



Brevard County Sheriff's Office
Titusville, Florida

MEMORANDUM

TO: Chief Deputy Doug Waller
FROM: Agent Kraig Hupfer, Staff Services Unit
DATE: September 12, 2016
RE: Command Inquiry 2016-CI-023

D. Waller
157
9/14/16
*Call with [unclear]
*Self [unclear] [unclear]
11/2/17

I. Summary

On August 15, 2016, Lieutenant Don Barker received an email from Canaveral Precinct Desk Officer Jean Davis. Desk Officer Davis requested to speak with Lieutenant Barker in reference to a confrontation that she had with Canaveral Precinct Desk Officer Sandra Parker on August 12, 2016. On August 16, 2016, Lieutenant Barker met with Desk Officer Davis to discuss her complaint. Desk Officer Davis stated that on August 12, 2016, she was walking in the hallway by the women's restroom towards the lobby area in Canaveral Precinct when she was approached in the opposite direction by Desk Officer Parker. As they passed by each other, Desk Officer Davis stated that she was deliberately bumped into by Desk Officer Parker. Desk Officer Parker did not acknowledge the physical contact nor did she offer an apology. Desk Officer Davis advised Desk Officer Parker that she was tired of the on-going lack of common courtesy and the pattern of petty remarks that she felt were made to invoke a response from her. Desk Officer Davis told Lieutenant Barker that she could not tolerate the deliberate physical contact and that she has done her best to maintain a professional relationship with Desk Officer Parker however she was reaching the limits of what she felt she could endure.

On August 17, 2016, Lieutenant Barker authored a memorandum to Commander Moros titled "Desk Officer Sandra Parker." In his memorandum he summarized the incident which occurred on August 12, 2016 and Mrs. Davis' complaint of Desk Officer Parker.

On August 19, 2016, Chief Deputy Waller authorized an Administrative Investigation of this incident.

On August 22, 2016, the Staff Services Office received this case for further investigation.

On August 23, 2016, subsequent to receiving Lieutenant Barker's memorandum, Staff Services was notified of a second incident involving Desk Officer Parker and Desk Officer Davis. In this incident, on August 22, 2016, Senior Staff Assistant Amy Moody and Patrol Support Specialist Lisa Sarivola were in the front lobby of Canaveral Precinct troubleshooting a technical issue with the television. Desk Officer Davis was standing in the doorway to the lobby speaking with them when Desk Officer Parker also approached the doorway to the lobby to inquire what was going on with the television. Desk Officer Parker then allegedly pushed her way through the doorway making physical contact with Desk Officer Davis. Desk Officer Parker did not apologize nor did she acknowledge the physical contact with Desk Officer Davis. Staff Assistant Moody told Desk Officer Parker that she felt that was a rude thing to do to Desk Officer Davis. Desk Officer Parker ignored Staff Assistant Moody's comment and she attempted to continue with the conversation of the technical issues with the television. Desk Officer Davis returned to her desk area without confronting Desk Officer Parker. Lieutenant Barker was able to retrieve a video recording of the incident from the Canaveral Precinct lobby camera.

On August 24, 2016, Desk Officer Parker was served her Notice of Administrative Investigation and the location of her duty assignment was temporarily changed to the East Precinct pending the results of the Administrative Investigation.

II. Possible Policy Violations:

- *400.00 General Professional Responsibilities*
- *400.07 Conduct Towards Superior & Subordinate Personnel*

III. Witness Interviews:

Desk Officer Jean Davis Canaveral Precinct

On August 23, 2016, I conducted a sworn, audio-recorded interview with Desk Officer Jean Davis at the Sheriff's Office Canaveral Precinct. Desk Officer Davis stated she began working at Canaveral Precinct in August 2015. A few months later, Desk Officer Parker was also assigned to Canaveral Precinct as a desk officer. Initially, their working relationship was good and there were not any issues. Approximately in April 2016, Desk Officer Davis stated Desk Officer Parker's demeanor began to change. She described Desk Officer Parker's demeanor as condescending to her and other employees at the precinct. She said there were several small petty behavioral things between them but she tried to ignore most of it. Desk Officer Davis stated she remembered an incident where she learned second hand that Desk Officer Parker did not approve of how the precinct traffic citations/warnings were processed. Desk Officer Davis corrected the problem in an attempt to make her happy however she did confront Desk Officer Parker by telling

her that if she had any issues with her that they should talk about it like adults to resolve any future problems.

