



Department of Public Protection

Report of Incident

TO: Terry Sanders, Director
Department of Public Protection

FROM: Jennifer Raulerson, Investigator
Public Protection Administration
Internal Affairs

DATE: March 20, 2018

SUBJECT: IA2017-10, Ronald Campe, Firefighter, Division of Fire Services

References:

1. Miscellaneous memos
2. South Daytona Police Department Case Number SD170100057 (Dated January 7, 2017).
3. Court records
4. Firefighter Ronald Campe subject interview on CD (Dated March 1, 2018).

Complaint:

On January 7, 2017 Firefighter Ronald Campe was arrested by the South Daytona Police Department for Domestic Battery [FSS 78403(1)(A)1]. He was transported to the Branch Jail with no bond and released on his own recognizance and pre-trial services on January 8, 2017. After his release he notified his chain of command of the arrest at Station 15.

Background:

A review of the arrest report indicated on January 7, 2017, Stephanie Campe, FF Ronald Campe's wife walked to the South Daytona Police Department where she reported a physical altercation with her husband at their residence in South Daytona. Mrs. Campe provided verbal and sworn written statements to SDPD and stated the altercation was physical and with her husband, FF Campe.

Mrs. Campe stated she told her husband she had met a man, she liked him and was unhappy in their marriage. After an argument about her ending their marriage, FF Campe hid their cell phones from her. Later, while Mrs. Campe was bathing their two children FF Campe threw her cell phone in the bath water. Mrs. Campe attempted to salvage her phone by placing it in a bag of rice. FF Campe found her phone and broke it then hid his phone from her. Mrs. Campe attempted to leave the residence in her vehicle, however the vehicle would not start and the interior lights and door locks didn't function. Mrs. Campe added in her written statement the air had been let out of her vehicle's tires as well.

At approximately 0300 hours on January 7, 2017, Mrs. Campe located FF Campe's phone in the kitchen and attempted to grab it. FF Campe grabbed Mrs. Campe's arms and began struggling with Mrs. Campe to prevent her from getting the phone. When FF Campe grabbed Mrs. Campe's arms, he applied enough pressure to leave marks on her arms. The report also indicates FF Campe hid her keys.

Mrs. Campe stated she was able to leave their residence while FF Campe was drinking whiskey and walked to the South Daytona Police Department. She provided sworn statements accounting for the events of the evening. The reporting officer documented red marks on Mrs. Campe's right wrist, forearm and left arm. Mrs. Campe declined medical treatment for her injuries.

At approximately 0523 SDPD responded to FF Campe's residence. The report states:

Once on scene I made contact with the Def. who had a strong odor associated with the consumption of alcohol coming from his breath. He advised that nothing had happened and all was OK. The Def also stated that nothing physical had happened. The Def was then placed under arrest. While getting the Def. a t-shirt and shoes, I noticed the kitchen and dining room of the residence were in disarray and there was a cell phone on the floor which appeared to be broken. The Def. and the victim's bedroom was also in disarray.

At 0607 FF Campe was placed under arrest for the charge of "Battery Touch / Strike" [FSS 784.01 (1)(A)1] with no bond. He was transported to the police department for processing then Volusia County Branch Jail for booking. On January 8, 2017, FF Campe was released on his own recognizance with pre-trial services. On June 23, 2017, FF Campe accepted a Deferred Prosecution Agreement. On February 5, 2018, he completed the agreement and his charge was nolle prosequi (dismissed).

I was directed to conclude this investigation on February 14, 2018 after FF Campe failed to notify Chief Smith of the final disposition of his criminal case.

Firefighter Ronald Campe:

Captain Vanis and I conducted a sworn and recorded interview with FF Campe on March 1, 2018 at Fire Rescue Administration. FF Campe did not have a representative with him and he advised this was his choice. Prior to the interview, FF Campe reviewed the documentation pertaining to this investigation. Approximately 9 minutes into the interview, VCFR Lt. John Bryant arrived to represent FF Campe. FF Campe agreed to have Lt. Bryant participate in the interview as his union representative.

FF Campe explained he was watching his two children, ages 1 and 9 at the time, while his wife Stephanie Campe was at work. He told us he started drinking whiskey at 0800 hours on January 6, 2017 while watching his children. He told us "for a long time I have been an alcoholic," and he explained this was his normal practice while off-duty.

