



**Department of Public Protection**

TO: George Recktenwald, Director  
Department of Public Protection

FROM: David Vanis, Captain  
Department of Public Protection  
Internal Affairs Unit

DATE: September 18, 2014

SUBJECT: Case # IA-2014-325, Officer John Texter, Beach Safety Division

**References:**

1. Memo DPP14-090 from Director Recktenwald directing Internal Investigation (Dated August 28, 2014).
2. Request for Internal Investigation from Director Swanson (Dated August 27, 2014).
3. Notice of Internal Investigation (Dated September 3, 2014)
4. Report from Captain Ethridge (Undated).
5. Report from Captain Wise (Undated).
6. GPS (Forcewatch) map with speeds for Officer Texter (Dated August 17, 2014).
7. Incident reports relating to BC140001730 (also includes DBSPS and VCSO reports).
8. CAD history for BC140001730.
9. Officer Texter's CAD history on August 17, 2014.
10. Radio Audio for BC140001730.
11. Telestaff roster for Beach Safety (Dated August 17, 2014).
12. Officer Warner interview transcript (Dated August 29, 2014).
13. Captain Ethridge interview transcript (Dated August 29, 2014).
14. BSS Daniel Hugus interview transcript (Dated September 2, 2014).
15. Scott Hubbard interview transcript (Dated September 4, 2014).
16. John Texter interview transcript (Dated September 12, 2014).
17. Email "Service Model" from retired Beach Safety Director Kevin Sweat. "Beach Safety Model-Overview for Employees" Power Point presentation attached (Dated April 13, 2012).

**Witnesses:**

Captain Andrew Ethridge, VCBS  
Officer Laura Warner, VCBS  
Beach Safety Specialist Daniel Hugus  
Mr. Scott Hubbard, Citizen

**Complaint:**

On August 18, 2014, Scott Hubbard came into Volusia County Beach Safety Headquarters at 515 South Atlantic Avenue, Daytona Beach to make a complaint in regards to a Beach Safety Officer's conduct on the previous day. Mr. Hubbard told Captain Wise, the on-duty supervisor at the time, that Ofc. Texter had

pointed a firearm at him while he (Hubbard) was lying on the roof of his residence. He added that it was later determined that he (Hubbard) was not the suspect that Ofc. Texter was looking for, but was not provided an explanation for the incident. Hubbard felt that he was still being treated as a suspect by the Beach Safety Officer even though other officers present had already acknowledged that he was not the suspect in question. Hubbard explained that he felt that Ofc. Texter acted inappropriately during the entire incident. Hubbard added that he did not wish to file a formal complaint, but thought Beach Safety should be aware of the incident.

A preliminary inquiry revealed that Ofc. Texter was never assigned this call for service and had responded from his assigned area of operation in Ponce Inlet to the 3200 Block of South Atlantic Avenue (Approximately 6.9 miles) without VCSO Communications being aware of his status. GPS records indicated that Ofc. Texter responded to this assist call at speeds up to 60 MPH on South Atlantic Avenue, 25 MPH above the posted 35 MPH speed limit. Captain Ethridge reported that he was involved in the incident and had no knowledge, at the time, that Ofc. Texter was involved in the incident. Captain Ethridge also states that Ofc. Texter never requested, nor was told, to respond to this incident.

On August 27, 2014, Director Swanson requested Director Recktenwald open an Internal Investigation into this incident based upon the information gathered in the preliminary inquiry (Item 2). Director Recktenwald directed an Internal Investigation on August 28, 2014 (Item 1).

**Information:**

On August 28, 2014, I reviewed incident reports from Beach Safety, DBSPS, and VCSO documenting the incident in question (Items 6 & 7). The reports document that a Daytona Beach Shores Officer conducted a traffic stop on a vehicle in the 3200 block of South Atlantic Avenue, Daytona Beach Shores. Once the vehicle came to a stop, the driver fled the vehicle which resulted in a failed foot pursuit. It was learned several minutes after the initial stop that the stopped vehicle was stolen. A search for the driver that involved multiple agencies' officers, canine, and VCSO Air1 was met with negative results.

The CAD history (Item 7) shows that Ofc. Texter was never assigned to the incident. Capt. Ethridge and Ofc. Warner were the only VCBS officers shown in the history. I requested and received the radio audio (item 9) for the incident on the same date. Ofc. Texter (2Beach32) is heard on the recording but he never indicates that he is on scene at the incident.