In May 2016, Desk Officer Davis stated she found hand written notes by Desk Officer Parker on the copier. The notes annotated things that Desk Officer Davis said and did at the precinct. Shortly after that incident, Desk Officer Davis believed Desk Officer Parker was counseled by Lieutenant Barker. Desk Officer Parker eventually apologized for her behavior towards her. *On June 03, 2016, Lieutenant Barker completed a written employee counseling report on Desk Officer Parker for the found handwritten notes of employee conversations and it was discovered via precinct video surveillance cameras that she had been surreptitiously taking photographs of Desk Officer Davis with her telephone.* Desk Officer Davis stated that it was not long after this incident that Desk Officer Parker again started to do minor behavioral things that she felt were done to purposely bother her. She said Desk Officer Parker would make all kinds of noises to include loudly humming all day to which Desk Officer Davis had to request that she stop. Desk Officer Parker ceased humming but then she began to turn the volume of the television up loud. Desk Officer Davis would turn the volume down but then Desk Officer Parker would turn it back up again. On a couple of other occasions, Desk Officer Davis said that Desk Officer Parker turned out the office lights as she left the office for the day while Desk Officer Davis was still sitting at her desk working. She again attempted to confront Desk Officer Parker about her rude behavior of turning off the lights but Desk Officer Parker ignored her and left the precinct for the day. Desk Officer Davis also stated that Desk Officer Parker refused to sort the precinct mail and complete the weekly reconciliation of cash money obtained from the completion of fingerprint cards which is both their responsibilities as desk officers. Desk Officer Davis said she ignores the fact that Desk Officer Parker does not assist in the sorting of the mail but she did confront Desk Officer Parker about not preparing the cash money and receipts for the Finance Section every Friday. She advised that Desk Officer Parker's response was that she did not want to be held responsible if there was ever any discrepancies in the handling of the money. Desk Officer Davis said that there has only been one time Desk Officer Parker completed the cash money and receipts and it was only because she was on annual leave during that particular time. *An audit of the cash receipt forms submitted to the Finance Section by Canaveral Precinct corroborated Desk Officer Davis' statement.* Desk Officer Davis said there was several other things that she felt Desk Officer Parker did to purposely annoy her but those were the most prevalent things that she could remember at the moment. Desk Officer Davis also stated that her negative encounters with Desk Officer Parker always seem to occur when they are alone or when there is no supervision present. When there is a supervisor present, Desk Officer Davis advised that Desk Officer Parker's demeanor is totally different and her behavior around the supervision is "phony."

On August 12, 2016, they were working together at the precinct and assisting customers. Desk Officer Davis had to go to the back of the precinct to speak with someone and then she began to return to the lobby area. As she was walking in the hallway to return to the lobby, Desk Officer Parker approached her from the opposite direction. Desk Officer

Davis stated the hallway is narrow so she turned her body to allow for Desk Officer Parker to pass by her. Desk Officer Davis advised that Desk Officer Parker kept her body squared and she made no attempt to avoid contact with her. As Desk Officer Parker passed by her, she physically bumped into Desk Officer Davis in the shoulder area. Desk Officer Davis said Desk Officer Parker did not apologize, say "excuse me" or even acknowledge the fact that she had physically made contact with her. Desk Officer Davis waited for the customers to leave the lobby and she again confronted Desk Officer Parker about the physical contact in the hallway. Desk Officer Davis stated she was unaware of any other employees present in the precinct at the time. She stated Desk Officer Parker just sat at her desk and ignored Desk Officer Davis' attempt to speak with her. Desk Officer Davis stated she told Desk Officer Parker that just because she had remained quiet during the last few months, she advised Desk Officer Parker that she was not going to be intimidated by her and that her rude behavior needed to stop. Desk Officer Davis said she has done her best to ignore Desk Officer Parker's behavioral antics but she felt that she should not have to tolerate being physically touched by a fellow employee. Desk Officer Davis then made her complaint to Lieutenant Barker.

