



City of DeLand

"The Athens of Florida"

www.deland.org

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DeLand, Florida 32720-5481
Telephone: (386) 626-7000
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July 18, 2018

Allison B. Bainbridge



Redacted By
VOLUSIA EXPOSED.COM
Home Address of officer

Dear Ms. Bainbridge:

Effective July 19, 2018, your employment services with the City of DeLand are no longer required. Please make sure that all City property including ID badge and any other equipment is returned to your supervisor.

Respectfully yours,

Michael Pleus, ICMA-CM
City Manager

CC: PD Command Staff
PD Administration
Human Resources Director
Chief Accountant



DEDICATED TO
PROTECT AND SERVE

City of DeLand

DeLand Police Department

JASON D. UMBERGER
CHIEF OF POLICE

MEMORANDUM

TO: Ms. Bainbridge
FROM: Jason UMBERGER, Chief of Police
SUBJECT: Failure to Satisfactorily Complete Probationary Period
DATE: July 19, 2018

In the best interest of both you and the organization, effective July 19, 2018, your employment with the DeLand Police Department is being terminated for failure to satisfactorily complete your probationary period. Please make sure that all City property is returned to Lieutenant Morehouse and schedule a meeting with Barbara Jacobs to discuss your out processing.

Read and Understood:

AB Bainbridge 7-19-18
Allison Bainbridge Date

DeLand Police Department

Sgt. M. Quinn

MEMORANDUM

To: Captain Anderson

From: Sergeant Quinn 

Subject: Officer Bainbridge

Date: May 21, 2018

On May 8, 2018 I assisted Lieutenant McWhorter with getting the model numbers off radios in patrol vehicles. As I was inspecting Ofc. Bainbridge's patrol car I made a comment about their being a screw in the arm of her computer stand. Officer Bainbridge said that the screw was there to keep the computer from swinging around. Officer Bainbridge then made a comment to the effect "yes this vehicle is a piece of shit." I told Ofc. Bainbridge to hang in there that the new vehicles will be here shortly and she will get a newer vehicle. Officer Bainbridge stated "that vehicle will probably be just as bad." I again told Ofc. Bainbridge that the old vehicles will be getting cycled out and they will be better for all the officers. Officer Bainbridge replied ok. After getting the model number from the patrol vehicle Ofc. Bainbridge left the sally port.



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OF POLICE
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DeLand Police Department

Jason D. Umberger
CHIEF

MEMORANDUM

TO: Lieutenant N. Mathis
FROM: Corporal K. Ramkissoo
SUBJECT: Officer Bainbridge
DATE: 07/02/2018

This letter is in reference to the private discussion we had in your office on or about 1845 hours on 0702-2018. I expressed some concerns about the manner in which Officer Bainbridge is performing some of her duties and her dissident behavior in regards to the Deland police department.

On 06-20-2018 I was searching for a set of keys that belonged to the white pickup truck in the police parking lot. I saw Officer Bainbridge walking past the equipment room and asked for some assistance. Officer Bainbridge entered the equipment room and took a look at the key section then stated, "this is where you guys have your keys?" "this place is pathetic." I did not respond to this comment but found it insolent. While at briefing the very next day Officer Bainbridge stated in briefing that "this place is a joke." These audacious comments could be affecting morale in a negative manner especially when mentioned in a formal setting such as the briefing room.

On 06-25-2018 I responded to a call of a trespasser at the 7-11 Downtown. This call was assigned to Officer Bainbridge but I arrived on scene first. I spoke to a black male and while taking his information I was informed by the clerk that another male sitting at the bus stop threatened him and spit on the glass of the business. I looked over and Officer Bainbridge who was now on scene allowed the black male to walk past her and he was now leaving the area. Officer Bainbridge did nothing to stop the male that was still being detained. I had to chase after the male who at first did not want to listen as he walked past Officer Bainbridge. I walked over to the second male that is familiar with me and is a constant problem to the merchants and patrons downtown. This male I know as, Stuart is an aggressive panhandler and told the clerk he will not leave. The clerk that I know as, Justin stated that he is fed up with the response of Deland Police who cannot seem to get Stuart to leave even though, there is a trespass warning issued. I spoke to Stuart and he moved on.

On 06-23-2018 Officer Bainbridge was assigned a call to investigate a suspicious person in the area of, Blue Lake Avenue and Blue Lake Court. Several minutes after the call was closed by Officer Bainbridge the original reporting party called back and asked for a supervisor to respond. I elected to respond to the call and made contact with a male and female that was waiting for me at the intersection. They were upset and stated that the female officer that responded did not care and

dispelled their concerns. The couple was upset and felt inconsequential. I stayed in the area for several minutes and walked around the neighborhood until I was able to positively identify the subject that they claimed was peering into vehicles. Several neighbors expressed concern and eventually I was able to locate where the subject lived and created a report (see case # DL180004387). Officer Bainbridge made contact with me immediately after I cleared the call. I expressed to Officer Bainbridge the resident's concerns but assured Officer Bainbridge that I quelled any grievance that they had. Officer Bainbridge's response was expletive and irreverent. Officer Bainbridge went on to say "I don't care, let them complain."