The AVL data from Ofc. Texter's assigned vehicle was reviewed and compared to the CAD history for this incident. At the time the call was created, 1246 hours, Ofc. Texter was travelling northwest on the beach in Ponce Inlet between 9.9 and 13 MPH. At 1249 hours, Ofc. Texter is travelling northwest on South Atlantic Avenue at 53 MPH, 18 MPH above the 35 MPH speed limit. He is not assigned to a call for service at this point. From 1249 through 1256, his speeds ranged from 20.8-60.7 MPH on South Atlantic Avenue (the speed limit remains 35 MPH). From this point forward, Ofc. Texter's vehicle is on side streets between South Atlantic Avenue and Peninsula Drive at low speeds.

Director Swanson provided me with copies of reports detailing Beach Safety Captains Wise and Ethridge involvement in this incident (Items 3 and 4). Wise's report documents his interaction with Mr. Hubbard on August 18, 2014 but had no firsthand knowledge of the incident since he was not on duty on the 18<sup>th</sup>. Captain Ethridge reports his involvement in the incident and his later discussion with Ofc. Texter in reference to his response to the incident.

**Officer Laura Warner:**

On August 28, 2014, I conducted a sworn interview with Ofc. Warner at Beach Safety Headquarters. Officer Warner advised that on August 17, 2014 Ofc. Texter contacted her on the lifeguard radio channel to advise her that a suspect had fled from a DBSPS Officer near her current location. Ofc. Warner specified that at the time she had learned of the incident, Officers were not aware of the vehicle's stolen status. Ofc. Warner searched the beach for the suspect as described by DBSPS Officers. Once it was determined that the vehicle the suspect had fled was stolen, DBSPS requested additional officers. Ofc. Warner responded off the beach and notified Capt. Ethridge of her status. Ofc. Warner was unaware that Ofc. Texter was assisting on the search until she saw him during her search efforts.

This interview was recorded and transcribed. It was added to the case file as item 12.

**Capatain Andrew Ethridge:**

On August 28, 2014, I conducted a sworn interview with Capt. Ethridge at Beach Safety Headquarters. Capt. Ethridge is the shift supervisor who directly supervises Officers Warner and Texter. Capt. Ethridge explained that the area of responsibility assigned to 2beach32 (Ofc. Texter's position) is the beach from the Toronita Beach Approach, Wilbur-by-the-sea to Ponce Inlet. Capt. Ethridge explained that his officers are permitted to leave their assigned area as long as there is adequate coverage to handle calls for service. The coverage could be another officer or BSS personnel (BSS are EMT/Ocean Rescue Lifeguards only).

Capt. Ethridge learned of the fleeing suspect when he overheard a radio conversation between Officers Texter and Warner. Capt. Ethridge did not assign himself to the incident until he learned that it involved a stolen vehicle. Capt. Ethridge was not aware that Ofc. Texter was involved in the search until he saw him on the scene of the incident. Capt. Ethridge stated Ofc. Texter never requested permission to respond to this incident. Capt. Ethridge told me that he probably would not have allowed Ofc. Texter to respond to this incident had he requested. Capt. Ethridge advised that there were additional personnel covering Ofc. Texter's area of responsibility in Ponce Inlet. He was not sure who, but he told me that a jet ski attendant, in a truck, and a stationary dispatcher at Ponce Inlet Control Tower remained in the area during the course of this incident.

Capt. Ethridge told me (Captain Vanis) that he had been approached by Deputy Chief Petersohn late in the afternoon on August 17, 2014. DC Petersohn expressed concern over Ofc. Texter's response to this incident. As directed by DC Petersohn, Capt. Ethridge spoke with Ofc. Texter on August 20, 2014. Capt. Ethridge explained that he counseled Ofc. Texter in regards to making an emergency response to an incident without notifying him or VCSO Communications. He additionally requested that Ofc. Texter prepare a report documenting his involvement (In accordance with VCBS Policy 17.01.16).

This interview was recorded and transcribed. It was added to the case file as item 13.

**Daniel Hugus:**

Based upon a review of August 17, 2014 daily roster, I determined that Daniel Hugus was the jet ski attendant on this date. The jet ski zone was located at the Beach St. Approach in Ponce Inlet on that date. I conducted a sworn, recorded interview with Mr. Hugus on September 2, 2014 at the North County Lifeguard Station.

