



ALACHUA COUNTY SHERIFF'S OFFICE
Office of Professional Standards
Employee Notice of Disciplinary Action – Termination

Date: December 20, 2024

Tracking #: 2024-00317-OPS

TO: Detention Officer Philip Carr ID #1738

FROM: Chief Inspector Scott Anderson *CSO 12355*

RE: NOTICE OF TERMINATION

On December 11, 2024, you were notified of the intent to terminate your employment with the Alachua County Sheriff's Office for the violation of ACSO 353.V.A.6- Untruthfulness and ACSO 353.V.B.1- Performance of Duty.

You were also notified that your termination would become effective unless you met with the Sheriff or their designee, and presented reasons suggesting some other action would be more appropriate. On Wednesday, December 18, 2024, you met with Chief Deputy John Moorhouse to discuss this matter. Based upon your meeting, no evidence was found to change the original intended discipline. Therefore, effective 1630 on Friday, December 20, 2024, your employment with the Alachua County Sheriff's Office is hereby terminated.

You are hereby ordered to immediately surrender the ACSO Mandatory/Optional items pursuant to Receipt of Agency Property, ACSO 07-08, (See attached) upon service of final termination pursuant ACSO Directive 122.IX.D:



Mandatory Items



Optional Items

This disciplinary action falls within the guidelines wherein you may request an Appeals Board pursuant to ACSO 383 – Appeals Process Provided under Laws of Florida, Chapter 86-342. If you wish to appeal this action, you must send an Inter-Office Correspondence to the Human Resources Bureau Director, dated no later than on the third business day after receipt. You must include in your written appeal request the names of two board members selected by yourself, and who have agreed to serve on the board (must be law enforcement officers assigned within Alachua County.) If you have any questions regarding the appeals process, please contact the Human Resources Bureau Director at (352) 367-4040.

As a result of your termination, you are being apprised of the following summary of your termination benefits:

- You are not entitled to any life or health insurance termination benefits. You will receive a COBRA notice by certified mail to continue your health insurance if you choose.
- For information regarding your retirement benefits, contact the Florida Retirement System (FRS) through www.myfrs.com or 1 (866) 446-9377.

- Additionally, you may contact the USABLE Life Insurance Company, P.O. Box 1650 Little Rock, Arkansas 72203, phone number 1 (800) 370-5856 to arrange continuing life insurance coverage. The ACSO will no longer cover any cost for continuing your health and life insurance.
- Termination for any sustained finding of a commission of a specified offense as enumerated in s. 112.3173(2)(e)(1-7) Florida Statutes may result in forfeiture of leave benefits. The specified offenses are defined by statute as:
 - The committing, aiding or abetting of an embezzlement of public funds;
 - The committing, aiding or abetting of any theft by a public officer or employee from his or her employer;
 - Bribery in connection with the employment of a public officer or employee;
 - Any felony specified in chapter 838, except ss. 838.15 and 838.16;
 - The committing of an impeachable offense;
 - The committing of any felony by a public officer or employee who, willfully and with intent to defraud the public or the public agency for which the public officer or employee acts or in which he or she is employed of the right to receive the faithful performance of his or her duty as a public officer or employee, realizes or obtains, or attempts to realize or obtain, a profit, gain or advantage for himself or herself or for some other person through the use or attempted use of the power, rights, privileges, duties or position of his or her public office or employment position;
 - The committing on or after October 1, 2008, of any felony defined in s. 800.04 against a victim younger than 16 years of age, or any felony defined in chapter 794 against a victim younger than 18 years of age, by a public officer or employee through the use or attempted use of power, rights, privileges, duties, or position of his or her public office or employment position.

Additionally, the Sheriff has the discretion to deny payout upon a sustained finding of:

- Aiding an escape or suspect;
 - Membership or participation in a subversive or terrorist organization as defined by the FBI;
 - Communicating or imparting confidential information, that subjects the Sheriff to liability or endangers a criminal investigation.
- Your final paycheck will include only those amounts owed as wages. Leave balances, if any, are provided on a separate check (termination check) which are cut at the next full pay period.
 - You are entitled to submit information to be included in your personnel file to refute the findings of this investigation.

Please contact the following representatives if you have any questions about the separation process:

| | | |
|------------------------------|----------|------------------|
| Human Resources Bureau | Director | (352) 367-4040 |
| Accounting and Budget Bureau | CFO | (352) 367-4055 |
| Blue Cross Blue Shield | | 1 (877) 352-2583 |
| ICMA/Mission Square | | 1 (800) 669-7400 |

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Your personnel file and disciplinary file at the Alachua County Sheriff's Office will reflect you were terminated for the violations of ACSO 353.V.A.6- Untruthfulness and ACSO 353.V.B.1- Performance of Duty.

Ins J. Scott 0814
Issuing Supervisor - Print and Sign Name

12-20-2024
Date

Philip Carr #1738
Detention Officer Philip Carr ID #1738

12-20-2024
Date

SA/js

Original: Office of Professional Standards

cc: Information Technology Bureau
Accounting and Budget Bureau
Human Resources Bureau

Distribution made by: Ins J. Scott 0814
Name/ID #

12-23-24
Date