

Concise Employee History

Sergeant Todd L Fleenor [145]

ID Number: 145 Hire date: Sep 15, 2000

Current assignment(s):

: Patrol
: Squad 1B SGT

Involved Employee: Administrative investigation

**OPR No: AI-070
Associated Ca18338-01**

Received: May 25, 2001

Allegations:

Conduct - acted in an aggressive manner - A 2.06 Code of Conduct - Sustained - Jan 09, 2002

Actions taken:

Category D: Jan 09, 2002 - Suspension Days/hrs suspended: 80

Employee was off duty and became involved in an altercation with a citizen in Calvert County. A criminal investigation was initiated by Calvert County Sheriff's Office and the employee was the listed suspect in the case.

Involved Employee: Administrative investigation

**OPR No: AI-071
Associated Ca52460-07**

Received: Nov 01, 2007

Allegations:

Performance - knowledge of training - A 2.06.007 Performance Level - Sustained - Nov 01, 2007

Actions taken:

Category B: Nov 01, 2007 - Written Counseling Days/hrs suspended: 0

Employee was struggling with a citizen. During the struggle employee inadvertently struck the citizen in the head with a flashlight. Employee wrote in his report he "attempted to use my flashlight to deliver a brachial stun." The investigation revealed employee used a "suprascapular" technique. Employee has received instruction on these techniques but has not remained current. In violation of the SMC SO Policy A2.06.007 Performance Level.

Involved Employee: Administrative investigation OPR No: AI2016-017

Received: Mar 09, 2016

Allegations:

Performance - used student in demonstration - A 2.06.007 Performance Level - Sustained - Mar 15, 2016

Actions taken:

Category B: Mar 15, 2016 - Loss of Leave Days/hrs suspended: 0

Employee was conducted a K-9 demonstration at the Tech Center and used a student as a decoy. Eight (8) Hours Loss of Annual Leave.

Involved Employee: Administrative investigation OPR No: OPR2020-1343

Received: Jun 27, 2020

Allegations:

Conduct - A 2.06.030 Discrimination, Harassment - Unfounded - Jan 07, 2022

Performance - A 1.03.005 Supervisors - Sustained - Jan 07, 2022

Jan 07, 2022 - Suspension without Pay Days/hrs suspended: 24

24 hours Suspension without Pay.

On 6/27/2020, an Administrative Investigation was initiated alleging you treated a subordinate unprofessionally during a monthly inspection. A preponderance of evidence exists to show you failed to properly supervise your subordinates when assigned the task of conducting monthly inspections. You failed to conduct the inspections in the manner you were directed to do so by your Lieutenant (physically checking the MVR Videos); you conducted inspections differently for subordinates; and documented items in your inspection report which were not accurate. You failed to actively oversee the performance of all subordinates to ensure compliance with all agency policies, procedures, and rules.

The action taken has been completed

Performance - A 2.06.006 Performance of Duty - Sustained - Jan 07, 2022

Jan 07, 2022 - Suspension without Pay Days/hrs suspended: 0

Count III-Merged with Count I

The action taken has been completed

Conduct - A 2.06.011 Conduct With Agency Personnel - Sustained - Jan 07, 2022

Jan 07, 2022 - Loss of Leave Days/hrs suspended: 8

Count II - On 6/27, 2020 an investigation was initiated reference your conduct towards a subordinate. A preponderance of evidence exists to show you became upset during an inspection with a subordinate, cursed at her, and drove away in the middle of the deputy speaking to you. You further confronted the same deputy and another subordinate about being in a physical relationship with one another when there was no evidence to do so. You also openly joked about the possible relationship in front of four (4) subordinates while on duty. The above actions caused grief and concern to the two deputies in question. Your conduct was a failure to treat each of your subordinates with the respect and courtesy due every individual in a professional work atmosphere.

The action taken has been completed

**Involved Employee: Administrative investigation OPR No: OPR2020-1858
Associated Ca25181-20**

Received: Sep 04, 2020

Allegations:

Performance - A 2.06.009 Reporting Violations - Sustained - Jan 05, 2022
Performance - B 2.02.002 Reporting Investigations - Sustained - Jan 05, 2022

Actions taken:

Category C: Jan 06, 2022 - Loss of Leave Days/hrs suspended: 0

On April 22, 2020, Sgt. Fleenor made contact with Warren and Christine Hague who wanted to complain about the conduct of another supervisor. Sgt. Fleenor reviewed the matter but did not forward the complaint and his findings through the chain of command as required.

: Jan 05, 2022 - Merged Days/hrs suspended: 0

On April 22, 2020. Sgt. Fleenor made contact with Warren and Christine Hague who wanted to complain about the conduct of another supervisor. Sgt. Fleenor reviewed the matter but did not forward the complaint and his findings through the chain of command as required via Blue Team, omitting a critical risk management document. This charge was merged with Count I.

Involved Employee: Administrative investigation **OPR No: OPR2021-1356**
Associated Ca13732-21

Received: May 12, 2021

Allegations:

Performance - A 1.03.005 Supervisors - Sustained - Jan 07, 2022

Jan 07, 2022 - Suspension without Pay Days/hrs suspended: 24

On 3/14/2021 you were the first line supervisor assigned to Squad 1B. A vehicle pursuit occurred and ended with force being used by two deputies as they extracted the suspect of a felony assault from the vehicle. A preponderance of evidence shows you failed to properly supervise your personnel by not ensuring policies and procedures were followed to include the force not being reported and evidence not being documented and collected.

