

**VOLUSIA COUNTY SHERIFF'S OFFICE
INTERNAL AFFAIRS**

REPORT OF INVESTIGATION

REPORT NUMBER: IA-12-013

PERIOD COVERED: Unknown time period

DATE REPORTED: August 2, 2012

SUBJECT(S) NAME: Chief Deputy Mike Coffin #2220
Major Robert Jones #2221
Captain Michelle Newman #2412
Sergeant Joseph Bryant #2277
Sergeant Joel Turney #2509
Sergeant Jessica Paugh #6845
Investigator Joseph Riley #7755
Investigator Vincenzo Vento #7429
Deputy Lisa Goff #7827

INVESTIGATING OFFICER: Sergeant Thomas Tatum #2405

BASIS FOR INVESTIGATION:

On August 2, 2012 Public Information Officer Gary Davidson received an e-mail from the website Volusia Exposed. According to Volusia Exposed, the e-mail was sent to them by an anonymous source and accused the Sheriff's Office of misconduct among sworn law enforcement personnel. The alleged anonymous e-mail was attached to a commentary authored by an unknown person obviously associated with the website Volusia Exposed and is signed "VX". (See Tab C)

The first part of the allegation from the anonymous source accuses the Volusia County Sheriff's Office command staff of protecting an individual named Joseph Hough. The e-mail directly accuses Sheriff Johnson of giving a direct order not to take action on Mr. Hough for criminal activity he has committed. After investigating this allegation and reviewing the available records, the allegation was determined to be without merit and, in fact, fully libelous (defamation: a false and malicious published statement that damages somebody's reputation). Documented reports of several incidents mentioned in the e-mail overwhelmingly support the fact there is no merit to the allegations.

The second allegation asserts that a number of Sheriff's Office employees have been allegedly

engaging in extramarital relationships with other members of the agency. The allegations name people who the anonymous complainant believes are involved in intimate relationships, however they do not provide any corroboration, such as dates, times or locations for where this activity is suspected of occurring. Due to the number of people named in this allegation, an administrative investigation was initiated to determine if any of the allegations are true; and if so, is there a policy violation that occurred. Prior to the anonymous e-mail there have been no other complaints or concerns involving the named persons and their alleged relationships.

OFFENSE(S):

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.*

INVESTIGATIVE SUMMARY:

On August 3, 2012 Sheriff Ben Johnson assigned the case to the Internal Affairs Unit for investigation. This report details the investigation conducted by Sergeant Thomas Tatum.

On August 3, 2012 Sergeant Tatum served a Notice of Internal Investigation to the following employees: Chief Deputy Mike Coffin, Sergeant Joseph Bryant, Sergeant Jessica Paugh, Investigator Joseph Riley, Investigator Vincenzo Vento and Deputy Lisa Goff. Investigator Gabriel served the Notice of Internal Investigation to Sergeant Joel Turney. All employees were given a copy of the Law Enforcement Officer Rights. *(See Tab B)*

On August 4, 2012 Sergeant Tatum met with Captain Michelle Newman in Port Orange and served her with the Notice of Internal Investigation. A copy of the Law Enforcement Officer Rights was also provided to Captain Newman. *(See Tab B)*

On August 7, 2012 Sergeant Tatum met with Major Robert Jones and served him with the Notice of Internal Investigation. A copy of the Law Enforcement Officer Rights was also provided to Major Jones. *(See Tab B)*

Lieutenant Sean Gowan

On August 9, 2012 Sergeant Tatum conducted a sworn recorded statement with Lieutenant Sean Gowan at the District 4 office in Deltona. Lieutenant Gowan is the Assistant District Commander for Deltona-Investigative Services. Sergeant Jessica Paugh and Investigator Joseph Riley work under the command of Lieutenant Gowan. The following is a summary of the interview.