Mr. Hugus is a full-time Lifeguard/Emergency Medical Technician. He is not a certified police officer. He told me that he was assigned as the ski attendant on August 17, 2014 and was operating a truck fully stocked with medical equipment.

Mr. Hugus advised that he was aware of the DBSPS incident that involved a fleeing suspect on August 17, 2014. He became aware of the incident while scanning the law enforcement channel. Mr. Hugus could not recall if Ofc. Texter had notified him that he would be leaving the area but did acknowledge that he knew Ofc. Texter was involved in the incident and away from the Ponce Inlet area. Mr. Hugus stated that based off of this information, he would respond to any water or medical calls for service.

Mr. Hugus explained that he works in the Ponce Inlet area frequently. He told me that it is common practice for Officers working in the area to notify him or other staff that they are leaving the area.

This interview was recorded and transcribed. It was added to the case file as item 14.

**Mr. Scott Hubbard:**

On September 4, 2014 I conducted a sworn interview with Mr. Scott Hubbard at his workplace, The Ocean's West Golf Pro Shop in Daytona Beach Shores. Mr. Hubbard had previously met with Capt Wise at Beach Headquarters expressing his concerns over Ofc. Texter's demeanor during their interaction on August 17, 2014.

Mr. Hubbard explained to me (Captain Vanis) that on August 17, 2014 he was sun bathing on his roof at 3121 S. Peninsula Drive, Daytona Beach Shores when he observed a helicopter circling the area. Mr. Hubbard noted that he believed the helicopter may have been searching for an outstanding suspect in a criminal act. At some point while the helicopter was circling overhead, a Beach Safety Officer, he identified as John Texter, pointed a handgun at him from his driveway. Mr. Hubbard explained that the Officer never identified himself and he (Hubbard) immediately placed his hands up and identified himself as the homeowner. Mr. Hubbard was then ordered to get off of his roof. He complied and moved to his second floor deck. After several minutes of being held at gunpoint, officers from DBSPS and VCSO arrived. Once the other officers arrived, they quickly dispersed after he identified himself. Ofc. Texter told Mr. Hubbard that they had been looking for a male who had taken his clothes of and advised Mr. Hubbard to go inside his residence. Ofc. Texter never provided an apology and Mr. Hubbard agreed that the response provided could be described as short and rude.

Mr. Hubbard stated the following as his reasoning for bringing this matter to Beach Safety:

*I can deal with this, but it was the person after me and I thought that as far as Beach Patrol goes, we're supposed to be a friendly beach. I just wasn't happy with the encounter and it was after the fact that's when I realized that I didn't want to get involved but felt I needed to.*

This interview was recorded and transcribed. It was added to the case file as item 15.

**Officer John Texter:**

Ofc. Texter was provided notification of this internal investigation on September 3, 2014. His original interview date was September 9, 2014. Based on a request from his representative, Martin White, Esq., the interview was rescheduled to September 12, 2014. This was confirmed via email and added to the case file under Item 3.

Ofc. Texter and his representative reported to the scheduled interview time as agreed upon. Prior to the interview, both reviewed all associated interviews and documentation relating to this case.



At the onset of the interview, Mr. White expressed concerns that the topics of this incident discussed between Capt. Ethridge and Ofc. Texter on August 20, 2014 should be exempt from this interview due to the potential for violating Ofc. Texter's rights under Florida State Statute 112.532 (Law Enforcement Officers' and Correctional Officers' Rights). We agreed not to discuss the responses provided by Ofc. Texter documented by Capt. Ethridge during that inquiry.

Ofc. Texter explained that his area of responsibility is from Florida Shores Beach Approach, Daytona Beach Shores south to Ponce Inlet Jetty. He was not aware of any more specific area of responsibility and had not been told by a supervisor that his area of responsibility is as reported by Capt. Ethridge and Ofc. Warner (Wilbur-by-the-sea to Ponce Inlet).

Ofc. Texter decided to respond to this incident due to what he perceived to be an emergency (foot pursuit). He told me that he did not notify Capt. Ethridge nor the staff remaining in the Ponce Inlet area of his response. He justified this by citing the portion of VCBS Policy 17.01.16 that states "Officers may proceed without approval if the request is of an emergency nature." Ofc. Texter and his representative both noted that Beach Safety Policies do not define what constitutes an emergency. Ofc. Texter stated "If I had any details of what an emergency was then I would know what an emergency was."

