

**ALACHUA COUNTY SHERIFF'S OFFICE  
CAREER SERVICE APPEALS BOARD**

**In Re  
Philip Carr,  
Detention Officer**

We, the members of the Career Service Appeals Board called to hear the appeal of Philip Carr in Case Number 2024-00317-OPS, over the matter of his termination from the Alachua County Sheriff's Office, make the following findings:

1. On October 12, 2024, Detention Officer Philip Carr, ID #1738, was assigned to work the Male Infirmary duty post at the Alachua County Jail.
2. The responsibilities for the Male Infirmary duty post include an observation check every fifteen minutes with a written documentation log.
3. Mr. Carr has worked this duty post on prior occasions and is aware of the duty assignments.
4. Mr. Carr did not conduct an observation between 3:24 PM and 4:05 PM.
5. The written documentation log created by Mr. Carr showed observations had been completed at 3:30 PM, 3:45 PM, and 4:00 PM.
6. Mr. Carr took responsibility for his actions at the first opportunity and never denied the above facts.
7. Mr. Carr began employment with the Alachua County Sheriff's Office on October 10, 2016.

**Conclusions:**

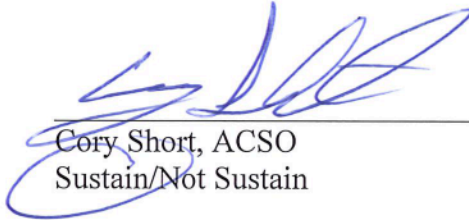
8. The violation of directive 353.V.A.6 – Untruthfulness is Sustained.
9. The violation of directive 353.V.B.1 – Performance of Duty is Sustained.
10. The termination of employment of Philip Carr is not sustained.
11. The Board has determined the appropriate sanction for Philip Carr is:
  - a. To serve a suspension from the date of termination, December 20, 2024, to present.
  - b. To be placed on disciplinary probation for one year.
  - c. Rollcall presentation related to the performance of checks.
  - d. Not assigned to the male infirmary for no less than 90 days.
  - e. Attend approved FDLE ethics class or training.
12. The Career Service Appeals Board for this matter is dissolved.

We therefore do not sustain the termination, and provide the above punishment, this 31<sup>st</sup> day of January, 2025.

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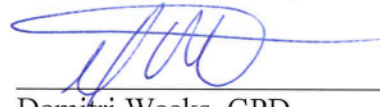
Mike Hanson, ACSO  
Sustain/Not Sustain



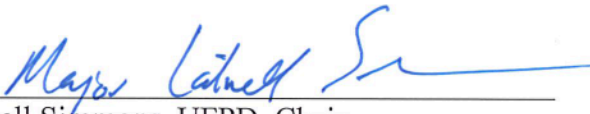
Cory Short, ACSO  
Sustain/Not Sustain



Ed Bennett, ACSO  
Sustain/Not Sustain



Demitri Weeks, GPD  
Sustain/Not Sustain

  
Latrell Simmons, UFPD, Chair  
Sustain/Not Sustain