Lieutenant Gowan advised he has been in his current position for the past four months. Sergeant

Tatum asked Lieutenant Gowan if he was aware of any inappropriate relationship between Sergeant Paugh and Investigator Riley. Lieutenant Gowan stated he was not aware of any inappropriate relationship between Sergeant Paugh and Investigator Riley. Sergeant Tatum asked Lieutenant Gowan if anybody had voiced their concern over the alleged relationship between the two. Lieutenant Gowan replied "No." Sergeant Tatum asked Lieutenant Gowan if he had any knowledge of favoritism towards Investigator Riley from Sergeant Paugh to include scheduling, work hours and case load, he replied "No." Sergeant Tatum asked Lieutenant Gowan if he has ever witnessed any behavior that would be considered inappropriate between Sergeant Paugh and Investigator Riley while on duty, he replied "No." (See Tab D)

Lieutenant Eric Westfall

On August 9, 2012 Sergeant Tatum conducted a sworn recorded interview with Lieutenant Eric Westfall at the District Four Office in Deltona. Lieutenant Westfall is the Assistant District Commander for Deltona-Partol. Lieutenant Westfall's duties include supervising the Patrol division, Traffic Unit and K-9. The following is a summary of the interview conducted with Lieutenant Westfall.

Lieutenant Westfall confirmed that Sergeant Joel Turney is under his command. Sergeant Tatum asked Lieutenant Westfall if he was aware of an alleged relationship between Sergeant Turney and Deputy Lisa Goff. Lieutenant Westfall acknowledged that he was aware of the relationship that was brought to his attention by Sergeant Turney in March of 2012. Lieutenant Westfall stated Sergeant Turney came to him to make sure there was no conflict with the relationship and his work. Lieutenant Westfall advised that as long as Sergeant Turney understood that he is not to be in a situation where he is the direct supervisor for Deputy Goff and if a conflict arises he needs to remove himself from the situation as soon as possible. Lieutenant Westfall stated he immediately notified Captain David Brannon (District Four Commander) and advised him of the relationship. Sergeant Tatum confirmed that Sergeant Turney was not the direct supervisor for Deputy Goff and he had no input in her evaluations. Lieutenant Westfall confirmed that Deputy Goff is currently assigned to 47 zone in patrol. Sergeant Tatum asked Lieutenant Westfall if he ever witnessed any inappropriate behavior between Sergeant Turney and Deputy Goff while on duty, he replied "No". Lieutenant Westfall was able to provide notes he kept that indicated the date he spoke with Sergeant Turney was March 19, 2012. (See Tab E)

Captain David Brannon

On August 10, 2012 Sergeant Tatum conducted a sworn recorded interview with Captain David Brannon the District Four at his office in Deltona. Captain Brannon is the Commander of the Deltona district. The following is a summary of the interview with Captain Brannon.

Sergeant Tatum asked Captain Brannon if he was aware of the relationship between Sergeant Joel Turney and Deputy Lisa Goff. Captain Brannon advised he was made aware of the relationship approximately three to four months ago by Lieutenant Westfall. Captain Brannon stated he had a conversation with Lieutenant Westfall in reference to the concern that the two should not be in a

supervisory relationship with each other directly or indirectly. Captain Brannon stated he spoke with Major Robert Jones about the matter and they gave direction to Lieutenant Westfall that Sergeant Turney was not to have any direct supervisory contact with Deputy Goff by taking overtime shifts on her patrol shift. Captain Brannon stated he also advised that Sergeant Turney was not to have any direct or indirect contact with Deputy Goff because sometimes he steps up and fills the patrol Sergeant's duties when a serious call is in progress. Captain Brannon conveyed this direction to Lieutenant Westfall to deliver to Sergeant Turney. Captain Brannon stated he later spoke with Lieutenant Westfall to confirm that the message was delivered. Captain Brannon also had a conversation with Sergeant Turney who reassured him that he was not going to have any direct or indirect working relationship with Deputy Goff. Sergeant Tatum confirmed with Captain Brannon that Sergeant Turney does not have any input on the evaluation of Deputy Goff. Captain Brannon confirmed that nobody directly or indirectly voiced any concerns about the relationship between Sergeant Turney and Deputy Goff. Captain Brannon also confirmed that he has never witnessed any inappropriate behavior between Sergeant Turney and Deputy Goff while they were on duty.