Sometime during the week of August 15, 2016, Desk Officer Davis and Patrol Assistant Sarivola were in the mail room working when Desk Officer Parker requested their assistance to be witnesses for a notary public request from a customer. When they did not respond quickly enough for her, Desk Officer Parker rudely stated, "Maybe I didn't make myself clear." Patrol Assistant Sarivola told her that they had both heard her however she (Sarivola) left the lobby to separate herself from Desk Officer Parker at which time Staff Assistant Moody had to assist them to complete the notary public request.

On August 22, 2016, Desk Officer Davis observed Staff Assistant Moody and Patrol Assistant Sarivola attempting to correct a technical issue with the television in the lobby area. Desk Officer Davis stated she was standing in the doorway to the lobby speaking with them when Desk Officer Parker approached where she was standing. She said that Desk Officer Parker was standing so close to her that she could not have moved without bumping into her. Desk Officer Parker then stepped through the doorway to enter into the lobby at which time her foot struck Desk Officer Davis' foot. Desk Officer Davis confronted Desk Officer Parker by stating, "That was rude" and she told her that she had stepped on her foot. Desk Officer Davis said Desk Officer Parker ignored her and she would not acknowledge the physical contact. Desk Officer Davis advised that Staff Assistant Moody also responded to the physical contact by telling Desk Officer Parker that was rude behavior on her part. Desk Officer Parker also ignored Staff Assistant Moody's complaint of the rude behavior. Desk Officer Davis said she separated herself from the situation before it got any worse and she returned to her desk. *Although the Canaveral Precinct surveillance video camera did not capture the actual physical contact, it did record the audio portion of the encounter which corroborated much of Desk Officer Davis' account of the incident.*

Desk Officer Davis stated the work environment with Desk Officer Parker in the office has reached the point where she feels "uncomfortable" being around her. She says there is no communication with Desk Officer Parker unless it is absolutely necessary and she no longer feels like she can speak openly on the telephone or with co-workers without Desk Officer Parker documenting her every conversation. If she has to use the office telephone or her cellular telephone, Desk Officer Davis stated that she will leave the office area because of the lack of trust with Desk Officer Parker. Desk Officer Davis stated that Staff Assistant Moody and Patrol Assistant Sarivola also have similar work related problems with Desk Officer Parker.

Second Interview with Desk Officer Davis:

On September 8, 2016, I returned to the Canaveral Precinct to conduct a second interview with Desk Officer Davis. The purpose of this interview was to address allegations made by Desk Officer Parker in her subject interview. I asked Desk Officer Davis to elaborate on her comments to Desk Officer Parker when she had confronted her in the desk officer area of Canaveral Precinct on August 12, 2016. Specifically the allegation that when they returned to the desk area after the incident in the hallway that she had screamed, "You're fucking stupid! Do it again and I will beat your ass!" to Desk Officer Parker. Desk Officer Davis denied that she had made this comment or that she had threatened Desk Officer Parker. She stated that she attempted to have Desk Officer Parker acknowledge the physical contact in the hallway however she (Parker) continued to ignore her. Desk Officer Davis then sternly advised her, "Do not take my silence for all your antics as weakness." She went on to tell that she was not going to be intimidated by Desk Officer Parker and that if it happened again she told her that, "It's on. You are not going to get away with it." While speaking with Desk Office Parker the second time, Desk Officer Davis said Desk Officer Parker continued to completely ignore and be dismissive of her. I asked Desk Officer Davis what she meant by the statement of "It's on." She replied that she wanted to let Desk Officer Parker understand that, now that she "upped the ante" with her physical contact, she was no longer going to put up with her unprofessional and rude behavior. Desk Officer Davis admitted that she was angry and frustrated with Desk Officer Parker. She stated that she never yelled, used profanity or threatened her with bodily harm while speaking with her. Desk Officer Davis admitted that she probably should have handled the situation better and that was the reason she contacted Lieutenant Barker to apprise him of the situation.

