



Department of Public Protection

To: Michael Snipes
Division of Beach Safety

From: David Vanis, Captain
Department of Public Protection
Internal Affairs

Subject: Interview Notice, Rescheduled date and time
IA-2013-06-318

Date: July 23, 2013

At your request, your interview has been re-scheduled for Monday July 29, 2013 at 0900 hours. The location of the interview has changed to Department of Public Protection Conference Room situated in the Historic Courthouse, located at 125 W. New York Ave, Deland, FL. You will be given an opportunity to review all associated interviews and documentation pertaining to this investigation prior to the interview.

Please be advised that a formal Internal Affairs investigation has been opened and you are prohibited from discussing any details that are associated with this investigation in accordance with Florida Statute 112.533 (4), which states "Any person who participates in an internal investigation, including the complainant, the subject of the investigation and the subject's legal counsel or a representative of his or her choice, the investigator conducting the investigation, and any witnesses in the investigation, who willfully discloses any information obtained pursuant to the agency's investigation, including, but not limited to, the identity of the officer under investigation, the nature of the questions asked, information revealed, or documents furnished in connection with confidential internal investigation of an agency, before such complaint, document, action, or proceeding becomes a public record as provided in this section commits a misdemeanor of the first degree, punishable as provided in s. 775.082 or s. 775.083".

You have the right to have an attorney, or any other person that you wish to act as your representative, present for the formal interview process. Your representative cannot be a person who has provided a sworn statement in regards to this case.


The undersigned hereby acknowledges receipt of this Notice of Investigation and attached document. (Law enforcement officers' and corrections' officer rights and advisement of rights form).



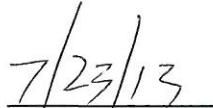
Michael Snipes



Date



Witness



Date

CC: George Recktenwald, Director, Department of Public Protection
Terry Sanders, Deputy Director, Department of Public Protection
Mark Swanson, Division of Beach Safety



Department of Public Protection

To: Michael Snipes
Division of Beach Safety

From: David Vanis, Captain
Department of Public Protection
Internal Affairs

Subject: Notice of Internal Affairs Investigation,
IA-2013-06-318

Date: July 17, 2013

The Department of Public Protection, Internal Affairs Unit has been ordered to conduct an investigation into allegations of unprofessional conduct occurring on July 14th and 15th of 2013. You are the subject of this investigation. The complainant in this case is Beach Safety Director Mark Swanson.

It has been alleged that you started a "Text thread" containing inappropriate content. These texts were sent to several former and current Beach Safety Employees. It has been alleged that you violated the following Beach Safety Policies and Procedures:

11.01: *It shall be the policy of the Division that employees maintain command of temper, patience and discretion. They shall not engage in any conduct which constitutes neglect of duty or which is likely to adversely affect the discipline, good order or reputation of the Division, even though such conduct may not be specifically set forth in this chapter.*

11.01.56: Derogatory Ethnic Remarks Employees shall not make derogatory remarks concerning race, sex, religion, age or national origin of any person.(CFA St. 2.08C) *(violation subject to dismissal.)*

Your interview is scheduled for Thursday July 25, 2013 at 1200 hours. The location of the interview is the Beach Safety Headquarters 2nd floor conference room located at 515 South Atlantic Avenue, Daytona Beach. You will be given an opportunity to review all associated interviews and documentation pertaining to this investigation prior to the interview.

Please be advised that a formal Internal Affairs investigation has been opened and you are prohibited from discussing any details that are associated with this investigation in accordance with Florida Statute 112.533 (4), which states "Any person who participates in an internal investigation, including the complainant, the subject of the investigation and the subject's legal counsel or a representative of his or her choice, the investigator conducting the investigation, and any witnesses in the investigation, who willfully discloses any information obtained pursuant to the agency's investigation, including, but not limited to, the identity of the officer under investigation, the nature of the questions asked, information revealed, or documents furnished in connection with confidential internal investigation of an agency, before such complaint, document, action, or proceeding becomes a public record as provided in this section commits a misdemeanor of the first degree, punishable as provided in s. 775.082 or s. 775.083".

You have the right to have an attorney, or any other person that you wish to act as your representative, present for the formal interview process. Your representative cannot be a person who has provided a sworn statement in regards to this case.