The action taken has been completed

Performance - B 2.02.002 Investigations - Reporting Requirements - Sustained - Jan 07, 2022

Jan 21, 2022 - Loss of Leave Days/hrs suspended: 8

On 3/14/2021- you were the first line supervisor assigned to Squad 1B. A preponderance of evidence shows you failed to perform your duties as required by policy to include: failing to properly review offense reports for accuracy and not submitting a supplement report for a felony investigation wherein you obtained statements made by the suspect. Sustained for Performance of Duty.

The action taken has been completed

Involved Employee: Administrative investigation **OPR No: OPR2021-1382**
Associated Ca24871-21

Received: May 14, 2021

Allegations:

Performance - A 1.03.005 Supervisors - Sustained - Jan 07, 2022

Jan 07, 2022 - Suspension without Pay Days/hrs suspended: 32

On May 9, 2021, you were the first line supervisor for Squad 1B and arrived on the scene of a traffic stop initiated by a Deputy assigned to your squad. The Deputy reported to you he used force while placing a suspect in custody. A preponderance of evidence shows you failed to perform your supervisory duties by not

conducting a Use of Force Supervisor Review. As a result, key information was not collected, which if done, would have more than likely led to the suspect being criminally charged.

The action taken has been completed

Conduct - A 2.06.010 Conduct Unbecoming/Rudeness - Sustained - Jan 07, 2022

Jan 07, 2022 - Loss of Leave Days/hrs suspended: 8

On May 9, 2021, you were the first line supervisor for Squad 1B and arrived on the scene of a traffic stop initiated by a deputy assigned to your squad. Several deputies were present conducting over watch of a crowd assembled in the front yard of a residence. A preponderance of evidence shows near the end of the incident, the crowd was not a threat at which time you initiated verbal contact with a subject; approached the crowd; made several provoking comments and escalated the situation. These actions reflected poorly on the agency.

The action taken has been completed

Involved Employee: Administrative investigation OPR No: OPR2022-0123

Received: Jan 07, 2022

Associated Ca629-22:

Allegations:

Performance - B 2.09.015 Juvenile Secure Custody - Sustained - Mar 18, 2022

Mar 18, 2022 - Written Counseling Days/hrs suspended: 0

On 1/5/22 a juvenile was brought to the Sheriff's Office Headquarters to be processed for an Assault by Deputy Wilson. The juvenile was in secure detention from 1000 hours to 1710 hours for a total of seven hours and ten minutes at which time you directed Deputy Wilson to move the juvenile to the lobby of the Sheriff's Office. The seven hours and ten minutes that the juvenile was in secure custody violates SMCSO Policy B 2.09 Juvenile Operations, specifically B 2.09.015 Secure Custody which states juveniles will not be held in secure custody for longer than six hours. The one hour and twenty minutes the juvenile was removed from the Sheriff's Office in an attempt to release them to the custody of a parent, is secure custody.

The action taken has been completed

Involved Employee: Administrative investigation OPR No: OPR2022-0110
13:00

Received: Jan 13, 2022

Associated Ca66720-21

Allegations:

Conduct - B 6.01.001 Excessive Force - Unfounded - May 02, 2022
Conduct - B 3.12.004 Intentionally Turning Off BWC in Performance of Duty - Unfounded - May 02, 2022

Involved Employee: Administrative investigation OPR No: OPR2022-0752

Received: Feb 23, 2022

Allegations:

Conduct - A 2.06.005 Conformance to Laws - Unfounded - Mar 30, 2022
Conduct - A 2.06.048 Internet Activities and Electronic Communications - Sustained - Mar 30, 2022
Mar 30, 2022 - Written Reprimand Days/hrs suspended: 0

A citizen complaint was received alleging Sgt Fleenor utilized his county email to communicate with others regarding his participation in regularly scheduled gambling events. A preponderance of evidence supports from 2019 through 2021 he utilized his county email to send and receive communications regarding legal poker games he actively participated in. Using his county email in this manner reflected poorly on the Sheriff's Office and is in violation of the Internet Activities and Electronic Communications policy. MDR Offered and accepted by the employee - Written Reprimand issued by Major Merican.

The action taken has been completed

Involved Employee: Administrative investigation OPR No: OPR2022-0927
Associated Call1544-22

Received: Mar 09, 2022

Allegations:

Performance - A 1.03.005 Supervisors - Sustained - Mar 30, 2022
Mar 30, 2022 - Retired in Lieu of Discipline Days/hrs suspended: 0

On March 7, 2022, Sgt. Fleenor was On Duty and responded to St. Mary's MedStar Hospital for an attempted escape. A preponderance of evidence exists to support you contacted the investigating officer but failed to collect basic facts that would've identified the crime at hand. You failed to provide guidance and direction

to your subordinate and actively manage the situation when you prematurely left the scene, causing unnecessary delay of evidence identification and collection.

The action taken has been completed

Involved Employee: Administrative investigation **OPR No: OPR2022-0945** **Received: Mar 13, 2022**
Associated Ca9528-22

Allegations:

Performance - A 1.03.005 Supervisors - Sustained - Mar 30, 2022

Mar 30, 2022 - Retired in Lieu of Discipline Days/hrs suspended: 0

On February 25, 2022, you were on duty and conducting a Supervisory Ride-Along, with a new probationary officer. You responded to Action Lounge and Billiards in Leonardtown. While you and a number of your subordinates were there, an unrelated arrest took place wherein at least two additional assaults were reported to you directly. A preponderance of evidence exists to support you failed to actively manage the scene and to direct subordinates to attempt to locate those assault victims, identify and collect evidence and investigate those alleged crimes.

The action taken has been completed

Report summary: totals by incident type:

Incident type	Received
Administrative Inquiry	0
Administrative investigation	12
Total	12