When Ofc. Texter contacted Mr. Hubbard, he held at gunpoint for 10-15 minutes until the DBSPS Officer, who had initiated the original traffic stop, stated that Hubbard was not the suspect. Ofc. Texter then explained to Mr. Hubbard that he had matched the description of the suspect they had been looking for. Ofc. Texter did not believe that he had been rude or short with Mr. Hubbard. He explained that neither he, nor any other Officers or Deputies at the residence, apologized to Mr. Hubbard for pointing his weapon or the incident in general. Ofc. Texter did agree that he may have deserved an apology. Ofc. Texter added that "by policy, am I supposed to give him an apology. No!"

When questioned whether he believed that he violated the specific policies listed in the notice of internal investigation, Ofc. Texter had the following responses:

- No** *VCBS Policy 11.01.23 Leaving Assigned Work Area – Employees shall remain at or in assigned work areas or Zones during working hours, unless otherwise authorized by a Supervisor. (Violation subject up to a 1-day suspension.)*
- No** *VCBS Policy 11.01.34 Negligence, Not Endangering – Employees shall not ignore or violate official Directives, orders, or Supervisory instructions or knowingly fail to properly execute the duties and responsibilities of their assigned positions. (Violation subject up to a 5-day suspension.)*
- No** *VCBS Policy 11.01.35 Negligence Associated with Safety of Persons or Property – Employees shall be attentive to job duties and shall not violate official Directives, orders, Supervisory instructions, or knowingly refrain and cause another to refrain from the performance of lawful duties required for the safety of persons or property. (Violation subject up to a demotion.)*
- Yes** *VCBS Policy 17.25.30 In accordance with Florida Law, emergency vehicle operators may: (CFA 17.07)*
  - *Exceed the maximum speed limit so long as life or property are not endangered. Speed shall be limited by road and weather conditions and the exercise of good judgment.*

- *Proceed past stop signal or sign, but only after slowing or stopping as necessary for safe operation. County vehicles shall not enter controlled intersections against the flow of traffic at an unsafe speed and shall be sure that cross traffic flow has yielded in each lane before attempting to cross that lane.*
- *Disregard regulations governing direction of movement or turning in specified direction, so long as life or property is not endangered.*
- *Disregard regulations governing parking laws under normal circumstances, except that a County vehicle shall not block access to a fire hydrant at the scene of a fire, or in any way obstruct fire apparatus.*
- **Emergency operation of County vehicles shall immediately be reported to Central Dispatch via radio.**
- *Operators shall immediately terminate emergency operation when ordered to do so by a superior authority.*

**No** *VCBS Policy 17.01.16 If an up-land agency requests assistance for any reason, a Supervisor needs to be aware of the incident. Officers may proceed without approval if the request is of an emergency nature. Non-emergency, operational assistance must first be approved by a supervisor. In every case involving assistance to another agency, a written report documenting any Beach Safety Officers actions will be completed under the heading "Assist of Outside agency".*

**No** *VCBS Policy 11.01.41 Courtesy – Employees shall be civil and respectful toward each other and toward the public in general. They shall be especially courteous to visitors, guests, speakers and instructors. (Violation subject up to a 1-day suspension).*

This interview was recorded and transcribed. It was added to the case file as item 16.

### **Conclusion:**

On August 17, 2014 at 1246 hours, Daytona Beach Shores Police indicated via radio that one of their Officers was in a foot pursuit with the driver of a stopped vehicle. The location of the foot pursuit was in the 3200 Block of South Atlantic Avenue, Daytona Beach Shores. Ofc. Texter, who was located near the Beach Street Approach, Ponce Inlet, responded to the pursuit to assist in the search because he perceived the incident to be an emergency. GPS information from his vehicle indicate that he travelled at speeds up to 60 MPH on South Atlantic Avenue until he arrived at the incident location at approximately 1256 hours. Even though Ofc. Texter's response lasted 6.5 minutes, he did not use this time to notify Capt. Ethridge that he was responding to to assist an upland agency in accordance with VCBS Policy 17.01.16. By his own admission, he did not notify the communications center of his emergency response in accordance with VCBS Policy 17.25.30.

