DeLand Police Department

Jason D. Umberger
Chief of Police

TO:	Officer Javon Kelly
FROM	Prurince Dice, Captain
SUBJECT	Notice of Proposed Discipline I.A. # 25-003
DATE	October 2, 2025

In reference to Internal Affairs Investigation #25-003, of which you were the subject, the findings of the investigation were presented to the Chief of Police and the Senior Command Staff. After careful review, the following adjudications have been rendered with respect to the allegations of misconduct:

Adjudicated Policy Violations

1.2 Professional Conduct – Authority and Responsibility

Relevant Sections: 1.2.1, 1.2.2, 1.2.3, 1.2.8, 1.2.14, 1.2.18, 1.2.29, 1.2.46
Finding: Sustained
Officer Kelly's conduct during the incident at DeLand High School failed to meet the standards of professionalism and courtesy required by this policy. The investigation determined that his verbal exchange with the student was inappropriate and inconsistent with Department expectations. While he denied making all of the profane statements alleged in the complaint, he admitted to at least one threatening remark. His failure to properly identify himself when asked, as well as his overall judgment in handling the situation, violated this policy.

1.3 General Code of Conduct

Relevant Sections: 1.3.55, 1.3.56
Finding: Sustained
The policy prohibits "any conduct that would bring criticism or cause disgrace to the Department or the City." Officer Kelly's language toward a student on school property brought discredit to the Department and was inconsistent with the impartiality and professional restraint expected of officers.

1.8 Investigation, Arrest, and Detention

Relevant Section: 1.8.1
Finding: Sustained
The incident was not conducted in accordance with departmental procedures for investigations. The absence of BWC documentation and lack of an associated report reflected failures in compliance with investigative protocols.

3.4 Written Directives System

Relevant Sections: 3.4.2, 3.4.3
Finding: Sustained
Officer Kelly failed to adhere to written directives that govern his conduct and responsibilities. By not maintaining compliance with Department rules and procedures, he violated the directives system that ensures accountability and professionalism.

4.20 School Resource Officer (SRO)

Relevant Section: 4.20.5
Finding: Sustained
As an SRO, Officer Kelly remained accountable to all Department directives under the Memorandum of Understanding with the School Board. His actions during this incident did not reflect the professionalism and judgment required of an SRO.

5.10 Mobile Vehicle Recording System (BWC)

Relevant Section: 5.10.21
Finding: Sustained
Officer Kelly failed to indicate in his report whether his BWC was activated during the incident. Although he explained that SROs are not expected to keep their cameras on at all times and that the situation escalated quickly without time for activation, the reporting requirement was still applicable and not met.

Not Sustained Considerations

The following subsections were reviewed but determined **not sustained**, based on Officer Kelly's explanation and the context of his assignment as a School Resource Officer:

- **1.2.9** – General responsibilities
- **1.2.17** – Badge/ID possession
- **1.2.28** – Knowledge of rules and regulations
- **5.10.13** – BWC utilization during routine campus presence
- **5.10.20** – BWC activation upon arrival at a scene

Show Cause Hearing

You elected to exercise your right to a Show Cause Hearing, which occurred on October 1, 2025 before Chief of Police Jason Umberger. At that time, you were provided the opportunity to present additional information or mitigating circumstances. No further information was offered that altered the findings or recommendations of this case.

DeLand Police Department
Jason D. Umberger
Chief of Police

Final Disciplinary Action

Having reviewed the investigation, the sustained policy violations, and the Show Cause Hearing proceedings, the Chief of Police has approved the following final disciplinary measures:

- **A Letter of Reprimand** – *to be permanently placed in your personnel file*
- **Termination of School Resource Officer assignment** – *effective August 28, 2025*
- **Mandatory Training in De-escalation Techniques** – *to be completed within thirty (30) days of this notice.*

These disciplinary actions are final and represent the Department's determination regarding this matter.

Acknowledgment

With my signature below, I acknowledge that I have read and understood the foregoing:

Officer Javon Kelly — 10/2/25
Officer Javon Kelly — Date

Witnessed by:

Jason D Umberger — J. D. U. — 10/2/25
Print Name — Signature — Date