



Eric Beasley &lt;sparticus33w@gmail.com&gt;

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**Fwd: Grievance of Frederick County employee Scott Monaco**

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**SCOTT MONACO**

To: sparticus33w@gmail.com

Fri, Aug 26, 2022 at 10:03 AM

The forwarded email has been ignored by the County executive and human resource division of Frederick county Maryland.

In addition, on Tuesday, August 30, 2022, at 9:00a.m., a public meeting (FCSO administrative hearing board) will be conducted in the Winche ter Room at Winche ter Hall in a blatant attempt to separate me from employment

**From: Scott Monaco**

Date: Fri, Jul 1, 2022 at 12:06 PM

Subject: Grievance of Frederick County employee Scott Monaco

To: <[Human\\_Resources@frederickcountymd.gov](mailto:Human_Resources@frederickcountymd.gov)>CC: <[jgardner@frederickcountymd.gov](mailto:jgardner@frederickcountymd.gov)>

I respectfully request an immediate emergency meeting with you to discuss a very serious and vital situation at the Frederick County Courthouse regarding the Frederick County Sheriff's Office's Courthouse Security Unit. An existent, persistent, malicious, hostile and toxic work environment has been created and supported over the past couple of years by the former and present command staff within the Frederick County Sheriff's Office. This environment has been fostered by the lack of proper and professional supervision within the unit's command staff and chain of command. The present hostile work environment is caused by the malicious abuse of authority by immediate and indirect supervisors, the intentional omission of clear policies and procedures of the Courthouse Security Unit, a condoned common practice to intimidate, harass, ridicule, embarrass, berate, falsely accuse and aggressively discipline employees for violating "policies and procedures" that simply do not exist. This is common knowledge among the subordinates of the Frederick County Sheriff's Office's Courthouse Security Unit.

I have personally been the subject of such targeted harassment, falsely accused of violations of policy and procedures, aggressively and unfairly disciplined and have bore witness to other coworkers that have been the subject to the same hostile, malicious and unprofessional treatment. I have personally witnessed, in the presence of other coworkers, the command staff mock, ridicule and embarrass other coworkers of the Unit and allow other coworkers to do the same in their presence. Command staff has permitted certain subordinates to "pick and choose" who they wish to relieve for lunch breaks and duties, permitted certain subordinates to "pick and choose" assignments, permitted certain subordinates to ignore the known "standard practices"

of lunch breaks (allowing additional time) and permitted certain subordinates to be absent from assigned duties based on favoritism. The command staff of the Security Unit has maliciously held certain employees to a higher standard while totally ignoring other employee's blatant disregard of known "standard operating practices." Previously, I have made attempts, as per agency policy, to meet with a higher-ranking supervisor in my chain of command to express my grievances, but the requests were shelved and never addressed. Subordinates of the Courthouse Security Unit have made requests to have "known standard practices" written in a clear standard "operating procedure" for the Courthouse Security Unit, to resolve several issues. These requests have been ignored resulting in further discord between the supervisors and subordinates and causing a complete lack of confidence in the command staff. The result of a lack of written and clear standard operating procedures has permitted the command staff the ability to create false violations of operating procedures. Subordinates, when consulting with immediate supervisors for guidance for issues that have arose were responded to by these immediate supervisors with statements of "it's not my problem and "I don't care." On several occasions, subordinates were not properly relieved of their duties on time and were advised by immediate supervisors that the supervisor "forgot" that the subordinates were on a post and needed to be relieved. This is a lack of proper supervision and a complete abuse of power and authority. These actions have led to a very hostile and toxic work environment directly resulting in animosities among subordinates, extremely low moral and

I am currently facing malicious and unfair disciplinary action by the Frederick County Sheriff's Office based upon past and present fabricated "charges" of violations of Frederick County Sheriff's Office and Security Unit's "Rules, Policy and Procedures." Besides the fabricated "charges" of violations of procedures that simply do not exist, the Sheriff's Office has violated its own policy of progressive disciplinary action in my case. Additionally, the Sheriff's Office has created a disciplinary "hearing board" that is completely prejudiced towards its employees, all while denying employees any recourse and forcing them to endure a blatant abuse of power and authority.