When his wife returned, she advised him she liked someone else and intended to leave him. He added "... she has given me many chances over the years and I guess finally had enough throughout the years." They began to argue over a phone and both became "spiteful" towards each other. He told us his wife was going to take everything and "her new boyfriend take over everything, everything was going to be fine, take care of the kids, everything." This argument escalated and FF Campe told us his wife hit him with the cell phone and "I pushed her against the wall and that's what transpired with that one."

He explained he continued to drink and was thinking out how they were going to work out the logistics of the separation. FF Campe became upset again and started another argument by "spritzing" water in her face while she slept. As this argument escalated, FF Campe confirmed that both, he and his wife, pushed and shoved each other. He told us Mrs. Campe left to go to the police station and he stayed home with their children and went to bed.

When asked if he disabled Mrs. Campe's vehicle, he stated "yes, I did earlier in the night when I was pissed off, I didn't want her able to take my car." He told us he disconnected the vehicle's battery and let the air out of the tires. FF Campe also confirmed that he took her phone from her and hid it from her during this incident.

FF Campe explained the police arrived shortly after his wife left for the police department. When the police officers arrived at their residence he noticed his wife had a cut on her lip, he denied causing this injury to her face. He was arrested, processed, and taken to the Volusia County Branch Jail. He was released after First Appearance on January 8, 2017 with pre-trial release.

FF Campe accepted a pre-trial diversion program which required him to attend Veteran's Court. He was also required to attend an anger management course, report to the court and his assigned officer on a weekly basis, and submit to urinalysis tests.

FF Campe explained that he completed the pre-trial diversion program on February 5, 2018. He added he was aware he had to notify his chain of command with Fire Rescue within 24 hours of the time of an adjudication of a crime that he had been charged with. However, he did not report this information to his superiors at Fire Services, as required. FF Campe stated he "was waiting to get a hard copy in the mail." FF Campe did have documentation from the courts stating his diversion program was complete however, he stated he assumed that it was "just a receipt." FF Campe stated when he received the notice of internal affairs investigation, he asked his wife to help him find the documentation he needed to submit. When he located the court action form he realized that document was the particular document he needed.

This interview was downloaded to CD

Conclusion:

FF Campe confirmed there was two separate physical altercations on January 6, 2017 and January 7, 2017 with his wife. The first occurred after his wife told him she was leaving him. The second event occurred in the early hours of January 8, 2017 after he had been awake drinking and thinking about the events of the evening. He woke up Mrs. Campe from her sleep, by spritzing water in her face, and got into another physical altercation. He stated his drinking began at 0800 on January 6, 2017 and continued throughout the day and evening of these altercations. He explained the incidents only involved pushing and shoving. FF Campe stated that Mrs. Campe hit him with a phone 3 times then he pushed her back.

FF Campe disabled his wife's vehicle and damaged her cell phone depriving her of any means of seeking help. Mrs. Campe left the residence on foot and walked to the South Daytona Police Department where she reported the incident. Mrs. Campe provided verbal and sworn written statements to law enforcement. The SDPD report stated they observed red marks on Mrs. Campe's right wrist, forearm, and left arm. Campe. She did not wish to be photographed due to her appearance. Mrs. Campe was offered medical treatment for her injuries and declined.

Mrs. Campe states that this is the only time their arguments have become physical but they have argued throughout their relationship. FF Campe explained he has been an alcoholic for 17-18 years with whiskey being his drink of choice. Since this incident FF Campe stated he has been alcohol free, has began martial arts, and seeked assistance o assist him in changing his lifestyle.

Findings:

This case was presented to Director Sanders, Deputy Director Bythwood, Deputy Director Swanson, and Chief Smith. Director Sanders determined the following allegations are **sustained:**

Volusia County Division of Fire Services Standard Operating Guidelines

100.041: Members shall not conduct themselves in an immoral, indecent, lewd or disorderly manner. They shall not be guilty of misconduct, conduct unbecoming an officer, or acts that tend to discredit the Department, even though such conduct is not specifically set forth in these rules.

100.55: Members shall notify the Director of Fire Services, in writing, within 24 hours of the time of adjudication of any crime they have been charged with. Such written notification shall indicate the nature of the charge and the ruling.

Volusia County Merit Rules and Regulations. Sec. 86-453. Reasons for disciplinary action. Any of the following violations may be sufficient grounds for disciplinary action ranging from oral reprimand to dismissal, depending on the seriousness of the offense and other circumstances related to the situation. These offenses are illustrative and not all-inclusive.

