



**To Wit:**

On November 30, 2011, an anonymous letter alleging that you were involved in certain misconduct was received by my office and an Internal Affairs investigation was initiated. The allegations of the anonymous letter accused you of "fraudulent activity" centered around your college course work at Daytona State College.

The investigation into your actions has established that in the summer of 2011, you were enrolled at Daytona State College taking online courses towards your bachelor's degree. The courses you took at that time included Spanish I and Spanish II and the accompanying labs. During this investigation, witnesses have confirmed, and you have admitted, that you enlisted the assistance of three civilian subordinate employees while both you and they were on duty to complete some of your prescribed college coursework.

Specifically, one employee assisted you, at your direction, while she was on duty, by conducting research and compiling information for a paper you were required to do for an information technology management class. A second employee, again at your direction while she was on duty, copied and compiled four notebooks, approximately 2 inches thick, using County materials. These notebooks were for your college course work.

While these two incidents were certainly improper, it is the third which was most egregious. A bilingual civilian employee offered to assist you if you needed help with your Spanish classes and, on several occasions, while you both were on duty she did help you with your online course work. These sessions, which, by your own admission, lasted an hour or two at a time, took place in the front lobby reception area of the District Four Office, where you were both seen by other employees who knew or suspected what you were doing.

Again, while these actions showed a lack of judgment and poor decision making on your part, of even greater concern, is that you also provided your college access code to this civilian employee so that she could log on and complete your Spanish lab work for you while you were not even present. You admitted that she had done this for you on at least eight (8) separate occasions while she was on duty and you were not even in the office. Despite the fact that you received numerous written advisories notifying you of the college's policies regarding academic integrity and dishonesty, including cheating, you notified no one that someone other than yourself was completing and submitting this required course work. You admitted your involvement in these incidents when confronted with this Investigation.

Lt. Hughes, you are well aware that the Volusia County Sheriff's Office demands the highest level of integrity from its employees and that I require the highest performance standards, ethical conduct, and truthfulness. To be worthy of the trust that has been placed in all of us, it is essential that all members conduct themselves with

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honesty and integrity at all times. We hold ourselves accountable for our actions and take pride in a professional level of service to all.

The foundation of this organization is defined by the honesty, moral standards, compassion, sincerity, and caring attitude of its employees. As set forth in the Sheriff's Office mission statement, trustworthiness, respect, responsibility, fairness, caring and citizenship are the pillars of character which must be the basis for all our actions. Your actions in this matter have failed to live up to those standards.

As an Assistant District Commander, you are held to an even higher standard. You supervise many and are expected to exhibit unquestionable honesty and integrity in all you do. You utilized County employees while they were supposed to be conducting County business for your personal gain. Although there was no evidence that you ordered or threatened them to do your work, clearly your position as second in command of the District office could be construed as an improper assertion of your authority. Your actions, allowing another employee to do your work and submit it as if you had done it, is cheating and clearly unethical. You have brought embarrassment to yourself and this agency and violated the trust that I have placed in you. Your actions cannot and will not be tolerated.

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You have previously been the subject of the following disciplinary action:

04/30/1999	26.2.32	Failure to Follow Directive or Order	Sustained
10/25/1999	26.2.96	Careless Handling of Equipment and Vehicles	Sustained
05/13/2000	26.2.96	Careless Handling of Equipment and Vehicles	Sustained
08/28/2001	26.2.96	Careless Handling of Equipment and Vehicles	Sustained
08/28/2003	26.2.46	Use of Profanity	Sustained
01/28/2004	26.2.96	Careless Handling of Equipment and Vehicles	Sustained
12/07/2005	26.2.98	Careless Handling of Equipment and Vehicles	Sustained
07/18/2006	26.2.98	Careless Handling of Equipment and Vehicles	Sustained
07/03/2009	26.2.035	Submission of Reports and Documents	Sustained

Lieutenant Hughes, you were served with Intent to Demote and Suspend letter on February 13, 2012, advising you of my intent to demote you to the rank of Deputy II and suspend you from duty without pay for ten (10) duty days, which equates to eighty (80) work hours. You were given the opportunity to make an appointment and appear before me in order to respond to this intended action. You appeared on Monday, February 20,

2012, and had the opportunity to offer any mitigating circumstances that should be considered prior to the final discipline. After earnest consideration, I have decided to stand by my original decision; you are hereby demoted to the rank of Deputy II and you will also have a reduction in pay to that of a Deputy II. You will also be suspended for **ten (10)** duty days without pay, which equates to **eighty (80) work hours**. You will be notified by your chain of command of the date and time of your suspension.

**You may not work any additional hours (i.e. scheduled days off) during the pay periods in which the suspension is taken. Only the Division Commander, at his discretion, may waive this prohibition.**

You have received your college degree. However, be advised that due to your actions in obtaining the degree, as outlined above, it will not be considered as fulfilling the educational requirement for any future promotional opportunities.

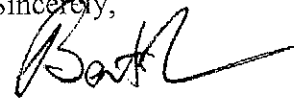
If there is any problem or condition that is troubling you that I am unaware of, please advise me so that I will have the opportunity to assist you in correcting this problem.

Pursuant to the Volusia County Merit System Rules, Section 86-455, the Volusia County Legal Department and Personnel Director have reviewed and concur with this intended action.

Any subsequent activity of a similar nature will result in more severe administrative action, up to and including dismissal. Take due care and govern yourself accordingly. Be especially aware of **Progressive Discipline 26.1.1**.

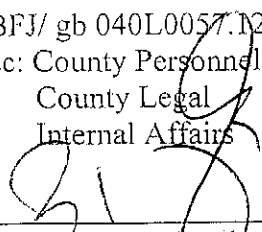
If you wish to appeal my decision in this matter, you may do so by filing a written request through the County Personnel Director within ten (10) days of receipt of this notification.

Sincerely,



Ben F. Johnson  
Sheriff

BFJ/ gb 040L0057.12  
cc: County Personnel  
County Legal  
Internal Affairs

  
This letter read and received by:  
Lieutenant Brodie Hughes #1413  
Date: \_\_\_\_\_  
Time: 12:25 p.m.