On 07-04-2018 I was on a special assignment searching for a suspect with an open warrant that may be committing a rash of car burglaries in the area. I received plausible information that the suspect frequents the 200 block of South Boston. I observed an individual that matched the description of the suspect in the 200 block of South Boston. I radioed for a unit at 0014 hours since I was in a clandestine position. Within seconds of my transmission Officer Bainbridge logged herself out at the police department.

On 06-14-2018 there was call for a disturbance (see case # DL180004151) I arrived on scene and made contact with the defendant. The defendant became combative when asked to provide identification. Officer Cooper and Officer Patel were attempting to detain a subject that had physically attacked them. Officer Bainbridge was standing approximately five feet from the melee. Officer Bainbridge did not assist because she expressed disagreement with the detaining of the subject. Officer Bainbridge shook her head expressing no as I told the officers to detain the defendant. Subsequently Officer Patel was struck once and Officer Cooper was punched in the face. Officer Bainbridge did not render any assistance to the officers that were in a fight with a female that was physically and actively resisting. It is my opinion that, Officer Bainbridge should have rendered assistance. The subject should have been detained then expression of her concerns could be addressed. Not assisting an officer while they are in a fight is inexcusable.



City of DeLand

DeLand Police Department

JASON D. UMBERGER
CHIEF OF POLICE

MEMORANDUM

TO: Officer A. Bainbridge

FROM: Lieutenant N. Mathis

SUBJECT: Letter of Counseling Supervisor Inquiry 18-07

DATE: July 11, 2018

You were named as a witness in Supervisor Inquiry # 18-07 in which Officer W. Godwin was listed as a subject, however, after completion of the inquiry and review of the footage from the cameras of Officer Godwin and Sergeant Kearney, several areas of concern were discovered.

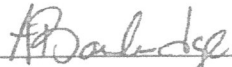
DPD Policy 5.10 States, "It shall be the policy of the DeLand Police Department that whenever an in-car system and / or BWC is available that the system be used to record citizen contacts a member encounters throughout the performance of his or her official duties." It was discovered that when you entered the Dunkin Donuts and made the initial contact with the manager that you failed to activate your body worn camera. This situation escalated and resulted in a citizen's complaint being filed.

While Deputy Chief Batten reviewed the camera footage other actions on your part were identified that could have potentially escalated the situation. First, while directing cars to keep moving on New Hampshire Av. you told a citizen to, "Get out of my road." This choice of words did nothing to help gain voluntary compliance but can only potentially aggravate a situation. Next a citizen who had involved himself in the incident by questioning Officer Godwin's actions was sitting at an outdoor table with another citizen. Both subjects had voiced displeasure with Officer Godwin and had been involved in bantering back and forth. While they were sitting at the table still complaining to each other about the situation, you interjected yourself into their conversation by asking, "Why are you still talking?" Once again this was unnecessary and did nothing to help deescalate the situation. At that point the citizens were not violating any laws by discussing the incident.

The Supervisory Inquiry resulted in a sustained violation of department policy on the part of Officer Godwin for his demeanor and unprofessional conduct. Most concerning is that in your interview with Lieutenant Jaques, you stated that you did not feel that Officer Godwin's actions were inappropriate. This conduct is in direct conflict with the Department's Mission Statement Core Values and Officers Creed.

You are cautioned about following the department policy concerning activation of body worn cameras as well as maintaining a professional image while conducting your official duties. Any future violations of this nature will be addressed through progressive discipline.

Read and Understood:



Officer A. Bainbridge

7-17-18
Date



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City of DeLand

DeLand Police Department

Jason D. Umberger
CHIEF OF POLICE

MEMORANDUM

TO: Chief J. Umberger
via chain of command

FROM: Officer A. Bainbridge *AB*

SUBJECT: Rebuttal to Letter of Counseling Supervisor Inquiry 18-07

DATE: July 18, 2018

MW 7/18/18

In regards to Supervisor Inquiry # 18-07 in which I was originally listed as a witness in a citizen complaint, I was later served with a letter of counseling by Lieutenant N. Mathis on July 17, 2018 (memorandum dated July 11, 2018). As a result, I am writing you with a rebuttal to the action taken against me.