**Senior Staff Assistant Amy Moody
Canaveral Precinct**

On August 23, 2016, I conducted a sworn, audio-recorded interview with Staff Assistant Moody at the Sheriff's Office Canaveral Precinct. As described by Desk Officer Davis, Staff Assistant Moody restated many of the concerns involving Desk Officer Parker. Staff Assistant Moody stated Desk Officer Parker transferred to the Canaveral Precinct from the Sheriff's Farm in the fall of 2015. As part of her responsibilities, Staff Assistant Moody said she helped train new employees with their new assignments. When Desk

Officer Parker first arrived at the precinct, Staff Assistant Moody asked about her assignment at the farm at which time Desk Officer Parker began to get emotionally upset and cry. Staff Assistant Moody was not aware of any issues that may have occurred at the farm but she decided not to talk about it because of the extreme emotional reaction she got from Desk Officer Parker. For approximately the first four weeks of her assignment to Canaveral Precinct, Staff Assistant Moody advised Desk Officer Parker completed her job tasks extremely well and she got along well with her co-workers. Shortly after that, Staff Assistant Moody began to notice a behavioral change in Desk Officer Parker. She began to complain about Desk Officer Davis not being a good person or employee and that Staff Assistant Moody should not be assigning any tasks to her. Staff Assistant Moody has been assigned to the Canaveral Precinct for approximately the last ten years and it is not uncommon for community residents to request for her by name. Staff Assistant Moody said that Desk Officer Parker would become visibly upset when customers came to the precinct and specifically request her services. Whenever that happened, Staff Assistant Moody stated that Desk Officer Parker displayed small "temper tantrums" by slamming desk drawers and throwing pens. Staff Assistant Moody stated she has tried to disregard Desk Officer Parker's behavioral actions because she did not want to exasperate the situation. Staff Assistant Moody said she has attempted to promote a "team" atmosphere at the precinct but she feels that Desk Officer Parker does not want to be a part of the team. Staff Assistant Moody said she has consistently overheard Desk Officer Parker complain about the operations of the precinct. Staff Assistant Moody stated she loved being assigned to the Canaveral Precinct however Desk Officer Parker's "bullying" and "unpredictable" demeanor has made it to where she no longer looked forward to coming to work. She described the work environment at the precinct with Desk Officer Parker as being "stressful" and "uncomfortable."

In approximately May 2016, Staff Assistant Moody began to suspect Desk Officer Parker was recording employee conversations and encounters in the office. Whenever she was in the front office area, she observed that Desk Officer Parker was smiling and she always had her cellular telephone propped up. On one occasion, she was watching the jail trustee on the Canaveral Precinct video cameras when she observed Desk Officer Parker surreptitiously taking photographs of Desk Officer Davis while she was working. Staff Assistant Moody immediately contacted Lieutenant Green to make him aware of the situation.

On August 22, 2016, Staff Assistant Moody said she noticed that the public service announcements were not properly airing on the front lobby television. She and Patrol Assistant Sarivola went to troubleshoot the issue in the front lobby area. As they were attempting to fix the problem, Desk Officer Davis came and stood in the door area to the front lobby. As the three of them were talking and troubleshooting the problem, Staff Assistant Moody stated Desk Officer Parker came to the door where Desk Officer Davis and stood directly behind her. Staff Assistant Moody said that Desk Officer Parker stood so close to her that Desk Officer Davis would have had physical contact with her if she turned around to move. Staff Assistant Moody then observed Desk Officer Parker deliberately "push" past Desk Officer Davis and step on her foot as she passed through

the doorway. Staff Assistant Moody stated she was shocked in the manner in which Desk Officer Parker passed through the doorway by Desk Officer Davis. When she did not offer an apology or acknowledge the physical contact with Desk Officer Davis, Staff Assistant Moody stated she told Desk Officer Parker that her actions towards Desk Officer Davis were rude. When Desk Officer Parker still did not offer an apology, she said Desk Officer Davis walked away from the incident before the situation got any worse. As she continued to troubleshoot the technical issue, Staff Assistant Moody said she too became frustrated with Desk Officer Parker at which point she walked away from the incident.