Sergeant Tatum addressed the second issue of Captain Michelle Newman's position while she was assigned to Deltona prior to her promotion. Captain Newman was a Lieutenant in Deltona in charge of Investigation Services under the command of Captain Brannon. Sergeant Tatum asked Captain Brannon if Investigator Vento was ever under the command of Lieutenant Newman. Captain Brannon stated Investigator Vento was a Deputy at the time assigned to the swing shift. The swing shift fell under the supervision of the Assistant District Commander of Investigations, which was Lieutenant Newman. Captain Brannon advised Investigator Vento's direct supervisor was Sergeant Pat Leahy. Sergeant Tatum asked Captain Brannon if he was aware of any extramarital relationship between Captain Newman (Lieutenant at the time) and Investigator Vento (Deputy at the time). Captain Brannon replied "No." (See Tab F)

Sheriff Ben Johnson

On August 13, 2012 Sergeant Tatum conducted a sworn recorded interview with Sheriff Ben Johnson in his office. The following is a summary of the interview with Sheriff Johnson.

Sheriff Johnson confirmed that Major Robert Jones is the Commander of Law Enforcement Services to include Investigative Services. Sheriff Johnson also confirmed Captain Michelle Newman is the Commander of Investigative Services under his authority. Sheriff Johnson was asked if he was aware of any extramarital relations between Major Jones and Captain Newman as suggested by an anonymous e-mail sent to Volusia Exposed. Sheriff Johnson replied "Absolutely not." Sergeant Tatum asked Sheriff Johnson if he saw anything that would indicate preferential treatment from Major Jones for the promotion of Captain Newman. Sheriff Johnson clarified that "Major Jones did not promote Captain Newman; it was solely my decision as to who is promoted in this agency, no one else's." Sheriff Johnson stated Major Jones had no part in the promotion of Captain Newman.

Sergeant Tatum spoke with Sheriff Johnson about Chief Deputy Mike Coffin. Chief Coffin was named in the anonymous e-mail sent to Volusia Exposed as having an extramarital relation with the wife of Sergeant Joseph Bryant. Sheriff Johnson was asked if he was aware of any extramarital

relationship between Chief Coffin and Sergeant Bryant's wife, he replied "*None.*"

The anonymous e-mail also named Sergeant Joseph Bryant and Sergeant Jessica Paugh as having an extramarital relationship. Sergeant Tatum asked Sheriff Johnson if he was aware of a relationship between Sergeant Bryant and Sergeant Paugh. Sheriff Johnson said he was aware. When asked if he recalled when he was made aware, Sheriff Johnson stated he had a conversation with Sergeant Bryant in his (Sheriff Johnson's) office and he told Sergeant Bryant that he had no issues with the relationship because they were both single and they were not working for each other. Sergeant Bryant was working in the Civil section and Sergeant Paugh was working a patrol shift in Deltona and they did not have a supervisor/subordinate working relationship. (*See Tab G*)

Bobbie King

On August 13, 2012 Sergeant Tatum and Lieutenant Eagan conducted a sworn recorded interview with Bobbie King (formerly known as Bobbie Bryant). The interview was conducted in the Internal Affairs Office of Lieutenant Eagan. The following is a summary of the interview with Bobbie King.

Ms. King confirmed she was married to Sergeant Joseph Bryant and divorced in March of 2011. Sergeant Tatum advised her of the anonymous e-mail sent to Volusia Exposed which alleges an extramarital relationship between her and Chief Deputy Mike Coffin when she was married to Sergeant Bryant. Sergeant Tatum asked Ms. King if the allegation was true, she replied "*No.*" (*See Tab H*)

Investigator Joseph Riley

On August 16, 2012 Sergeant Tatum conducted a sworn recorded interview with Investigator Joseph Riley in the Internal Affairs Office of Lieutenant Eagan. The following is a summary of the interview with Investigator Riley.

Investigator Riley stated he has been an Investigator since March 2012. Investigator Riley advised his direct supervisor is Sergeant Jessica Paugh. Sergeant Tatum advised Investigator Riley of the anonymous e-mail sent to Volusia Exposed which alleged he had a sexual relationship with his supervisor Sergeant Paugh. Sergeant Tatum asked Investigator Riley if he is having or if he had a sexual relationship with Sergeant Paugh, he replied "*No.*" Sergeant Tatum asked Investigator Riley if he felt he violated Volusia County Merit Rules and Regulation 86-453(13), he replied "*No.*" (*See Tab I*)

Investigator Vincenzo Vento

On August 16, 2012 Sergeant Tatum conducted a sworn recorded interview with Investigator Vincenzo Vento in the Internal Affairs Office of Lieutenant Eagan. The following is a summary of the interview with Investigator Vento.