(8) Criminal, dishonest or other conduct which interferes with effective job performance or has an adverse effect on the efficiency of county service.

(13) Any conduct, on or off duty, that reflects unfavorably on the county as an employer.

(21) Any other conduct or action of such seriousness that disciplinary action is considered warranted.

Concluding Statement:

Unless otherwise directed, this investigation is considered closed, and is submitted for review and action as deemed appropriate. The original attachments of interviews and other documents pertaining to this investigation remain on file with the Internal Affairs Unit.

"I, the undersigned, do hereby swear, under penalty of perjury, that, to the best of my personal knowledge, information, and belief, I have not knowingly or willfully deprived, or allowed another to deprive, the subject of the investigation of any of the rights contained in ss.112.532 and 112.533, Florida Statute."

J RAULERSON
Investigator Jennifer Raulerson

3-20-18
Date


Approved



INTER-OFFICE MEMORANDUM

Department of Public Protection
Division of Fire Rescue
125 W. New York Ave., Suite 220
DeLand, FL 32720-5415
386-736-5940 – FAX 386-822-5025

COUNTY OF VOLUSIA
APR 06 2018
DEPT. OF PUBLIC PROTECTION

TO: Ronald Campe, Firefighter
Division of Fire Services

DATE: April 6, 2018

FROM: Terry Sanders, Director *MS for T. Sanders*
Department of Public Protection

FILE NO: DPP18-054

SUBJECT: Notice of Dismissal

REFERENCE: DPP18-048 Notice of Intent to Dismiss

Purpose: The purpose of this memorandum is to provide notice of your dismissal. The effective date of this action is April 6, 2018. This action is the result of your multiple violations of Volusia County Merit System Rules and Regulations and Fire Rescue Services Guidelines.

You received my notice of intent to dismiss memorandum on Tuesday, March 27, 2018. On March 28, 2018, you contacted my office requesting to meet with me in regards to the notice of intent to dismiss. On Thursday, March 29, 2018 at 10:00 am, you and I met in the Public Protection Administration conference room. Also in this meeting were Deputy Director Pat Bythwood, Human Resources Assistant Director Joe Pozzo, Fire Services Division Director Jeff Smith, Operations Deputy Fire Chief Howard Bailey and your union representative Merlin Stephenson.

In the meeting you requested consideration to keep your position with Volusia County Fire Rescue. You did not however, provide any substantive information that would alter my decision. Therefore, I am continuing the intended action of your dismissal.

Background: On January 7, 2017, you were arrested by the South Daytona Police Department for Domestic Battery. You were transported to the Branch Jail with no bond and released on your own recognizance and pre-trial services on January 8, 2017. After your release, you notified your chain of command of your arrest at VC Fire Station 15.

Information: On January 7, 2017, your wife, Stephanie Campe, walked to the South Daytona Police Department (SDPD) where she reported a physical altercation with you at their residence in South Daytona. Mrs. Campe provided verbal and sworn written statements to SDPD and stated the altercation was physical and with you, her husband.

Mrs. Campe stated in her police report, that she told you she had met a man, she liked him and was unhappy in her marriage. After an argument about her ending the marriage, you hid your wife's and your cell phone from her. Later, while your wife was bathing your two children, you threw her cell phone in the bath water. Mrs. Campe attempted to salvage her phone by placing it in a bag of rice. You found her phone, broke it and then hid your phone from her. Mrs. Campe attempted to leave the residence in her vehicle, however the vehicle would not start and the interior lights and door locks didn't function. Mrs. Campe added in her written statement, that the air had been let out of her vehicle's tires as well.

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At approximately 0300 hours on January 7, 2017, your wife located your phone in the kitchen and attempted to grab it. You grabbed your wife's arms and began struggling with her to prevent her from getting the phone. When you grabbed your wife's arms, you applied enough pressure to leave marks on her arms. The police report also indicates you hid her keys.

Mrs. Campe stated she was able to leave your residence while you were drinking whiskey and she walked to the South Daytona Police Department. She provided sworn statements accounting for the events of the evening. The reporting officer documented red marks on Mrs. Campe's right wrist, forearm and left arm. Mrs. Campe declined medical treatment for her injuries.