**Patrol Support Assistant Lisa Sarivola
Canaveral Precinct**

On August 23, 2015, I conducted a sworn, audio-recorded interview with Patrol Assistant Sarivola at the Sheriff's Office Canaveral Precinct. As described by Desk Officer Davis and Staff Assistant Moody, Patrol Assistant Sarivola restated similar concerns of Desk Officer Parker. Upon her arrival at the precinct, Patrol Assistant Sarivola described Desk Officer Parker as being very friendly and personable. In approximately April 2016, she began to hear about Desk Officer Parker's behavioral changes from co-workers and deputies, she did not personally observe any issues until recently. She stated that the complaints she was hearing were in regards to Desk Officer Parker's rude demeanor. Patrol Assistant Sarivola's office is on the opposite side of the precinct and her duty assignment does not require her to have daily interaction with Desk Officer Parker. When she wants to print documents to the copier, Patrol Assistant Sarivola stated she will typically look at the precinct surveillance camera monitors to see if anyone is utilizing it. On approximately three occasions, while looking at the surveillance monitor, Patrol Assistant Sarivola observed Desk Officer Parker turn out the office lights while Desk Officer Davis was still at her computer working. She said this occurred at approximately 1700 hours on each occasion as Desk Officer Parker was leaving the precinct for the evening. On another occasion, Patrol Assistant Sarivola was in Staff Assistant Moody's office when Desk Officer Parker was asking her (Moody) a question. Staff Assistant Moody thought she was done speaking so she began to respond to the question. Patrol Assistant Sarivola stated Desk Officer Parker quickly became agitated and rudely stated, "If you would let me finish the question" and she did not allow Staff Assistant Moody to finish her answer. Sometime during the week of August 15, 2016, Patrol Assistant Sarivola was in the mailroom area of the precinct with Desk Officer Davis when Desk Officer Parker requested they be a witness to a notary signature for a customer in the lobby. They acknowledged Desk Officer Parker's request and they attempted to finish what they were doing. Approximately fifteen to thirty seconds elapsed when Desk Officer Parker rudely responded by stating, "Maybe I didn't make myself clear to you." Patrol Assistant Sarivola told Desk Officer Parker that she had heard her but by that time Desk Officer Parker had walked away from her. Patrol Assistant Sarivola said she was so upset with the manner in which Desk Officer Parker spoke to her that she felt the need to separate herself from her. She went to Staff Assistant Moody to advise her of the incident who then went to assist Desk Officer Parker as a witness to the notary signature.

Lieutenant Don Barker
Canaveral Precinct Road Patrol

On August 23, 2016, I conducted a sworn, audio-recorded interview with Lieutenant Don Barker at the Sheriff's Office Canaveral Precinct. Lieutenant Barker advised that he had been assigned to the Canaveral Precinct on May 22, 2016. On May 26, 2016, he described an incident in which there was hand written notes of other employee conversations from Desk Officer Parker found on the office copier and it was discovered through precinct surveillance cameras that she also had been surreptitiously taking photographs of other employees. When Lieutenant Barker confronted her about the incident, Desk Officer Parker advised him of what she believed were performance issues with other employees. Lieutenant Barker advised her that he was her supervisor and he told her that if she had any issues with anyone that she was to report those issues directly to him. Furthermore, he discussed specifically the provisions of Sheriff's Office policy **400.00 General Professional Responsibilities** and **400.07 Conduct Towards Superior & Subordinates**. He further directed her to cease taking performance notes and photographs of other employees.