The undersigned hereby acknowledges receipt of this Notice of Investigation and attached document. (Law enforcement officers' and corrections' officer rights and advisement of rights form).

Michael Snipes
Michael Snipes

7/18/13
Date

[Signature]
Witness

7/17/13
Date

CC: George Recktenwald, Director, Department of Public Protection
Terry Sanders, Deputy Director, Department of Public Protection
Mark Swanson, Division of Beach Safety

To: John Texter, Officer
Division of Beach Safety

From: David Vanis, Captain
Department of Public Protection
Internal Affairs

Subject: Witness interview notification,
IA-2013-07-318


Date: July 19, 2013

The Department of Public Protection, Internal Affairs Unit has been ordered to conduct an investigation into allegations of unprofessional conduct occurring on July 14th and 15th of 2013. You have been identified as a witness in this investigation. The complainant in this case is Beach Safety Director Mark Swanson.

Your interview is scheduled for Friday July 19, 2013 at 1200 hours. The location of the interview is the Beach Safety Headquarters 2nd floor conference room located at 515 South Atlantic Avenue, Daytona Beach.

Please be advised that a formal Internal Affairs investigation has been opened and you are prohibited from discussing any details that are associated with this investigation in accordance with Florida Statute 112.533 (4), which states "Any person who participates in an internal investigation, including the complainant, the subject of the investigation and the subject's legal counsel or a representative of his or her choice, the investigator conducting the investigation, and any witnesses in the investigation, who willfully discloses any information obtained pursuant to the agency's investigation, including, but not limited to, the identity of the officer under investigation, the nature of the questions asked, information revealed, or documents furnished in connection with confidential internal investigation of an agency, before such complaint, document, action, or proceeding becomes a public record as provided in this section commits a misdemeanor of the first degree, punishable as provided in s. 775.082 or s. 775.083".

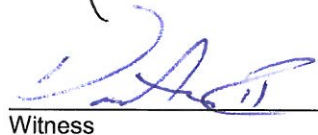
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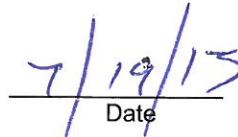
John Texter



Date



Witness



Date

CC: George Recktenwald, Director, Department of Public Protection
Terry Sanders, Deputy Director, Department of Public Protection
Mark Swanson, Division of Beach Safety

VOLUSIA COUNTY
DEPARTMENT OF PUBLIC PROTECTION
INTERNAL AFFAIRS UNIT

1300 RED JOHN DRIVE
CALLER SERVICE BOX 2865
DAYTONA BEACH, FL 32120-2865

Phone: (386) 239-6414 ext. 20323
Fax: (386) 254-1587

CERTIFIED OFFICERS AND CIVILIAN EMPLOYEES
ADVISEMENT OF RIGHTS FORM

You are hereby advised that you are being interviewed as part of an official administrative investigation being conducted by the Volusia County Department of Public Protection Internal Affairs Unit. You will be asked questions specifically directed and narrowly related to the performance of your office duties and/or fitness for continued employment. You are entitled to all the rights and privileges guaranteed by the laws and the constitution of this state and the Constitution of the United States, including the right not to be compelled to incriminate yourself. I am further advising you that if you refuse to testify or answer questions relating to the performance of your official duties or the fitness for continued employment it will be considered an act of insubordination and a violation of a direct order given by a superior or competent authority. If you do answer, neither your statements, nor any information or evidence that is gained by reason of such statements can be used against you in any subsequent criminal proceeding. These statements may be used against you in relation to divisional disciplinary actions.

The aforementioned advisement of rights is not the warning in criminal cases under the Miranda decision. Miranda has no application in an administrative interview/investigation.

[Handwritten Name]
Name (print)

7/19/13
Date

[Handwritten Signature]
Signature

853
Employee number

DAVID VANIS
Witness (print name)

7/19/13
Date

11811
Employee number

Signature

Witness (print name)

Date

Employee number

Signature

To: Michael Berard, Captain
Division of Beach Safety

From: David Vanis, Captain
Department of Public Protection
Internal Affairs

Subject: Witness interview notification,
IA-2013-07-318

Date: July 22, 2013

The Department of Public Protection, Internal Affairs Unit has been ordered to conduct an investigation into allegations of unprofessional conduct occurring on July 14th and 15th of 2013. You have been identified as a witness in this investigation. The complainant in this case is Beach Safety Director Mark Swanson.