At approximately 0523 SDPD responded to your residence. The report states:

Once on scene I made contact with the Def. who had a strong odor associated with the consumption of alcohol coming from his breath. He advised that nothing had happened and all was OK. The Def. also stated that nothing physical had happened. The Def was then placed under arrest. While getting the Def. a t-shirt and shoes, I noticed the kitchen and dining room of the residence were in disarray and there was a cell phone on the floor which appeared to be broken. The Def. and the victim's bedroom was also in disarray.

At 0607 you were placed under arrest for the charge of "Battery Touch/ Strike" [FSS 784.01 (1)(A)1] with no bond. You were transported to the police department for processing then Volusia County Branch Jail for booking. On January 8, 2017, you were released on your own recognizance with pre-trial services. You arranged a meeting with Fire Chief Jeff Smith and Deputy Fire Chief Howard Bailey on January 9, 2017. During this meeting, you were advised to maintain communications with the Fire Chief to insure information on the legal proceedings were kept current as noted in Fire Services Standard Operating Guidelines I-102.001, General Rules 100.001; 100.55.

On June 23, 2017, you accepted a Deferred Prosecution Agreement. On February 5, 2018, you completed the agreement and your charge was nolle prosequi (dismissed).

Captain Vanis and Investigator Raulerson were directed to conclude this investigation on February 14, 2018, after you failed to notify Chief Smith of the final disposition of your criminal case pursuant to Fire Services Standard Operating Guidelines I-102.001, General Rules 100.001; 100.55.

On March 1, 2018, Investigator Jennifer Raulerson and Captain Dave Vanis conducted a sworn interview with you at Fire Rescue Administration. While you chose not to have a representative in attendance during your sworn interview, approximately nine (9) minutes into the interview Volusia County Fire Rescue (VCFR) Lt. John Bryant arrived to represent you, and you agreed to have Lt. Bryant participate as your union representative.

During the interview you went through the events that occurred that day. You stated you were watching your two children while your wife, Stephanie Campe was at work. You started drinking whiskey at 0800 hours on January 6, 2017 while you were watching your children. In your interview you stated "*for a long time I have been an alcoholic*" and explained that this was normal practice while off-duty.

When your wife returned home, you said she told you she liked someone else and intended to leave you. You began to argue over a phone and you stated that you both became spiteful towards each other. You stated that your wife was going to take everything and "her new boyfriend take over everything, everything

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was going to be fine, take care of the kids, everything.” The argument escalated and you stated in your interview that your wife hit you with the cell phone and *“I pushed her against the wall and that’s what transpired with that one.”*

You explained that you continued to drink and was thinking about how you and your wife were going to work out the logistics of the separation. You became upset again and started another argument by “spritzing” water in your wife’s face while she slept. As this argument escalated, you confirmed that both, you and your wife, pushed and shoved each other. You further stated that Mrs. Campe left to go to the police station and you stayed home with your children and went to bed.

When you were asked if you disabled your wife’s vehicle, you stated *“yes, I did earlier in the night when I was pissed off, I didn’t want her able to take my car.”* You also said that you disconnected the vehicle’s battery and let the air out of the tires and confirmed that you took her phone from her and hid it from her during this incident.

You explained the police arrived shortly after your wife left for the police department. When the police officers arrived at your residence, you noticed your wife had a cut on her lip. You denied causing this injury to her face. You were arrested, processed, and taken to the Volusia County Branch Jail. You were released after First Appearance on January 8, 2017 with pre-trial release.

You accepted a pre-trial diversion program which required you to attend Veteran’s Court. You were required to attend an anger management course, report to the court and your assigned officer on a weekly basis, and submit to urinalysis tests.

You explained that you had completed the pre-trial diversion program on February 5, 2018. You added you were aware that you had to notify your chain of command with Fire Rescue within 24 hours of the time of an adjudication of a crime that you have been charged with. However, you did not report this information to your superiors at Fire Services, as required. You stated you *“was waiting to get a hard copy in the mail.”* You advised you did have documentation from the courts stating your diversion program was complete however, you stated you assumed that it was *“just a receipt.”* You further stated when you received the notice of internal affairs investigation, you asked your wife to help you find the documentation you needed to submit. When you located the court action form you realized that document was the particular document you needed.

The incident described in your charging affidavit and your failure to notify the Fire Chief of the adjudication is in violation of the following Fire Rescue and County Policies:

Volusia County Merit System Rules and Regulations Section 86-43 Conduct of employees; Sec 86-453 Reasons for Disciplinary Action (2), (8), (13), and (21):

Sec. 86-43:

(a): Code of conduct. Employees of the county government are employed to provide service to the citizenry of the county and the public in general and are expected to conduct themselves in a manner that will reflect credit on the county government, public officials, fellow employees and themselves.

