

**PALM BEACH GARDENS POLICE DEPARTMENT
DISCIPLINARY ACTION FORM**

Employee Name: Timothy Lawrence

ID#: 284

Violation(s):

Rules and Regulations 2.3.16.9: Neglect of Duty

Summary: (attach additional sheets as needed)

On April 26, 2012, Officer Lawrence was assigned as lead investigator under the auspices of a senior investigator on a potentially fatal crash - case number 12-2309. This assignment was made so that Ofc. Lawrence could demonstrate sufficient skill required to conduct these intensive investigations in a solo capacity. The victim's injuries proved to be non-life threatening, though very serious. The State Attorney opted to pursue Culpable Negligence charges against the at-fault driver/suspect.

On July 10th, Officer Lawrence met with the case's assigned prosecutor and was given an Intake Review citing items needed for further case evaluation, including audio statements from witnesses, copies of all photographs, and laser scene mapping. A deadline of July 18th was given to compile the required information. No supplement was completed indicating such meeting was held, and I was left unaware of the status of the case, believing it was in the hands of the State Attorney's Office at that point.

In the late afternoon of July 18th (the deadline), Officer Lawrence supplemented the investigation by obtaining one statement, as requested; however, no request had been made to Evidence for copies of the case photographs and the scene hadn't yet been mapped.

The deadline had not been met, but Officer Lawrence experienced a death in his family, so the prosecutor granted a continuance of the deadline to July 31st. On August 1st, one day after the deadline had passed, the prosecutor contacted Officer Lawrence only to be told that he is going out of town again and that the case had been turned over to Officer Folmar for the required follow-up.

(continued)

Recommendation:

Officer Lawrence demonstrated a lack of sound judgment and poor decision making in handling this matter. There is no reason that the information requested by the State Attorney's Office could not be gathered by the first established deadline. Had I been notified of the case status and the deadline by which he needed to act, Officer Lawrence could have provided the SAO with everything they requested. I feel a written reprimand is appropriate for the violation of Regulation 2.3.16.9: Neglect of Duty for the reasons stated herein.

Sergeant Todd Grossman

Supervisor Name:

Supervisor Signature

297

Supervisor ID#

August 7, 2012

Date

PALM BEACH GARDENS POLICE DEPARTMENT

Additional Sheet

Instructions: Use this as an additional sheet to continue writing information which does not fit on the original form (i.e. Disciplinary Action, Corrective Action, Performance Review, etc.)

Additional Sheet to: Disciplinary Action **Date:** 08/07/12
Employee Name: Officer Timothy Lawrence **ID#:** 284
Prepared by: Sergeant Todd Grossman **ID#:** 297

(Continuation of narrative)

When Officer Lawrence informed Officer Folmar of what investigative steps were required by the State Attorney's Office, he failed to mention that there was a deadline for gathering the information. Additionally, he never informed me, the Traffic Unit Supervisor, that he met with the State Attorney's Office or that he was issued an Intake Review with a deadline for completion.

While unfortunate circumstances dictated an immediate absence from work, had Officer Lawrence completed a supplement after his meeting with the prosecutor and/or otherwise informed me of such discussion, I would have seen that the needed information was obtained by the deadline.

The lack of urgency displayed by Officer Lawrence portrayed an image of ineptitude - not just of Officer Lawrence, but of the Agency - to the State Attorney's Office staff who had been waiting past two deadlines for the information they had requested three weeks prior. The lack of communication to his supervisor about an important case compounded the problem and put several Agency supervisors, including members of Command Staff, in a position to apologize to the State Attorney.

I believe this demonstrates poor decision making and judgment and feel Officer Lawrence's actions warrant a written reprimand.



PALM BEACH GARDENS POLICE DEPARTMENT

NOTICE OF COUNSELING



DATE: 09/24/2007 **OFFICER:** Timothy Lawrence #284

INCIDENT FACTS:

On 09-24-07 at 12:54pm, Officer Lawrence #284 requested my presence at Military Trail and Hood Road where his marked police cruiser #451 was disabled due to having two flat tires on the left side.