Capt. Ethridge and Ofc. Warner both indicated that Ofc. Texter's patrol area is the Wilbur-by-the-Sea area south to Ponce De Leon Inlet. While this may be their understanding, no documentation exists to support this assignment. Ofc. Texter indicated that his patrol area is the Florida Shores Beach Approach, Daytona Beach Shores, south to Ponce De Leon Inlet. The Beach Safety Zone Map (Item 17) shows Zone 32's northern boundary just south of the Florida Shores Beach Approach. Additionally, the Beach Safety Model- Overview for Employees (Item 17 page 16) states the following in regards to Ofc. Texter's assignment as 2Beach32:

*"32" = Report to the south side of district 3 (Dunlawton), call out as 2Beach32 and patrol the BC32 zone.*

Based on this information, the allegation that Ofc. Texter left his assigned area in violation of VCBS Policy 11.01.23 cannot be substantiated.

Additionally, when Ofc. Texter responded to the incident, BSS Dan Hugus was stationed in the Ponce Inlet area in a fully equipped Beach Safety truck. Capt. Ethridge testified that he allows non-sworn staff to relieve Officers of their assignments. The allegation that the Ponce Inlet area was neglected during the course of the incident is unfounded due to Mr. Hugus's presence in the area.

In regards to the allegation that Ofc. Texter was not courteous during his encounter with Mr. Hubbard, both Ofc. Texter and Mr. Hubbard indicated that a brief explanation of the reasoning for the encounter was provided. No evidence was presented to support Mr. Hubbard's original allegation that Ofc. Texter acted improperly.

### **Findings:**

Based upon supporting documentation and sworn testimony the following allegations against Beach Safety Officer John Texter are **sustained**:

*VCBS Policy 17.25.30 In accordance with Florida Law, emergency vehicle operators may:*

- *Exceed the maximum speed limit so long as life or property are not endangered. Speed shall be limited by road and weather conditions and the exercise of good judgment.*
- *Proceed past stop signal or sign, but only after slowing or stopping as necessary for safe operation. County vehicles shall not enter controlled intersections against the flow of traffic at an unsafe speed and shall be sure that crosstraffic flow has yielded in each lane before attempting to cross that lane.*
- *Disregard regulations governing direction of movement or turning in specified direction, so long as life or property is not endangered.*
- *Disregard regulations governing parking laws under normal circumstances, except that a County vehicle shall not block access to a fire hydrant at the scene of a fire, or in any way obstruct fire apparatus.*
- **Emergency operation of County vehicles shall immediately be reported to Central Dispatch via radio.**
- *Operators shall immediately terminate emergency operation when ordered to do so by a superior authority.*

*VCBS Policy 17.01.16 If an up-land agency requests assistance for any reason, a Supervisor needs to be aware of the incident. Officers may proceed without approval if the request is of an emergency nature. Non-emergency, operational assistance must first be approved by a supervisor. In every case involving assistance to another agency, a written report documenting any Beach Safety Officers actions will be completed under the heading "Assist of Outside agency".*

Based upon supporting documentation and sworn testimony the following allegations against Beach Safety Officer John Texter are **not sustained:**

*VCBS Policy 11.01.23 Leaving Assigned Work Area – Employees shall remain at or in assigned work areas or Zones during working hours, unless otherwise authorized by a Supervisor. (Violation subject up to a 1-day suspension.)*

*VCBS Policy 11.01.41 Courtesy – Employees shall be civil and respectful toward each other and toward the public in general. They shall be especially courteous to visitors, guests, speakers and instructors. (Violation subject up to a 1-day suspension.)*

Based upon supporting documentation and sworn testimony the following allegations against Beach Safety Officer John Texter are **unfounded:**

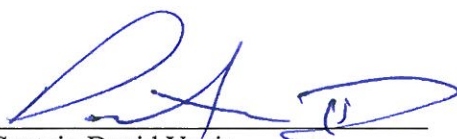
*VCBS Policy 11.01.34 Negligence, Not Endangering – Employees shall not ignore or violate official Directives, orders, or Supervisory instructions or knowingly fail to properly execute the duties and responsibilities of their assigned positions. (Violation subject up to a 5-day suspension.)*

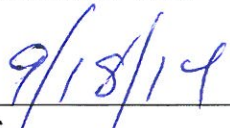
*VCBS Policy 11.01.35 Negligence Associated with Safety of Persons or Property – Employees shall be attentive to job duties and shall not violate official Directives, orders, Supervisory instructions, or knowingly refrain and cause another to refrain from the performance of lawful duties required for the safety of persons or property. (Violation subject up to a demotion.)*