Subsequent to the written counseling, Lieutenant Barker stated he began to observe a behavioral pattern with Desk Officer Parker. Whenever he or another supervisor was present, Lieutenant Barker advised that Desk Officer Parker would outwardly display a "visibly happy" or "fake happy" personality. However, he sometimes overheard conversations from his office involving Desk Officer Parker and he noticed a much more subdued personality. He also stated that there only seemed to be issues with Desk Officer Parker whenever a supervisor was not present and when she was alone with another employee. Lieutenant Barker advised that the complaints made to him about Desk Officer Parker always revolved around her negative attitude towards her co-workers. He stated that he has previously verbally counselled Desk Officer Parker about her attitude towards co-workers and that he had to remind her that she was not a supervisor.

On August 15, 2016, Lieutenant Barker received an email from Desk Officer Davis requesting to speak with him about an incident that had occurred on August 12, 2016. On August 16, 2016, he met with Desk Officer Davis who advised him that she had been deliberately bumped into by Desk Officer Parker. Desk Officer Davis then told him about Desk Officer Parker's on-going rude behavior and petty remarks that she felt were made to provoke a response from her. She went on to say that she has done her best to maintain a professional relationship with Desk Officer Parker but she could not tolerate someone physically touching her. Lieutenant Barker stated he has not had any disciplinary issues with Desk Officer Davis and he described her as an exceptional employee who has always performed a high level of customer service.

Lt. Barker stated that on August 22, 2016, he was contacted by Lieutenant Green who advised him that there had been a second incident involving Desk Officer Parker and Desk Officer Davis. Lieutenant Barker stated he returned to the precinct at which time he learned that Desk Officer Parker had again physically bumped into Desk Officer Davis in the front lobby area of the precinct and that Staff Assistant Moody and Patrol Assistant Sarivola were present when the incident occurred. Lieutenant Barker was able to retrieve and review an audio/video recording of the incident from the precinct surveillance cameras. After reviewing the recording, he was able to corroborate much of the complaint made by Desk Officer Davis and Staff Assistant Moody. If Desk Officer Parker would have apologized for the physical contact, Lieutenant Barker believed it would have diffused the whole situation however she refused to acknowledge the contact and instead focused on arguing with Staff Assistant Moody about the technical issues with the television.

Lieutenant Michael Green
Canaveral Precinct Road Patrol

On August 23, 2016, I conducted a sworn, audio-recorded interview with Lieutenant Michael Green at the Sheriff's Office Canaveral Precinct. As described by Lieutenant Barker, Lieutenant Green restated the incident that occurred on May 26, 2016 involving the discovery of handwritten notes and surreptitious photography of Desk Officer Davis by Desk Officer Parker. He described the contents of the handwritten notes as being negative towards Desk Officer Davis, alleging that she was not a good employee and that her job performance was sub-standard. Lieutenant Green stated he was present with Lieutenant Barker when he counselled Desk Officer Parker about the incident and the guidance given to her about what her job description entailed. Lieutenant Green further stated Desk Officer Parker was read Sheriff's Office policies **400.00 General Professional Responsibilities** and **400.07 Conduct Towards Superior & Subordinates**.

Lieutenant Green stated he learned that Desk Officer Parker had previously worked at the Sheriff's Office Farm so he researched Desk Officer Parker's PMP evaluation file to see if there was any previous documentation of her job performance. Lieutenant Green did not see any negative documentation in her evaluations but he wanted to inquire with Desk Officer Parker's previous supervision from the farm to see if there were any behavioral issues in the past. Lieutenant Green contacted Corporal Workman who advised him that there had been a similar issue with how Desk Officer Parker interacted with some co-workers and that she had sometimes complained about her co-workers' job performance. Corporal Workman had stated that he had told Desk Officer Parker that he was the supervisor of the other work crew supervisors and that she needed to only worry about running her work crew.

On August 22, 2016, Lieutenant Green was contacted about a second incident involving Desk Officer Parker and Desk Officer Davis. He was told that Desk Officer Parker had stepped on Desk Officer Davis' foot as she pushed her way through the doorway to the

lobby area. He stated that he returned to the precinct with Lieutenant Barker and they retrieved the audio/video recording of the incident. After reviewing the video, Lieutenant Green stated that he and Lieutenant Barker had serious concerns with Desk Officer Parker's behavior towards Desk Officer Davis so a memorandum was authored by Lieutenant Barker documenting the on-going concerns of Desk Officer Parker.

