



FLORIDA
DEPARTMENT of
CORRECTIONS

Governor
CHARLIE CRIST

Secretary
WALTER A. McNEIL

An Equal Opportunity Employer

260 I Blair Stone Road • Tallahassee, FL 32399-2500

<http://www.dc.state.fl.us>

January 21, 2009

John Calhoun, C.O.
c/o Cross City Correctional Institution
568 NE 255th Street
Cross City, Florida 32693

DELIVERED BY HAND

Received John Calhoun
Date 1/21/09 Time 4:20pm
Witness Walter A. McNeil
Witness J. McNeil

Re: Dismissal

Dear Officer Calhoun:

As the result of the predetermination conference held in my office on December 18, 2008 and after careful review of your oral response, a decision has been reached. . You will be dismissed from your position as Correctional Officer at Cross City Correctional Institution effective today, January 21, 2009.

This dismissal is the result of your conduct contrary to the maintenance of proper security and welfare of the institution, conduct unbecoming a public employee, misuse of Department of Corrections' equipment, negligence, willful violation of rules and regulations, and failure to follow oral and/or written instructions. Specifically, on May 21, 2008, Distributed Computer Systems Analyst R. Donet conducted routine server maintenance on the computer workstation located in the confinement unit sergeant's office when she discovered unauthorized files on the computer. An internal investigation later revealed that you accessed numerous non-work related websites and on more than one occasion viewed various video sites including "YouTube" types. Furthermore, you also visited sites which offered nude and pornographic images and admitted to viewing these on the internet. The basis for this action is more fully contained in IG Case #08-24307, submitted by Inspector E.G. Rawls, Jr., a copy previously provided. This conduct violates Chapters 33-208.001 (4) (a); 33-208.002 (3) (a), (10); 33-208.003 (13), (22), (24), (25) and (32), F.A.C., DMS Chapter 60L-36.005 (3) (2), (b), (e), (f) and (g); and Procedure 206.004(1), Non-Work Related Internet Use; copies previously provided.

In arriving at this decision to dismiss you, I have also considered your employment record.

As a career service employee with permanent status and/or as a member of a collective bargaining unit, you have the right to either appeal pursuant to section 447.208, Florida Statutes, or file a collective

Final Action – J. Calhoun
Page 2 of 2
January 21, 2009

bargaining grievance pursuant to Section 447.401, Florida Statutes, but you cannot use both procedures. If you desire to appeal, written notice must be filed with the Public Employees Relations Commission, 4050 Esplanade Way, Tallahassee, Florida 32399-0950, within twenty-one (21) calendar days from the date you receive this letter. In the alternative, if you decide to grieve, you must submit your grievance in writing within fourteen (14) calendar days (twenty-one (21) calendar days for AFSCME-covered employees) from the date you receive this letter.

Sincerely,


David McCallum, Warden

DM/ar

xc: G. Grant, Assistant General Counsel
A. Ratliff, Sr. Personnel Manager



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January 21, 2009

Frank Martin, C.O.
c/o Cross City Correctional Institution
568 NE 255th Street
Cross City, Florida 32693

DELIVERY BY HAND

Received [Signature]
Date 1-21-09 Time 3:30 P/M
Witness [Signature] AWD
Witness [Signature] CL

Re: *Dismissal*

Dear Officer Martin:

As the result of the predetermination conference held in my office on December 18, 2008 and after careful review of your oral response, a decision has been reached. You will be dismissed from your position as Correctional Officer at Cross City Correctional Institution effective today, January 21, 2009.

This dismissal is the result of your conduct contrary to the maintenance of proper security and welfare of the institution, conduct unbecoming a public employee, misuse of Department of Corrections' equipment, negligence, willful violation of rules and regulations, and failure to follow oral and/or written instructions. Specifically, on May 21, 2008, Distributed Computer Systems Analyst R. Donet conducted routine server maintenance on the computer workstation located in the confinement unit sergeant's office when she discovered unauthorized files on the computer. An internal investigation later revealed that you brought to work risqué images and music on a flash drive and uploaded them to a departmental computer. In addition, you violated Procedure 206.004 by visiting unauthorized sites, including, but not limited to music sites on the internet and Procedure 206.007 by failing to maintain security of your password in which unidentified user (s) utilized it. The basis for this action is more fully contained in IG Case #08-24307, submitted by Inspector E.G. Rawls, Jr., a copy previously provided. This conduct violated Chapters 33-208.001 (4) (a); 33-208.002 (3) (a), (10); 33-208.003 (13), (22), (24), (25) and (32), F.A.C., DMS Chapter 60L-36.005 (3) (2), (b), (e), (f) and (g); and Procedures 206.004; 206.007; copies previously provided.

In arriving at this decision to dismiss you, I have also considered your employment record.

As a career service employee with permanent status and/or as a member of a collective bargaining unit, you have the right to either appeal pursuant to section 447.208, Florida Statutes, or file a collective

Final Action – F. Martin

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January 21, 2009

bargaining grievance pursuant to Section 447.401, Florida Statutes, but you cannot use both procedures. If you desire to appeal, written notice must be filed with the Public Employees Relations Commission, 4050 Esplanade Way, Tallahassee, Florida 32399-0950, within twenty-one (21) calendar days from the date you receive this letter. In the alternative, if you decide to grieve, you must submit your grievance in writing within fourteen (14) calendar days (twenty-one (21) calendar days for AFSCME-covered employees) from the date you receive this letter.