Investigator Vento stated he is currently assigned as an investigator in Deltona for property crimes.

Investigator Vento advised he previously was assigned to patrol on the swing shift in Deltona where his direct supervisor was Sergeant Pat Leahy. Sergeant Tatum asked Investigator Vento if he worked under the command of then Lieutenant Newman when he was on swing shift, he replied "*I did*". Sergeant Tatum advised Investigator Vento about the anonymous e-mail sent to Volusia Exposed that alleged he had an extramarital relationship with then Lieutenant Newman. Sergeant Tatum asked Investigator Vento if there is any truth to the allegation, he replied "*None what so ever.*" Sergeant Tatum asked Investigator Vento if he felt he violated Volusia County Merit Rules and Regulation 86-453(13), he replied "*No.*" (*See Tab J*)

Sergeant Joel Turney

On August 16, 2012 Sergeant Tatum conducted a sworn recorded interview with Sergeant Joel Turney in the Internal Affairs Office of Lieutenant Eagan. The following is a summary of the interview with Sergeant Turney.

Sergeant Turney advised he is currently assigned to District Four Motors and also supervises K-9 and Traffic Homicide investigations. Sergeant Tatum asked Sergeant Turney if he had or is having a relationship with Deputy Lisa Goff. Sergeant Turney said "*Not currently, but yes I did.*" Sergeant Turney stated he ended the relationship approximately one week ago. Sergeant Tatum asked Sergeant Turney if Deputy Goff worked directly with him (supervisor/subordinate). Sergeant Turney stated "*No*". Sergeant Turney was asked if he is responsible for evaluations or had any input on evaluations for Deputy Goff, he replied "*No.*" Sergeant Tatum asked if Sergeant Turney was currently living with Deputy Goff, he replied "*No*" but he had lived with her from May until terminating the relationship approximately a week ago. Sergeant Tatum asked Sergeant Turney if he notified his superiors of the relationship. Sergeant Turney stated he notified Lieutenant Westfall who told him not to put himself in situations where he directly supervised Deputy Goff. Sergeant Turney said he notified his Lieutenant to make sure the agency was aware and there was no conflict of interest and if there was, then adjustments of their assignments may be in order. It was obvious that by bringing his relationship with Deputy Goff to the attention of his supervisor that he was doing so in the best interest of the agency. (*See Tab K*)

Sergeant Jessica Paugh

On August 16, 2012 Sergeant Tatum and Lieutenant Eagan conducted a sworn recorded interview with Sergeant Jessica Paugh in the Sheriff's conference room. The following is a summary of the interview with Sergeant Paugh.

Sergeant Paugh advised she is currently assigned to investigations in District Four Deltona. Sergeant Paugh stated she currently has three people she supervises, one being Investigator Joseph Riley. Sergeant Paugh was advised of the anonymous e-mail sent to Volusia Exposed alleging an inappropriate relationship with Investigator Riley. Sergeant Tatum asked Sergeant Paugh if she is having or if she had a sexual relationship with her subordinate Investigator Riley, she replied "*No.*" Sergeant Tatum then advised Sergeant Paugh of a second allegation that she had an extramarital affair with Sergeant Joseph Bryant. Sergeant Paugh advised she did have a relationship with

Sergeant Bryant, but he was single at the time as was she. Sergeant Paugh stated her Captain, Lieutenant and the Sheriff knew of the relationship. Sergeant Paugh confirmed that she and Sergeant Bryant did not work in the same unit and they did not supervise each other. Sergeant Tatum asked Sergeant Paugh if she felt she violated the Volusia County Merit Rule 86-453(13), she replied "No." Sergeant Paugh was asked if there was anything to add to her statement, Sergeant Paugh expressed her distain for the anonymous complaint and the allegations made against her. (See Tab L)

Deputy Lisa Goff

On August 16, 2012 Sergeant Tatum and Lieutenant Eagan conducted a sworn recorded interview with Deputy Lisa Goff in the Sheriff's conference room. The following is a summary of the interview with Deputy Goff.

