately.

If you wish to grieve this action through the grievance process provided by the PBA Lt. contract, you must file that appeal within ten (10) days of this notice—specifically, by no later than January 11, 2018. Any appeal must be filed in writing to your Department Head. Article 14 of the PBA Lt. contract has been provided for your reference.

You will only be allowed on public City property as a member of the general public during normal business hours.

You are required to collect your personal belongings and turn over all City of Port Orange property, including but not limited to keys, cell phone, purchasing card, ID card, etc. to your immediate supervisor.

Your health insurance, if currently elected, will be extended until December 31, 2018 and dental insurances will be extended until December 31, 2018. Information regarding your rights under COBRA will be sent to you separately from our third-party vendor, Wage Works.

Sincerely,



Thomas R. Grimaldi
Chief of Police

Cc: Jamie Miller, City of Port Orange HR Director
Atty. Matthew Jones, City of Port Orange
Atty. Ryan Burton, IUPA
Atty. Greg Forhan, PBA