



EXECUTIVE OFFICES OF
MARION COUNTY SHERIFF
JOHN R. LAYTON
40 South Alabama Street
Indianapolis, Indiana 46204
(317) 327-1310 Fax (317) 327-1315
GENERAL OFFICES
(317) 327-1700

LETTER OF REPRIMAND

November 12, 2012

Deputy Steven C. Lyday
10803 Walnut Grove
Camby, IN 46113

Deputy Lyday:

On October 17, 2012, you were observed by Sheriff Layton using your cell phone at the Alabama Street post while on duty. You are found to be in violation of the following Deputy Rules and Regulations:

208.20 – Attention to Duty

This will serve as an official **Letter of Reprimand**. A copy of this letter will be placed in your personnel file.

I ask you, as a professional, to comply with the above mentioned so as not to result in further disciplinary action

A handwritten signature in black ink, appearing to read "John R. Layton".

John R. Layton
Sheriff, Marion County

CC:
Chief Deputy Talley-Sanders
Lieutenant Colonel Grandy
Internal Affairs
Lead Paralegal
Personnel File

[Redacted] _____
[Redacted] 11/14/12 _____
[Redacted] _____



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November 9, 2015

Reserve Deputy Steven C. Lyday
40 S. Alabama Street
Indianapolis, IN 46204

Reserve Deputy Lyday:

Due to the outcome of an internal investigation, IA15-00096, you are found to be in violation of the following Rule and Regulation for a Reserve Deputy:

- R/212.10 – Insubordination
- R/274.10 – Conduct Unbecoming

Due to the seriousness of this violation, upon receipt of this letter, you are suspended for 30 calendar days. On the dates of your suspension you will not have police powers and you are not to perform any functions that require police powers. This includes part-time employment. You are required to turn in your MCSO issued vehicle, ID Card, and all other MCSO equipment. All Department Rules, Regulations, Orders, Special Orders, and Division Directives currently in effect will apply to you while you are on suspension. You shall conduct your activities accordingly.

I ask you, as a professional, to comply with the above mentioned so as not to result in further disciplinary action

John R. Layton
Sheriff, Marion County

cc: Chief Deputy Talley-Sanders
Lieutenant Colonel Grandy
Lead Paralegal
Internal Affairs
Personnel File

Rec'd by:
Date: 11/15/15
Witness:



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 Indianapolis, Indiana 46204
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LETTER OF REPRIMAND

November 10, 2015

Reserve Deputy Steven C. Lyday
 40 S. Alabama Street
 Indianapolis, IN 46204

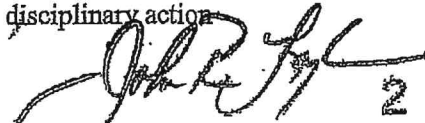
Deputy Lyday:

During the course of a recent investigation; it was discovered that you did not have record of your employment with Decatur Township Schools on file with this agency. You are found to be in violation of the following Rule and Regulation for a Reserve Deputy:

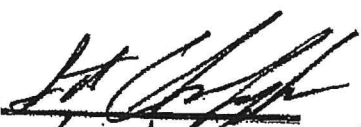
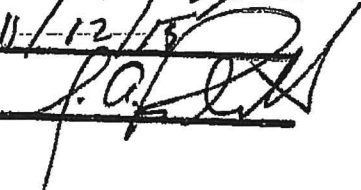
R/0272.30 – Part-Time (Supplemental) Employment

This will serve as an official **Letter of Reprimand**. A copy of this letter will be placed in your personnel file.

I ask you, as a professional, to comply with the above mentioned so as not to result in further disciplinary action.


 John R. Layton
 Sheriff, Marion County

CC:
 Chief Deputy Talley-Sanders
 Lieutenant Colonel Grandy
 Internal Affairs
 Lead Paralegal
 Personnel File

Recv'd by 
 Date 11-12-15
 Witness 



Marion County Sheriff's Office
Reserve Division
5401 S. East Street, Suite #119
Indianapolis, IN 46227
317-327-7263

TO: Deputy Steven Chase Lyday
FROM: Lieutenant Douglas Smith
SUBJECT: Written Reprimand & Orders to Comply
DATE: March 20, 2018

Deputy Chase Lyday,

Whereas on Thursday, January 4, 2018 at 1003 hours, Sex & Violent Offender Registry, Lieutenant Stevenson sent an e-mail to you stating your 5 SOR checks [REDACTED] were past due and needed to be checked (1st Notice). [REDACTED] was due 11/27/17, [REDACTED] was due 12/7/17, [REDACTED] was due 8/7/17, [REDACTED] was due 12/5/17, and [REDACTED] was due 12/8/17 [see attached email],

Whereas on Monday, February 5, 2018 at 1244 hours, Sex & Violent Offender Registry, Lieutenant Stevenson sent an e-mail to you stating your 5 SOR checks [REDACTED] were past due and needed to be checked (2nd Notice). [REDACTED] was due 11/27/17, [REDACTED] was due 12/7/17, [REDACTED] was due 8/7/17, [REDACTED] was due 12/5/17, and [REDACTED] was due 12/8/17 [see attached email],