Deputy Goff advised she was in a relationship with Sergeant Turney, but recently it terminated. Deputy Goff stated she had lived with Sergeant Turney for several months until the relationship ended. Deputy Goff said she notified her supervisor, Sergeant Stickels of the relationship. Deputy Goff explained that she worked in Deltona on patrol and Sergeant Turney worked as the Sergeant in motors. Deputy Goff stated Sergeant Turney was not responsible for her evaluations and had no input on those evaluations. Deputy Goff said she was aware that Sergeant Turney was married during their relationship, but they were separated. When asked if Deputy Goff felt she violated Volusia County Merit Rule 86-453(13) she said "No." (See Tab M)

Chief Deputy Mike Coffin

On August 21, 2012 Lieutenant Eagan and Investigator Bennett conducted a sworn recorded interview with Chief Deputy Mike Coffin in his office. The following is a summary of the interview with Chief Deputy Coffin.

Chief Coffin has worked for the Sheriff's Office for 23 years prior to being appointed to his current position. Chief Coffin was advised of the anonymous complaint made to Volusia Exposed alleging that he had an extramarital relationship with Bobbie King while she was married to Sergeant Joseph Bryant. Chief Coffin was asked if this allegation was true, he replied "No." Chief Coffin was asked if he felt he violated Volusia County Merit Rules and Regulation 86-453(13), he replied "No."

Chief Coffin was asked if he had anything he would like to add to the statement. Chief Coffin made the following statement: *"Yes there is. I want to make it clear that this isn't an anonymous complaint. It's allegations to a third party source who's choosing to keep the complainants identity confidential which is not addressed in either the County Merit System Rules and/or our departmental standards. These wild accusations are not supported with any type of credible information, documentation, fact, sworn statement or evidence to support the claim. It doesn't identify potential witnesses, timeframes or otherwise provide supporting material that meets any type of evidentiary standards of any kind. In fact on the Volusia Exposed website that I just looked at it clearly states that Volusia Exposed.com has no supportive documentation that can support any of these allegations. I'm making this statement because I believe that third party statements are considered*

hearsay and without supporting facts should not be considered to rise to the level of an internal investigation. The credibility of these such statements must be viewed with a certain level of skepticism without knowing the motivation of the writer and/or the third party source. Accordingly a supervisor's inquiry should be conducted to substantiate at least a portion of the allegation before opening a formal investigation. I don't believe that this IA is proper in terms of the merit of the complaint or in terms of procedure. Some of the reasons why I think the county should not accept or adjudicate third party anonymous or confidential complaints is because it lessens the likelihood that these frivolous complaints or complaints filed with ill will or malice will come before the Sheriff. Accepting these complaints make it difficult to assess whether the anonymous complainant truly exists at all. The veracity of the complainant, the credibility of the facts and the evidence on which the complaint is based. Some cases rise or fall in the credibility of the complainant therefore in these cases where there's no supporting evidence offered to substantiate the complaint, the credibility of the complainant is key to the investigation. While the complainant may or may not be retaliatory in nature the accused should have the right to expect a formal investigation will not be initiated when the complaint is from an unknown source whose credibility can not be ascertained nor challenged by the individual against whom the complaint is filed without some sort of documentation. Again in this case there's no documentation what so ever. This is just a complaint out of left field." (See Tab N)

Sergeant Joseph Bryant

On August 21, 2012 Lieutenant Eagan conducted a sworn recorded interview with Sergeant Joseph Bryant in the Internal Affairs Office of Lieutenant Eagan. The following is a summary of the interview with Sergeant Bryant.

Sergeant Bryant advised he is currently assigned to the Judicial Services Division and is the Sergeant of the Civil section on the west side of the county. Sergeant Bryant was advised of the anonymous e-mail sent to Volusia Exposed alleging an inappropriate relationship with Sergeant Paugh. Sergeant Bryant confirmed that he has never been the supervisor for Sergeant Paugh. Sergeant Bryant advised he had a relationship with Sergeant Paugh and they were both single at the time. Sergeant Bryant confirmed that he was working in the Judicial Services Division and Sergeant Paugh was assigned to Law Enforcement Services Division-District Four Patrol. Sergeant Bryant also confirmed he did not have any input in the evaluations for Sergeant Paugh. When asked if Sergeant Bryant felt he violated the Volusia County Merit Rule 86-453(13), he replied "No."

