



FLORIDA STATE LODGE FRATERNAL ORDER OF POLICE, INC. LABOR COUNCIL COMMITTEE



DATE: August 6, 2018
TO: Labor Council Executive Board
FROM: George F. Hachigian, General Counsel's Chief of Staff *GFH*
RE: Staff Representative Steve Amos

Representative Steve Amos was representing a member from the Clay County Sheriff's Office where the recommended discipline by the Sheriff was demotion based on the sustained finding from the internal affairs investigator.

Staff Representative Amos began to dissect the internal affairs investigation and the Sheriff's Office Policy and Procedures. It was then that Staff Representative Amos found that the investigator made numerous errors by not abiding by FS. 112 (Police Officer/Correctional Officer Bill of Rights). Furthermore, it was revealed that the investigator slanted the investigation to fit his predetermined outcome.

Staff Representative Amos then prepared a five (5) page outline bringing to light all the violations in the investigation. Staff Representative Amos then went over said outline with the member several times prior to the disciplinary hearing that was scheduled on July 2, 2018 with the Sheriff of Clay County and his Staff.

Due to the fact the Clay County Sheriff's Office Policy and Procedure is silent to the representation role of the FOP because they have no collective bargaining agreement Staff Representative Amos was prepared to represent the member several different ways depending on the Sheriff's determination.

Midway through the hearing the Sheriff turned to Staff Representative Amos and said "Steve, you have something you want to say" and Staff Representative Amos replied "Sheriff I would like you to review this document on the investigation." The Sheriff then stopped the hearing and for approximately fifteen (15) minutes proceeded to read all five (5) pages of the document. When the Sheriff was finished he slid the document across the table to the investigator and his supervisor and stated "you need to look at this." The Sheriff then turned back to Staff Representative Amos and stated "very well written."

The Sheriff then decided that he was not going to demote the member but he was only going to issue the member a written reprimand.

Staff Representative Amos's diligent preparedness made the difference in this case. If Staff Representative Amos was not so thoroughly prepared by reviewing FS. 112, Policy and Procedures and preparing the five (5) page document the member would have been demoted.

I would like this commendation placed in Staff Representative Amos's personnel file for a job well done.