On the date of incident on April 6, 2018, I was an officer trainee and partnered with my field training officer, Officer W. Godwin. At the time, I only had approximately fifteen shifts with the department, and thus very little experience/training with the agency's body worn cameras (BWC). In the memorandum drafted by Lieutenant N. Mathis, he cites DPD policy 5.10 regarding BWC's which details only a portion of the policy. In part, he cites, "It shall be the policy of the DeLand Police Department that whenever an in-car system and / or BWC is available that the system be used to record citizen contacts a member encounters throughout the performance of his or her official duties."

While that is quoted in the policy, it is the general policy and broad in terms. Under video equipment usage, cited in DPD policy 5.10.5, it elaborates on the general policy as to what specific encounters should be recorded. "Typical encounters include, arrest situations, wanted checks, contact with confrontational citizens, disturbances involving crowds, FTO activity, interviews with prisoners, and surreptitious recording between prisoners." Each of the listed examples are of enforcement actions, and do not specifically include any type of consensual encounters with citizens such as greeting a store clerk, interacting with onlookers in a parade, or times when a citizen simply asks for directions. Per the cited policy in the memorandum addressed to me, it would be a violation to not record under any circumstance when a citizen encounter is made. It appears the intent of the policy (reading it in it's entirety) is for enforcement-type encounters.

The portion of the encounter in which I was reprimanded for not activating my BWC occurred when I initially entered the store, and contacted a store representative. I simply and politely asked if we could garner their assistance to address the traffic issue noted in the inquiry. This encounter was cordial in nature

and in no way was hostile or otherwise adversarial. This led me to believe it was not necessary to activate the BWC at that time as it did not meet any of the video equipment usage stipulations.

Furthermore, other accusations of wrongdoing by myself are cited within the memorandum. Exemplified is a quote I used ("Get out of my road.") which was not demeaning, derogatory, or otherwise unprofessional, and was used only to encourage motorists to move their vehicles from the roadway so they did not endanger the motoring public by blocking the roadway. The projection of my voice heard in the BWC footage was simply to amplify my voice so the motorists could hear my requests.

Additionally, a patron of the establishment who involved himself in the dispute between the manager and Officer W. Godwin made a remark to Officer W. Godwin and myself (around the six minute and seven second mark on my BWC footage). The patron said something to the effect of, "Don't you all have anything else better to do then to harass a donut shop owner." As evidenced in the video, I clearly and immediately turn to Officer W. Godwin and tell him not to partake in commentary as it was clearly inflammatory and the patron was simply trying to invoke a negative reaction.

Later during the incident, the same patron and another citizen are sitting at a table, and obviously complaining at a level to purposely invoke a negative response by law enforcement. The memorandum drafted by Lieutenant N. Mathis suggests I simply interjected myself into their conversation by asking, "Why are you still talking?"; however, what is not cited in the memorandum is that my immediate follow-up to this interjection I ask, "Are you all like trying to start an argument?" This can be heard around the seven minute and 30 second mark in my BWC. I even go on from this point to ask Officer W. Godwin if he needs to walk back to his car. It is clear I am mediating the tension at the establishment and attempting to deescalate the situation. Also, it should be noted the patrons were speaking derogatorily to us prior to my "interjection" by asking if we wanted them to buy us coffee, etc.

My actions during this encounter were not only done with professionalism, but it is evidenced in my BWC footage that I on a number of occasions attempted to deescalate the situation during the encounter with the manager and the patron alike. For a letter of counseling to be in my file which denotes anything to the contrary would simply be untrue and disheartening.

Lastly, this incident and subsequent inquiry occurred on April 6, 2018. Coincidentally, I had since filed a formal complaint on a different sworn member of the department after I witnessed egregious actions on June 24, 2018. Just days later on June 29, 2018, you authored an e-mail to the members of the police department headlined "Food for Thought." In it, you detailed about how we need to think about culture, accountability, our principles, and rules:

"When accountability comes from a co-worker then good things are sure to follow because that's and tell-tale sign of everyone falling in line with the big picture, seeing who we truly are and what we're truly about.

By holding everyone accountable to the standard, we send the positive message to everyone that we all are expected live up to the standard- regardless of who you are.

With this approach, we can create a constant frame of mind to living up to our principles, as opposed to living in fear of our rules. Our standard will help set a foundation from which our culture would be built."

Darren Fernster

Also coincidentally, I was provided the letter of counseling by Lieutenant N. Mathis *on the very date and time* (July 17, 2018) that I was provided with a date and time of the impending interview in which I was the complainant against another officer.

Whether real or perceived, it appears this letter of counseling months after an incident where no complaint was filed against me has a direct correlation with my filing of a complaint against another perceivably-liked member of the department. The phenomenon of the "Blue Wall of Silence" exists because of this very perception. I agree that if I have done wrong that I should be held accountable, but the aforementioned which I present to you is why I believe I did not do any wrong during this incident. I ask that you respectfully reconsider the actions taken against me in this matter.

Respectfully submitted,

OFC A. Bainbridge DL819

Officer A. Bainbridge

AB