On the morning of Tuesday, June 21, 2022, three days after returning to work from authorized FMLA extended sick leave, I was met by a "chain of command" Captain who advised me that just prior to me being placed on extended sick leave, I was "charged" with violating the FCSO Rules of Conduct 25-0 Neglect of Duty. The Captain further advised that this charge had been reviewed while I was out on FMLA extended sick leave, through the entire chain of command and that the "charge" was sustained and my punishment would be "termination." The Captain advised that I could either accept the punishment of termination or request a hearing on the issue by the "hearing board" before the Sheriff's Office takes action. Because of these unfair "charges," in a blatant effort to wrongfully separate me from service and discredit me, I immediately chose to appear before the "hearing board" instead of accepting the punishment of termination. This disciplinary action was conducted without a formal

disciplinary investigation by the Frederick County Sheriff's Office and with malice. Later, in an attempt to properly prepare myself against these unfair "charges," I attempted to locate the FCSO's standard operating procedures for the mentioned "hearing board" to no avail. I emailed the Captain and requested a copy of the FCSO's standard operating procedures for this "hearing board." An email by the Captain in a response to my request states; "the agency does not currently have a SOP on trial boards, but all disciplinary documentation can be found in GO 26 1 Disciplinary Procedures." "I do believe that the agency has been in the process of working on a SOP for trial boards but to my knowledge it is not completed." This is blatantly evident that the Frederick County Sheriff's Office has created a disciplinary and grievance system that is unfair and completely prejudiced towards its employees. I have been denied by the Frederick County's Sheriff Office a fair opportunity to defend myself against a malicious attempt to discredit my character and my ability to properly perform my duties. This attempt by the command staff of the Frederick County's Sheriff Office to terminate me is based mostly on fabricated violations and violations contributed by the actions of my immediate supervisors. This malicious attack against me is a direct retaliation for my questioning the lack of necessary "standard operating procedures," seeking verification and understanding of certain "standard practices" within the Courthouse Security Unit, filing a complaint against a former Court Security Unit supervisor, complaining of unfair work practices, filing a workman's compensation claim for an injury that I sustained in the scope of my duties and exercising my right to FMLA extend sick leave.

Recently, the Sheriff's Office has created an independent "Human Resources" position (Personnel Supervisor) within the Sheriff's Office, under the basis that this person is now considered "under the Chain of Command" (FCSO Rule 39-1). In a previous email sent by the Courthouse Security Unit's Lieutenant, on January 28, 2022, at 12:06p.m., to the Courthouse Security Unit staff (excluding myself), it states that "employees are expected to direct Personnel/HR issues (to include COVID related) to our Personnel Supervisor Jillian Hershberger" and "only in very rare instances (i.e. Sexual Harrassment/FMLA criteria) should anyone go directly to other entities outside the agency without first following our policies." I believe this is another blatant attempt by the Sheriff's Office, under threat of disciplinary action for violating FCSO policy "Chain of Command" (FCSO 39-1), to intimidate and silence employees who have a grievance against the Sheriff's Office command staff and to prevent "whistleblowers" from coming forward. I have personal knowledge that employees of the Sheriff's Office's Courthouse Security Unit have filed grievances to the Frederick County's Human Resources Division in regards to issues within the Sheriff's Office's Courthouse Security Unit. These employees were later openly chastised by members of the Courthouse Security Unit for filing their grievances. Now, according to the Sheriff's Office recent policy, these employees would be in violation of policy and subject to disciplinary action. I believe this policy to violate the rights as employees of Frederick County to seek assistance from the Human Resources Division without having to disclose information to the Sheriff's Office staff for fear of retaliation by disciplinary action. Policies such as these result

in employees' refusal to come forward, remain silent and not report wrongdoings which fosters corruption and abuse of authority.

