



FREDERICK COUNTY SHERIFF'S OFFICE  
NOTIFICATION OF CHARGES



EXHIBIT 3

TO: *Sgt. Amanda Ensor*

*Patrol Team 1*

DATE: 01-23-2019

You are hereby notified that you are charged with the following violations of this Agency's Rules, Policy, and Procedures to wit:

- Rule 4-4      **Abuse of position**
- Rule 26-2    **Neglect of Duty**
- Rule 34-2    **Incompetence**

Charges -- Violation of Frederick County Sheriff's Office Rules, Policy, and Procedures (explain in detail -- include specific chapter and section where applicable).

Rule 4-4 Abuse of Position/Unauthorized Use of Likeness

*An employee shall not permit or authorize the use of his/her name, photograph, or official title identifying him/her as an employee of the Frederick County Sheriff's Office in connection with testimonials or advertisements of any commodity or commercial enterprise, or for personal reasons without the written approval of the Sheriff.*

**SUSTAINED      \*\*Written Reprimand\*\***

Rule 26-2 Neglect of Duty (Inattentiveness to duty)

*An employee will not read, play games, watch television or movies, or engage in any activity or personal business while on duty that would cause neglect or inattentiveness to that duty.*

**SUSTAINED      \*\*Loss of take home vehicle 30 working days\*\***

Rule 34-2 Incompetence (Perform to the highest standard)

*Employees shall perform their duties in a manner which will maintain the highest standards of efficiency in carrying out the functions and objectives of the Frederick County Sheriff's Office.*

**SUSTAINED      \*\*15 Day Suspension without Pay (Total 120hrs)\*\*  
**\*\*Transfer from Patrol Operations to Judicial Services\*\*****





FREDERICK COUNTY SHERIFF'S OFFICE  
RIGHT TO HEARING



To: Sgt. Amanda Ensor # 0343

Judicial Operations (temporary)

Based upon the Sustained findings and recommended discipline in Administrative Investigation 18-020 and in accordance with Section 3-107(a) of the Law Enforcement Officer's Bill of Rights (Title 3, Subtitle 1, of the Maryland Code), you are hereby notified that you are entitled, upon your request, to a hearing on the issues by a hearing board before the Sheriff's Office takes action in this matter; furthermore, it is your sole responsibility to request such a hearing.

Be advised that you have 5 days, from the date of this notice, to contact

Major Troy Barrick if you choose to request a hearing board in this matter.

For a more detailed explanation of your rights, you should refer to the Law Enforcement Officer's Bill of Rights, and/or confer with an attorney.

I hereby acknowledge receipt of this **Right to Hearing** notification.

[Signature] Sgt. 0343  
Signature (Rank and I.D. #)

1/23/19 11:37am  
(Date and Time)

Major T. Barrick 0244  
Signature (Rank and I.D. #) of Person Serving Notice

1-23-19  
(Date and Time)





FREDERICK COUNTY SHERIFF'S OFFICE



WAIVER OF LAW ENFORCEMENT OFFICER'S BILL OF RIGHTS  
AND ACCEPTANCE OF DISCIPLINARY ACTION

I, Sgt. Amanda Ensor, am familiar with the "Law Enforcement Officer's Bill of Rights" and pursuant to the Maryland Code, Public Safety Article, Sec. 3-103(f), I voluntarily waive all of my rights for the purpose of the disciplinary charges which have been filed against me.

I plead guilty to such violations and accept as disciplinary action, a penalty of:

1. Rule 4-4 - An employee shall not permit or authorize the use of his/her name, photograph, or official title identifying him/her as an employee of the Frederick County Sheriff's Office in connection with testimonials or advertisements of any commodity or commercial enterprise, or for personal reasons without the written approval of the Sheriff. **Penalty- Written Reprimand (Category B Violation)**

2. Rule 26-2 - An employee will not read, play games, watch television or movies, or engage in any activity or personal business while on duty that would cause neglect or inattentiveness to that duty. **Penalty -Loss of take home vehicle for 30 working days (Category B Violation)**

3. Rule 34-2 - Employees shall perform their duties in a manner which will maintain the highest standards of efficiency in carrying out the functions and objectives of the Frederick County Sheriff's Office. **Penalty- 15 day suspension without pay (120hrs) and transfer from Patrol Operations to Judicial Services. (Category E Violation)**

(If the accused is suspended, deprived of leave, or loses their police powers, exact dates must be specified.)

I have received a copy of, and acknowledged by signature, the Notification of Charges filed against me. I am aware that by waiving my rights under the Law Enforcement Officer's Bill of Rights, that I am waiving my rights to appeal the finding and disciplinary action.

Sgt. Amanda Ensor 1/28/19  
Signature, Date

LT [Signature] 1/29/18  
Bureau Chief, Date

[Signature] 1/29/19  
Sheriff, Date