On arrival Officer Lawrence told me that at approximately 12:50pm this date he was traveling east on Hood Road at the intersection of Military Trail. While driving through the intersection at a speed of approximately 15-20 mph, he was looking for a suspicious vehicle that had been called out over police radio as traveling north on Military Trail from the area of I-95. As he was looking to the north while driving through the intersection he inadvertently drifted to the left and struck the eastside concrete median lane divider of Hood Road. Officer Lawrence said that both of the left side tires impacted the median curb causing them to deflate. He then drove approximately 200' farther east on Hood Road to a safe area in a left turn lane and contacted me immediately. The police cruiser sustained approximately \$400.00 in damage to the tires.

Summary:

Officer Lawrence failed to operate his assigned police car in a careful manner due to being distracted while looking for a suspicious vehicle. This momentary lapse of caution resulted in his vehicle impacting a raised concrete median curb and damaging his car to the point it was temporarily disabled.

Policy Procedure Violation: 2.3.47.2 Operator Accountable For Own Negligence or Carelessness.

PROPOSED SOLUTIONS TO IMPROVE PERFORMANCE:

Officer Lawrence should recognize the importance of safely operating his police vehicle particularly when his attention is focused on looking for suspects while driving on the roadway. He should also use more caution and be aware of road hazards and obstacles when operating his police cruiser.

POTENTIAL CONSEQUENCES IF BEHAVIOR IS NOT MODIFIED:

Written Reprimand and or suspension.

This is to acknowledge that I have been counseled in the above-mentioned matter.

Officer: Off. T. Lawrence #284

Signature: T. Lawrence #284

Supervisor: Sgt. G. Smith #145

Signature: Sgt. G. Smith #145 9/25/07

PALM BEACH GARDENS POLICE DEPARTMENT

NOTICE OF COUNSELING

DATE: 06-28-07 **OFFICER:** Timothy Lawrence #284

INCIDENT FACTS:

On 06-07-2007 I received an email from Sgt. Corrao advising that Officer Lawrence had left an AR-15 rifle in his (Lawrence's) patrol vehicle when he dropped the car off for service at public works. What made matters worse is the fact that a live round was found in the firing chamber of the weapon, and that any civilian employee or any other person who visited public works could have had access to that loaded high powered rifle. Sgt. Corrao also emailed Officer Lawrence about this incident.

On 06-08-2007 Officer Lawrence emailed me with a response regarding this incident. Officer Lawrence advised that he was "in a rush" when he dropped his assigned police cruiser off at public works that day and as for the round in the chamber, he stated that he forgot to eject the round after responding to a bank alarm on Tuesday the 5th of June.

It has been an ongoing standard with this agency that when vehicles are delivered to the public works department for service that all firearms are to be removed from that vehicle. It is also standard practice through the departments training division that the AR-15 and shotguns are to be racked or transported in the 'cruiser ready' mode when not in use.

Policy Procedure Violation: Neglect or Inattention to Duty 2.3.16.5.9

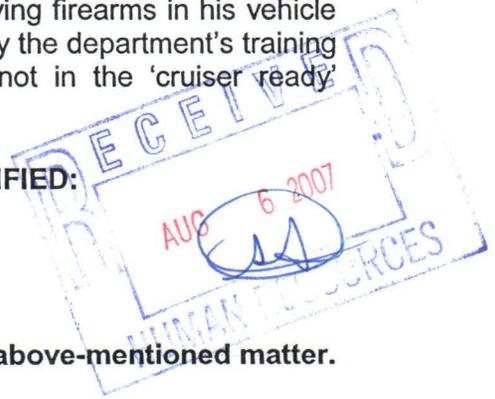
PROPOSED SOLUTIONS TO IMPROVE PERFORMANCE:

Officer Lawrence should recognize the importance of not leaving firearms in his vehicle when it is taken to a facility for service, he should also abide by the department's training standard of not transporting or racking an AR-15 that is not in the 'cruiser ready' configuration.

POTENTIAL CONSEQUENCES IF BEHAVIOR IS NOT MODIFIED:

Written Reprimand and or suspension.

This is to acknowledge that I have been counseled in the above-mentioned matter.



Officer: Tim Lawrence #284 Signature: T. Lawrence #284 6.28.07

Supervisor: Sgt. [Signature] #145 Signature: Sgt. George Smith #145
6/28/07

EWS
Emp. Hist.
Baw

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[Signature]