On Wednesday, June 29, 2022, at 8:00 a.m. I returned to work after being placed on prior approved five days of administrative leave for testing positive for the COVID virus. I was advised by a Sergeant in my chain of command to contact the County Human Resource Division in regards to the administrative leave time being entered into the payroll system because I did not have pending sick time available. I called and spoke with a representative and explained to them my situation. The representative informed me that County policy had recently been updated (June 2022) and that under the updated policy, I did not qualify for COVID administrative leave. I then verbally notified the Sergeant of this information and advised that I would also send him an email documenting this incident. The Sergeant stated that he would immediately notify the Lieutenant in the chain of command. While in the process of drafting my email to the Sergeant, I was approached and informed by the Lieutenant that I was "immediately" being placed on administrative leave without explanation. The Lieutenant stated that he was suddenly and unexpectedly advised of this decision and did not possess any documentation stating reasons why I was being placed on administrative leave. I then requested from the Lieutenant some form of documentation stating that I was being placed on administrative leave. The Lieutenant advised he would immediately draft and send me an email stating such. I received the email, which stated I was "hereby placed on administrative leave" and "you will be contacted when things change." This is in clear and blatant violation of the FCSO Disciplinary Procedures under General Orders 26.1; Disciplinary Procedures, Section 26.1.3; Disciplinary System 12-Disposition Matrix, Sub-section (9); Administrative Leave, Paragraph (b); "The employee's Division Commander will issue the employee a formal administrative leave order and relieve the member of his/her equipment, i.e., weapon, key, badge identification cards." Confused and dazed and causing me extreme anxiety as a result of this sudden and drastic unfair disciplinary action, I nervously gathered my personal belongings and under the watchful eye of the Lieutenant, left the Sheriff's Office suite without further contact or notification. It is my strong belief that I was placed on immediate administrative leave as another attempt by the Sheriff's Office to harass, intimidate, cause duress and prevent me from obtaining any records that would assist me in the pending disciplinary matters set before me. Additionally, I strongly believe I was placed on immediate administrative leave in retaliation, as a direct result of an official public records requests I submitted on June 28, 2022, to the Sheriff's Office for the review and inspection of certain documentation that would assist me before the "hearing board" in the pending disciplinary matters set before me.

The Courthouse Security Unit has been and is currently critically understaffed. Current employees' vital "less than lethal" certifications (TASER, pepper spray, baton) have been allowed to expire without concern for the employees' or public's safety or vicarious liability. Besides placing the employee and County in a position

for civil litigation, it directly violates the policy and procedure of the Sheriff's Office in regards to the carrying of "less than lethal devices" while on duty.

It is for these reasons, among several others not stated, that I request an immediate meeting with representatives of the Frederick County's Human Recourse Division. I can provide documentation and witnesses to substantiate the facts as I have outlined above. Please, do not shelve my concerns and complaints like the command staff of the Sheriff's Office. It is neither the Sheriff nor the Sheriff's Office command staff that will suffer from these atrocious actions but the citizens, businesses and visitors of Frederick County. There is a desperate need for someone to hold the command staff of the Frederick County Sheriff's Office accountable for their malicious actions and provide county employees of the Sheriff's Office with an independent and unprejudiced disciplinary system.

It has always been my intent to have a long and prosperous career as an employee of Frederick County. My entire professional career has been dedicated to public service and it was my desire to further my career by serving Frederick County to the best of my abilities. It is impossible for me to achieve this goal continuing to work under such extreme hostile and toxic work conditions. Employees deserve to work in an environment where they are treated with fairness, dignity and respect and not placed under extreme duress as a result of actions by their supervisors.

I eagerly await your response.

With greatest regards,

Special Police Office II Scott Monaco

Frederick County Sheriff's Office/Courthouse Security Unit

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