

Outcome of Texting Investigation

		<i>Years of Service</i>
<u>Captain Tom Flanders</u>	Terminated	19.5 years
Found in Violation of Rule 12 Insubordination		
Rule 44 Computer Systems		
Rule 45 Ethical Conduct		
Had 29 Inappropriate Conversations		
<u>Detective Mike Sollenberger</u>	Terminated	17.5 years
Found in Violation of Rule 45 Ethical Conduct		
Rule 12 Insubordination		
Had 33 Inappropriate Conversations		
<u>Deputy Joseph Connelly</u>	30 Day Suspension	3.5 years
Found in Violation of Rule 45 Ethical Conduct		
Had 6 Inappropriate Conversations		
<u>Deputy Jamie Horton</u>	10 Day Suspension	21 Years
Found in Violation of Rule 45 Ethical Conduct		
Had 5 Inappropriate Conversations		
<u>Sergeant Brian Lewis</u>	3 Day Suspension	10 Years
Found in Violation of Rule 45 Ethical Conduct		
Had 1 Inappropriate Conversation		

Very Complex and time consuming Investigation.

Three out of five employees admitted the violations.

This is a preponderance of Evidence situation.

In some cases there was over one year of constant dialog involving this harmful content.

This was conducted on personal phones both on and off duty.

Corrective Action:

We are in conversation with the Department of Justice and I have laid out three goals for corrective action.


1. I want to rebuild the Communities Trust in the Organization.
2. I want improve employee relations.
3. I am requiring all employees to attend "Cultural Diversity Training."

With the help of the Department of Justice, I am expanding our Police/Community Relations Committee. We are making this a county-wide organization where we will invite 20 various police agencies and 20 community members. This Committee will meet on a regular basis and will be tasked with building better Police/Community Relations. Anyone interested in serving on this committee feel free to contact my office.

As stated earlier, this type of behavior is not indicative of this organization, and it will not be tolerated.

MONTGOMERY COUNTY SHERIFF'S OFFICE

PERSONNEL ORDER 15-014

SUBJECT		
PERSONNEL INFORMATION		
DATE OF APPROVAL	DATE OF ISSUE	EFFECTIVE DATE
February 6, 2015	February 6, 2015	Various
ISSUED BY:		
		

Effective February 6, 2015:

Captain Thomas J. Flanders, PSN 387 is terminated for violation of Sheriff's Office policy. (136028-029)

Effective February 6, 2015:

Detective Michael J. Sollenberger, PSN 321 is terminated for violation of Sheriff's Office policy. (136350-264)

Effective February 9, 2015:

Deputy Joseph M. Connelly, PSN 1149 is suspended for thirty (30) working days for violation of Sheriff's Office policy. (236323-367)

Effective February 9, 2015:

Deputy Jayme B. Horton, PSN 243 is suspended ten (10) working days for violation of Sheriff's Office policy. (136259-277)

Effective February 9, 2015:

Sergeant Brian M. Lewis, PSN 823 is suspended three (3) working days for violation of Sheriff's Office policy. (236350-367)

Rule 12

Insubordination

Employees must promptly obey any lawful orders or directives of a supervisor. This includes orders or directives from a superior that an employee of the same or lesser rank relays. Employees must truthfully answer all interview questions a supervisor or an Inspectional Services Unit investigator asks them during a job performance or an administrative investigation. Failure to answer interview questions truthfully is prima facie evidence of insubordination and is proper grounds for termination of employment.

Rule 44

Computer Equipment, Software, and Network Systems

CALEA 11.4.4

PSCAP 6.8.1/6.8.3

The Sheriff's Office's use of computer software complies with software vendors' specific licensing agreements. The Sheriff's Office does not allow or condone "Computer Software Piracy." Computer Software Piracy is the unlawful duplication of software without specific approval from the software vendor or is contrary to the licensing agreement. Employees committing Computer Software Piracy are subject to disciplinary measures. Internet and Intranet connections are provided for business purposes and business related activities. Employees are expected to conduct themselves on these networks in a professional manner. Acceptable activities include, but are not limited to, communication with other governmental agencies and private entities engaged in activities related to law enforcement and the retrieval of information from the Internet related to professional pursuits. (See the "[General Management and Administration](#)" chapter in the *General Orders Manual*).

Employees must never add, alter, copy, delete, install, or download data files, software applications, or programs onto any agency owned computer without proper authorization from the Director of Information Technology. (See the *General Orders Manual* chapter on "[General Management and Administration](#)").

Rule 45

Ethical Conduct

Employees must always conduct themselves, both on and off duty, in a way that reflects favorably on the Sheriff's Office. Employees are forbidden from engaging in conduct that dishonors the Sheriff's Office, discredits the individual as a law enforcement employee, or impairs the efficient operation of the employee or the Sheriff's Office. Besides the preceding **rules**, all employees are accountable and responsible for the Law Enforcement Code of Ethics as a professional guideline.

Employees shall truthfully answer all questions, specifically directed and narrowly related to the scope of their employment and operations of the Sheriff Office, which may be asked of them. Employees shall be honest and shall not practice deceitfulness. Any attempts to hide or evade the truth or fact, no matter how slight, shall be grounds for discipline up to and including termination.

Mission Statement and Core Values

1. The Montgomery County Sheriff's Office strives to be responsive to the community's safety needs, to reduce fear, and to make Montgomery County a safe place to live and work in the most cost effective way possible.
2. To achieve this **mission**, Sheriff's Office employees commit to these core values:
 - **Integrity:** Employees uphold their positions of trust through honesty, credibility, and by maintaining the highest of ethical standards.
 - **Service to the Community:** Employees regard their office as a public trust and, in the discharge of their duties, are constantly mindful of their primary obligation to serve the community courteously, efficiently, and effectively.
 - **Responsibility and Accountability:** Employees ensure that their behavior earns the support and trust of all segments of the public by being responsible for their actions and willing to admit their mistakes.
 - **Professionalism:** Employees value professionalism by having a clear sense of commitment, perspective, and direction and develop professionalism by creating an environment that encourages teamwork, innovation, and continuous self-evaluation