

following statement: *"The only thing I want to add is just that I'm very disappointed in the agency as a whole for responding to an anonymous complaint."* (See Tab Q)

It is worth noting that it's well-known that the Sheriff's Office investigates all genuine complaints of alleged employee misconduct, to include those that are made anonymously. Accordingly, the anonymous complainant in this case would have had numerous opportunities to have submitted these allegations directly to the Sheriff's Office without jeopardizing his/her anonymity. That the complainant chose instead to funnel the allegations through a third party, Volusia Exposed, with a well-documented history of criticism and hostility towards the Sheriff's Office, raises serious questions about the motivations of both the complainant and Volusia Exposed. Given the circumstances and the complete lack of corroboration, it is reasonable to assume that both the allegations and the manner in which they were presented to the Sheriff's Office were done for malicious and political purposes. Additionally, it should be noted that it could not be determined whether the supposed anonymous complainant even exists. Despite these concerns, the allegations were nonetheless investigated to their fullest.

#### **Conclusion:**

On September 11, 2012 the investigation was presented to Sheriff Johnson and his staff. The Sheriff determined the violation of the below listed Directives to be: **Unfounded for each individual under investigation.**

**Volusia County Merit System Rules and Regulations 86-453 (13)** - Any conduct, on or off duty, that reflects unfavorably on the County as an employer. *This violation 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.*

#### **Exhibit(s):**

- A) Report of Investigation
- B) Official Correspondence
- C) Complaint
- D) Transcripts of Lieutenant Sean Gowan
- E) Transcripts of Lieutenant Eric Westfall
- F) Transcripts of Captain David Brannon
- G) Transcripts of Sheriff Ben Johnson