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Sec 86-453:

- (2) *Disregard for... .. of county ordinances, departmental policies and regulations... ..;*
- (8) *Criminal, dishonest or other conduct which interferes with effective job performance or has an adverse effect on the efficiency of county service;*
- (13) *Any conduct, on or off duty that reflects unfavorably on the county as an employer;*
- (21) *Any other conduct or action of such seriousness that disciplinary action is considered warranted.*

Volusia County Division of Fire Services-Standard Operating Guidelines-I-102.001 under General Rules 100.001:

- 100.001 *All members of the Department shall adhere to the rules and regulations of the Department and of all laws and ordinances of Volusia County. Failure to do so shall make members subject to disciplinary actions.*
- 100.041 *Members shall not conduct themselves in an immoral, indecent, lewd or disorderly manner. They shall not be guilty of misconduct, conduct unbecoming an officer, or acts that tend to discredit the Department, even though such conduct is not specifically set forth in these rules.*
- 100.55 *Members shall notify the Director of Fire Services, in writing, within 24 hours of the time of adjudication of any crime they have been charged with. Such written notification shall indicate the nature of the charge and the ruling.*

Conclusion: Given the serious nature of your misconduct on January 6, 2017, and January 7, 2017, as outlined in the statements provided in the Internal Investigation Report of Incident, and your failure to follow Division policy regarding your responsibility to notify the Director of Fire Services, in writing, within 24 hours of the time of adjudication of any crime, I am issuing this letter of dismissal effective the date of this memorandum, **April 6, 2018**. Conduct of this nature is contrary to the standards of professionalism expected from Fire Services personnel. This action unfavorably reflects on the Division of Fire Rescue and Volusia County Government.

Action: In accordance with the Agreement between the County of Volusia and the International Association of Firefighters (IAFF) Local No. 3574, Firefighters, you may choose to grieve this action through the grievance and arbitration procedure as described in the Agreement between Volusia County and the IAFF, or the grievance and appeal procedure as set forth in the Volusia County Merit System Rules and Regulations.

If you choose the grievance and arbitration procedure as described in the Agreement between Volusia County and the IAFF, you will have ten (10) calendar days from receipt of this notification to grieve this action.

Should you decide to exercise your right to appeal through the Volusia County Merit System Rules and Regulations, you must submit your written request to the County Human Resources Office, 230 N. Woodland Blvd., Suite 262, DeLand, FL 32720 within ten (10) working days of receipt of this notice. Please

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see Section 86-485 of the Volusia County Merit System Rules and Regulations that outlines the appeal procedures.

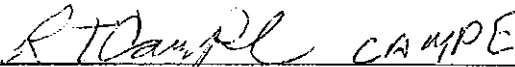
In either case, if you do not file your written grievance or appeal by the time indicated, it will be assumed that you have waived this right.

Within seven (7) calendar days of receipt of this memorandum, you are to return all County of Volusia property that was previously issued to you by Volusia County Fire Rescue. Attached is a current inventory list that was provided to me from Tammy Scott, Fire Rescue Logistics.

Dismissals that are appealed through the Volusia County Merit System Rules and Regulations or grieved through the grievance and arbitration procedure as described in the Agreement between Volusia County and the IAFF are considered non-final administrative action. If you file a notice of appeal through the Volusia County Merit System Rules and Regulations, you will be placed in a leave of absence without pay, pending the final decision of the County Manager at the conclusion of the appeal process. If you file a grievance through the grievance and arbitration procedure as described in the Agreement between Volusia County and the IAFF, you will be placed in a leave of absence without pay, pending the outcome of that process.

Pursuant to section 86-455, Volusia County Code, the Volusia County Legal Department and the Human Resources Director have reviewed this notice and concur with the proposed action.

I certify that I have read this notification and acknowledge receipt of the original copy.


Employee Signature (Or Witness, if Employee Refuses to Sign)

4/6/15
(Date of Signature)

- cc: Pat Bythwood, Public Protection Deputy Director
 Mark Swanson, Public Protection Deputy Director
 Jeff Smith, Fire Chief/Division Director
 Michael Moore, Assistant County Attorney
 Tom Motes, Human Resources Director
 Joseph Pozzo, Human Resources Assistant Director
 Tammy King, EEO Coordinator