**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.”

  
\_\_\_\_\_  
Captain David Vanis

  
\_\_\_\_\_  
Date



September 22, 2014

Officer John Texter  
Volusia County Beach Safety  
Ocean Rescue  
515 S Atlantic Ave.  
Daytona Beach, Fl 32118

**RE: Letter of Reprimand**

Officer John Texter,

On Sunday August 17, 2014 you over heard a traffic stop in Daytona Beach Shores on LE-5 and learned that a subject had fled on foot from the stop. You responded from the beach in Ponce Inlet and drove with emergency lights and siren on for over six miles and at times exceeded the posted limit by 25 mph. You never advised central dispatch of your response nor did you advise your supervisor of your actions. Once on scene you involved yourself in the search for the fleeing subject and discovered a person matching the subject description on a roof top near the area of the original call. You made contact with the subject on the roof, drew and pointed your duty weapon at him and demanded that he come down from the roof. You held the subject at gun point for 10 -15 minutes, eventually a Daytona Beach Shores officer arrived and determined that the subject you had at gun point was not the subject that fled the traffic stop. The search was ended by Daytona Beach Shores PD and you left the scene and returned to your assigned area. During the entire incident you never assigned yourself to the call via radio or mobile data computer and you did not complete an Assist of Outside agency report before the end of your shift.

On Wednesday August 20, 2014 your supervisor advised you to complete a supplemental incident report. In your report you state that you responded to the Daytona Beach Shores call because DBSPD was "out with a suspect of a stolen vehicle". According to the CAD report the vehicle was not identified as "stolen" for approximately ten minutes after the original call. Force Watch shows that you responded from the beach in Ponce Inlet just moments after the DBS Officer's initial transmission on LE-5. This inconsistency in your report and the CAD report indicates that you did not know that the vehicle was stolen until you were on scene and actively involved in the search. This inconsistency in reports also brings into question the reason for your response, because at the time, the call was not "of an emergency nature" as stated in policy.

On Monday August 18, 2014 Mr. Scott Hubbard came to front desk at Beach HQ. Mr. Hubbard wanted to complain about a Beach Safety Officer (later Identified as Officer John Texter). Mr. Hubbard stated that he was held at gun point for several minutes at his residence and told that he matched the description of a fleeing suspect. Mr. Hubbard was eventually identified as the home owner. He stated that you (Officer Texter) continued to treat him as a suspect and acted improperly during the entire incident.

Letter to Officer John Texter  
Written Reprimand  
September 22, 2014

**RE: Letter of Reprimand**

Your Actions violate the following:

**VCBS Policy 17.25.30** In accordance with Florida Law, emergency vehicle operators may:

- Emergency Operations of County vehicles shall immediately be reported to Central Dispatch via radio.

**VCBS Policy 17.01.16**

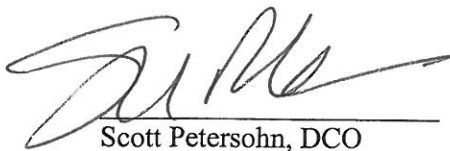
- If an up-land agency requests assistance for any reason, a Supervisor needs to be aware of the incident. Officers may proceed without approval if the request is of an emergency nature. Non-emergency, operational assistance must first be approved by a supervisor. In every case involving assistance to another agency, a written report documenting any Beach Safety Officers actions will be completed under the heading "Assist of Outside agency".


Your actions also show a lack of sound judgment in the following areas:

- Leaving your assigned area on a busy Sunday summer afternoon
- Not completing an "Assist of Outside agency" report before the end of your shift.
- Exceeding the posted speed limit by more than 25 mph in a non-emergency situation.
- Projecting a negative image of Volusia County and Beach Safety

As a result of your actions in this incident, you are hereby reprimanded for your failure to follow Volusia County Beach Safety Departmental Standards Directive. Furthermore you are hereby cautioned for your reckless behavior and less than acceptable interactions with the public. Be advised that future infractions will result in more severe disciplinary action being taken against you. If I can be of any assistance in correcting this behavior, please let me know.

If you do not agree with this disciplinary action, you have the right to appeal through the grievance procedure as outlined in the Volusia County Merit System, Section 86-484. If you wish to provide written comments, you have the right to submit a response for inclusion in your file.

  
11/10/14  
Scott Petersohn, DCO  
Volusia County Beach Safety

  
Officer John Texter  
Volusia County Beach safety