Sincerely,



David McCallum, Warden

DM/ar

xc: G. Grant, Assistant General Counsel
A. Ratliff, Sr. Personnel Manager



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January 21, 2009

David Quesenberry, C.O. Sergeant
c/o Cross City Correctional Institution
568 NE 255th Street
Cross City, Florida 32693

DELIVERY BY HAND

Received Refused to Sign *dm*

Date 1-31-09 Time 3:45 PM

Witness [Signature]

Witness [Signature]

Re: *Dismissal*

Dear Sergeant Quesenberry:

As the result of the predetermination conference held in my office on December 19, 2008 and after careful review of your oral response, a decision has been reached. You will be dismissed from your position as Correctional Officer Sergeant at Cross City Correctional Institution effective today, January 21, 2009.

This dismissal is the result of your with conduct contrary to the maintenance of proper security and welfare of the institution, conduct unbecoming a public employee, misuse of Department of Corrections' equipment, negligence, willful violation of rules and regulations, and failure to follow oral and/or written instructions. Specifically, on May 21, 2008, Distributed Computer Systems Analyst, R. Donet conducted routine server maintenance on the computer workstation located in the confinement unit sergeant's office when she discovered unauthorized files on the computer. An internal investigation later revealed that you accessed numerous non-work related websites and on more than one occasion viewed various video sites including "YouTube" types. Furthermore, you conducted a search for a Playboy Playmate and accessed internet sites with nude images. The basis for this action is more fully contained in IG Case #08-24307, submitted by Inspector E.G. Rawls, Jr., a copy previously provided. This conduct violated Chapters 33-208.001 (4) (a); 33-208.002 (3) (a), (10); 33-208.003 (13), (22), (24), (25) and (32), F.A.C., DMS Chapter 60L-36.005 (3) (2), (b), (e), (f) and (g); and Procedure 206.004(1), Non-Work Related Internet Use; copies previously provided.

In arriving at this decision to dismiss you, I have also considered your employment record.

As a career service employee with permanent status and/or as a member of a collective bargaining unit, you have the right to either appeal pursuant to section 447.208, Florida Statutes, or file a collective

Final Action – D. Quesenberry

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January 21, 2009

bargaining grievance pursuant to Section 447.401, Florida Statutes, but you cannot use both procedures. If you desire to appeal, written notice must be filed with the Public Employees Relations Commission, 4050 Esplanade Way, Tallahassee, Florida 32399-0950, within twenty-one (21) calendar days from the date you receive this letter. In the alternative, if you decide to grieve, you must submit your grievance in writing within fourteen (14) calendar days (twenty-one (21) calendar days for AFSCME-covered employees) from the date you receive this letter.

Sincerely,



David McCallum, Warden

DM/ar

xc: G. Grant, Assistant General Counsel
A. Ratliff, Sr. Personnel Manager



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January 21, 2009

Brian Rose, C.O. Sergeant
c/o Cross City Correctional Institution
568 NE 255th Street
Cross City, Florida 32693

DELIVERY BY HAND

Received B. Rose
Date 01/21/09 Time 17:15
Witness W. W. McNeil
Witness W. W. McNeil

Re: *Dismissal*

Dear Sergeant Rose:

As the result of the predetermination conference held in my office on December 18, 2008 and after careful review of your oral response, a decision has been reached. You will be dismissed from your position as Correctional Officer Sergeant at Cross City Correctional Institution effective today, January 21, 2009.

This dismissal is the result of your conduct contrary to the maintenance of proper security and welfare of the institution, conduct unbecoming a public employee, misuse of Department of Corrections' equipment, negligence, willful violation of rules and regulations, and failure to follow oral and/or written instructions. Specifically, on May 21, 2008, Distributed Computer Systems Analyst, R. Donet conducted routine server maintenance on the computer workstation located in the confinement unit sergeant's office when she discovered unauthorized files on the computer. An internal investigation later revealed that you accessed numerous non-work related websites and on more than one occasion viewed various video sites including watching "YouTube" types. Furthermore, you visited pornographic websites on four (4) occasions for ten (10) minutes at a time in which you admitting to viewing nude and pornographic images and videos. The basis for this action is more fully contained in IG Case #08-24307, submitted by Inspector E.G. Rawls, Jr., a copy previously provided. This conduct violated Chapters 33-208.001 (4) (a); 33-208.002 (3) (a), (10); 33-208.003 (13), (22), (24), (25) and (32), F.A.C., DMS Chapter 60L-36.005 (3) (2), (b), (c), (f) and (g); and Procedure 206.004(1), Non-Work Related Internet Use; copies previously provided.

In arriving at this decision to dismiss you, I have also considered your employment record.

As a career service employee with permanent status and/or as a member of a collective bargaining unit, you have the right to either appeal pursuant to section 447.208, Florida Statutes, or file a collective

Final Action – B. Rose