Whereas on Thursday, March 1, 2018 at 1501 hours, Sex & Violent Offender Registry, Lieutenant Stevenson sent an e-mail to you stating your 5 SOR checks [REDACTED] were past due and needed to be checked (3rd Notice). [REDACTED] was due 11/27/17, [REDACTED] was due 12/7/17, [REDACTED] was due 8/7/17, [REDACTED] was due 12/5/17, and [REDACTED] was due 12/8/17 [see attached email],

Whereas on Tuesday, March 6, 2018 after roll call at approximately 1815 hours, I approached you and asked if your email was working, at which time you stated it was. I asked why you hadn't replied to Lt. Stevenson reference to your SOR checks and why these weren't completed. You stated you will get them done immediately and you had no excuse. I personally gave you hard copies of each of your 5 verifications and circled when they were due to be checked last. I told you they will be completed and returned to the SOR office by Friday, March 9, 2018,

Whereas on Wednesday, March 7, 2018 at 1454 hours, I sent you an email to CPT Robinett and LT Stevenson stating I had talked to you and you will have these complete and turned into the SOR office by Friday, March 9, 2018 [see attached email],

Whereas on Wednesday, March 7, 2018 at 1455 hours, I sent you an email stating that I had sent email referenced in the above paragraph and that I would be following up with the SOR office to ensure completion [see attached email],

Whereas on Friday, March 9, 2018 at 1823 hours, you notified me by email you had not completed the task that you were given and stated you attempted multiple times to reach you sex offenders, you stated you made multiple attempts to reach [REDACTED] and [REDACTED] with no luck, even going to their residence twice with no answer, neither phone works. You stated [REDACTED] was not available to meet with you because he was leaving work and would meet with him Friday, March 16, 2018 when you returned from your trip, and you would meet [REDACTED] who was "working out of town" and you would meet him the following day Saturday, March 10, 2018, and you made no mention in your email of the other SOR check I had personally given you named [REDACTED] [see attached email],

Whereas on Sunday, March 11, 2018 at 2130 hours, I went to southside roll call and printed all your SOR verifications off Offender Watch and ran all 5 of your SOR checks and made first attempt of calls to each of them by 2224 hours, I contacted [REDACTED], and [REDACTED] on the first attempt and set up times to meet with them on Monday, March 12, 2018, in the evening. [REDACTED] and [REDACTED] had phone numbers that were not working, however I contacted the "associates" listed on their verification sheets and left messages ([REDACTED] w/ fiancé, [REDACTED] - w/ mother if I had to guess) , I then drove to [REDACTED] at 2229 hours and was called by Mr. [REDACTED] fiancé and they told me they were home and I could meet them right then, I marked out on the CAD and found Mr. [REDACTED] compliant, he made a statement to me, he hadn't been checked at his home in many months. I then went to Mr. [REDACTED] address listed on his verification. There was not an exact address that matched in the area so I ran vehicles plates in the area to locate which met with negative results,

Whereas on Monday, March 12, 2018, I woke up to a message from Mr. [REDACTED] and I set up a time to meet him that evening to complete his verification. I met with Mr. [REDACTED] at 1659 hours, to find he was compliant and he told you he was at the home show in Indianapolis, and could meet you after he left Friday but you said you would meet with him on Saturday, and he never heard back from you. I met with Mr. [REDACTED] at 1938 hours and he was compliant. I met with Mr. [REDACTED] at 1946 hours and he was compliant. I met with Mr. [REDACTED] at 2000 hours, at his new house which he was having gas set up at the following day and stated he would go to office and update address as soon as he had proof of residence. I took me a total of 2.5 hours max to complete a task I gave you 4 days to do. This is on top of the months you had prior to me becoming involved once I was informed of the situation,

Given the above facts and circumstances, I find that you have violated the following Rules and Regulations of the Marion County Sheriff's Office Reserve Division Rules & Regulations:

Whereas you ignored my order to have your SOR checks completed and returned to the SOR office by Friday, March 9, 2018 hours. I was not given a valid reason for you disregarding what you were told directly by myself, your first line supervisor,

212.10: Insubordination
No Officer shall be unwilling to submit to the proper authority of a Ranking Officer or be unwilling to follow the intent of Department policies and procedures by circumventing or ignoring them.

Whereas you reported to me that you had attempted to make physical contact with 2 of your sex offenders twice in the same evening, which was not truthful, you have been given a lot more freedom to operate at your availability and your OIT's availability which you have taken advantage of, you have stated to me in the past that you would correct multiple administration issues which still have been a problem, I will submit all the source documents as proof that the information you have provided me has not only been misleading, but also untruthful, this kind of behavior and integrity issues will not be tolerated within this division,

223.10: Truthfulness
Officers shall not make false or incomplete statements to other employees or Ranking Officers when questioned or interviewed or when submitting reports.

And said violations have adversely affected the operation of the Reserve Division of this agency,

Thus, I extend the order that your vehicle be parked at the South Reserve Office Headquarters Lot for 10 days, thus the car shall be parked at the Headquarters Office until March 30, 2018 at 0800 hours.

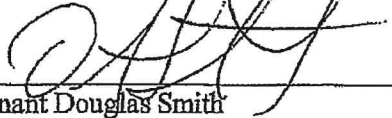
I further order you to relinquish the key to your commission to me immediately.

Finally, I order that this document be considered a Written Reprimand and be placed in your file in accordance with MCSO procedures as a record of the above described violations of policy.

So, ordered this 20th day of March 2018.



Deputy Chase Lyday



Lieutenant Douglas Smith

Witness