Sergeant Bryant was asked if he would like to add anything to his statement, he advised the following: "I would like to make a statement that my wife, my ex-wife and I were together for almost 17 years from 1994 till 2011. At no time ever during my relationship with her did I have an extramarital affair with anyone or was there any, there was no allegations of it. I'm not that type of person. I cherished my marriage and I never behaved inappropriately like these allegations say I did. And that's all I have to say." (See Tab O)

Major Robert Jones

On August 21, 2012 Sergeant Tatum and Investigator Gabriel conducted a sworn recorded interview with Major Robert Jones in his office. The following is a summary of the interview with Major Jones.

Major Jones has worked at the Volusia County Sheriff's Office for 26 years. Major Jones is currently the Law Enforcement Services Commander which includes investigations. Major Jones confirmed that Captain Michelle Newman works under his command. Major Jones was made aware of the allegation through Volusia Exposed and asked if there was any truth to the allegation he had an extramarital affair with Captain Newman prior to her promotion, he replied "No sir." Major Jones was asked if he felt he violated Volusia County Merit Rules and Regulation 86-453 (13), he replied "No sir."

Major Jones was asked if he had anything else to add to his statement, he gave the following statement: *"Yes sir just briefly. I feel compelled to make a comment on the record at this time. I am saddened and disappointed at this point in a distinguished 26 year career as a deputy sheriff that I must defend myself by having to respond to frivolous, baseless and untruthful rumors and gossip. For myself and others in this investigation to have to defend ourselves from the anonymous missive of a jealous malcontent with his or her own agenda is patently wrong. I strenuously object to this format and would like that included in my statement."* (See Tab P)

Captain Michelle Newman

On August 30, 2012 Sergeant Tatum and Lieutenant Eagan conducted a sworn recorded phone interview with Captain Michelle Newman in the Internal Affairs Office of Lieutenant Eagan. The interview was conducted by phone due to Captain Newman's attendance at the FBI National Academy in Virginia. The following is a summary of the phone interview with Captain Newman.

Captain Newman has been with the Volusia County Sheriff's Office for 13 years and her current assignment is Commander of Investigative Services. Captain Newman stated she had previously been assigned to patrol and investigations. She then held the position of Investigative Sergeant and Lieutenant of Investigations while assigned to District Four in Deltona. Lieutenant Newman was asked if Deputy Vincenzo Vento was under her command when she was the Lieutenant of Investigations, she replied "Yes sir." Captain Newman advised that Deputy Vento was on the Street Crime Unit (swing shift) that fell under her command. Captain Newman was made aware of the anonymous allegation made through the website Volusia Exposed and asked if there was any truth to the allegation that she had an extramarital affair with Deputy Vento, she replied "No sir." The anonymous e-mail also alleged Captain Newman had an extramarital affair with Major Robert Jones prior to her promotion. Captain Newman was asked if there was any truth to the allegation, she replied "No sir." Captain Newman was asked if she felt she violated Volusia County Merit Rules and Regulation 86-453 (13) she replied "No sir."

Captain Newman was asked if she had anything to add to her statement. Captain Newman made the

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

- H) Transcripts of Bobbie King
- I) Transcripts of Investigator Joseph Riley
- J) Transcripts of Investigator Vincenzo Vento
- K) Transcripts of Sergeant Joel Turney
- L) Transcripts of Sergeant Jessica Paugh
- M) Transcripts of Deputy Lisa Goff
- N) Transcripts of Chief Deputy Mike Coffin
- O) Transcripts of Sergeant Joseph Bryant
- P) Transcripts of Major Robert Jones
- Q) Transcripts of Captain Michelle Newman
- R) CD's of interviews

Witnesses:

Lieutenant Sean Gowan
Assistant Commander of Investigations
VCSO District 4

Lieutenant Eric Westfall
Assistant Commander of Operations
VCSO District 4

Captain David Brannon
Commander
VCSO District 4

Sheriff Ben Johnson
Sheriff

Bobbie King
Address Deland

INVESTIGATOR:  #2405 DATE: 09/13/12
Sergeant Thomas E. Tatum
Internal Affairs Unit

APPROVED BY:  DATE: 9/14/12
SHERIFF BEN F. JOHNSON
VOLUSIA COUNTY FLORIDA