Your interview is scheduled for Monday July 22, 2013 at 0830 hours. The location of the interview is the Beach Safety Headquarters 2nd floor conference room located at 515 South Atlantic Avenue, Daytona Beach.

Please be advised that a formal Internal Affairs investigation has been opened and you are prohibited from discussing any details that are associated with this investigation in accordance with Florida Statute 112.533 (4), which states "Any person who participates in an internal investigation, including the complainant, the subject of the investigation and the subject's legal counsel or a representative of his or her choice, the investigator conducting the investigation, and any witnesses in the investigation, who willfully discloses any information obtained pursuant to the agency's investigation, including, but not limited to, the identity of the officer under investigation, the nature of the questions asked, information revealed, or documents furnished in connection with confidential internal investigation of an agency, before such complaint, document, action, or proceeding becomes a public record as provided in this section commits a misdemeanor of the first degree, punishable as provided in s. 775.082 or s. 775.083".

The undersigned hereby acknowledges receipt of this Notice of Investigation and attached document. (Law enforcement officers' and corrections' officer rights and advisement of rights form).



Michael Berard

7-22-13
Date



Witness

7/22/13
Date

CC: George Recktenwald, Director, Department of Public Protection
Terry Sanders, Deputy Director, Department of Public Protection
Mark Swanson, Division of Beach Safety

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The aforementioned advisement of rights is not the warning in criminal cases under the Miranda decision. Miranda has no application in an administrative interview/investigation.

MICHAEL BERARD
Name (print)

7-22-13
Date

[Signature]
Signature

13299
Employee number

DAVID A. VANUS
Witness (print name)

7/22/13
Date

11811
Employee number

Signature

Witness (print name)

Date

Employee number

Signature

To: Russell St. John, Officer
Division of Beach Safety

From: David Vanis, Captain
Department of Public Protection
Internal Affairs

Subject: Witness interview notification,
IA-2013-07-318

Date: July 24, 2013

The Department of Public Protection, Internal Affairs Unit has been ordered to conduct an investigation into allegations of unprofessional conduct occurring on July 14th and 15th of 2013. You have been identified as a witness in this investigation. The complainant in this case is Beach Safety Director Mark Swanson.

Your interview is scheduled for Wednesday July 24, 2013 at 0800 hours. The location of the interview is the Beach Safety Headquarters 2nd floor conference room located at 515 South Atlantic Avenue, Daytona Beach.

Please be advised that a formal Internal Affairs investigation has been opened and you are prohibited from discussing any details that are associated with this investigation in accordance with Florida Statute 112.533 (4), which states "Any person who participates in an internal investigation, including the complainant, the subject of the investigation and the subject's legal counsel or a representative of his or her choice, the investigator conducting the investigation, and any witnesses in the investigation, who willfully discloses any information obtained pursuant to the agency's investigation, including, but not limited to, the identity of the officer under investigation, the nature of the questions asked, information revealed, or documents furnished in connection with confidential internal investigation of an agency, before such complaint, document, action, or proceeding becomes a public record as provided in this section commits a misdemeanor of the first degree, punishable as provided in s. 775.082 or s. 775.083".

The undersigned hereby acknowledges receipt of this Notice of Investigation and attached document. (Law enforcement officers' and corrections' officer rights and advisement of rights form).


Russell St. John

07/24/2013
Date


Witness

7/24/13
Date

CC: George Recktenwald, Director, Department of Public Protection
Terry Sanders, Deputy Director, Department of Public Protection
Mark Swanson, Division of Beach Safety

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The aforementioned advisement of rights is not the warning in criminal cases under the Miranda decision. Miranda has no application in an administrative interview/investigation.

Russell St. John
Name (print)

07/24/2013
Date

[Signature]
Signature

18550
Employee number

DAVID VANIS
Witness (print name)

7/24/13
Date

11811
Employee number

[Signature]
Signature

Witness (print name)

Date

Employee number

Signature