Corporal Dave "Rob" Workman
Farm Work Crew Supervisor

On August 25, 2016, I met with Corporal Dave Workman at the Sheriff's Farm to conduct a sworn audio-recorded interview with him. Corporal Workman stated he was Desk Officer Parker's Supervisor during her work assignment at the Sheriff's Farm. During that time, he recalled one incident where he had learned of an issue involving Desk Officer Parker and a female employee whose name he could not remember. Corporal Workman advised that the employee had become upset with Desk Officer Parker because she had spoken rudely and "down" to the employee. Corporal Workman spoke with Desk Officer Parker and she told him she did not mean to come across in that manner to the employee and she apologized for her actions in that particular incident. He believed that one incident occurred sometime in the summer months of 2015 just prior to being transferring to the Canaveral Precinct. Other than that one incident, Corporal Workman stated that Desk Officer Parker was a good dependable employee who completed her job assignments in a timely manner.

Crystal Paul
Sheriff's Work Farm

On August 26, 2016, I met with Crystal Paul at the Sheriff's Work Farm to conduct a sworn audio-recorded interview with her. Paul stated that part of her responsibilities was to coordinate daily trustee work assignments with the Farm Crew Supervisors. During Desk Officer Parker's time at the Sheriff's Farm, Paul stated that she did have some limited interaction with her on a daily basis. Paul described Desk Officer Parker as an upbeat employee who completed her job assignments with the trustees in a positive manner. She was aware that Farm Supervisor Fielding did have to speak with Desk Officer Parker on approximately three occasions about some tasks that were not being completed at the farm however she was not privy to the details of those conversations. On those three occasions, she advised Desk Officer Parker became emotionally upset and she observed her crying. Other than those three occasions, Paul stated that she was unaware of any behavioral issues that Desk Officer Parker may have had with any other employees at the Sheriff's Farm.

Crew Supervisor Anthony Ryder
Farm Work Crew Supervisor

On August 26, 2016, I met with Sheriff's Farm Work Crew Supervisor Anthony Ryder at the Sheriff's Farm to conduct a sworn audio-recorded interview with him. During her

assignment to the Sheriff's Farm, Crew Supervisor Ryder stated that he had worked with Desk Officer Parker approximately three to four times a week. Crew Supervisor Ryder described Desk Officer Parker as emotionally sporadic. He stated that sometimes she was happy and outgoing and other times she would become easily upset. Initially, he said that she would get emotionally upset only once in a while but as time progressed her emotional responses became much more commonplace. Crew Supervisor Ryder stated Desk Officer Parker would sometimes treat him as a peer and other times she would condescendingly treat him like a "kid." He felt that was probably one of the biggest issues Desk Officer Parker had with him was that he was very young and he had seniority over her. On the days that their supervisor Jimmy Fielding was not present, he stated that was when Desk Officer Parker's demeanor was different and they argued on several occasions. When some of the arguments were more serious, Crew Supervisor Ryder did notify Jimmy Fielding of those incidents when he returned back to work. Crew Supervisor Ryder would assist her with his trustees a few times a week but she told him that she had instructed her trustees differently and she did not like the way he worked with his trustees. Crew Supervisor Ryder said he continued to assist her with his trustees however he just let her supervise the trustees to avoid any conflicts. Crew Supervisor Ryder stated things progressed to the point where he went out of his way to avoid her and there were many days that they did not communicate with each other unless it was absolutely necessary. Crew Supervisor Ryder described their working relationship as initially being "mediocre" but it became more of a "hostile" work environment just prior to her being transferred to Canaveral Precinct.

IV. Subject Interview

Desk Officer Sandra Parker Subject Interview

On September 01, 2016, Agent LaRoche and I met with Desk Officer Parker at the Brevard County Sheriff's Office Staff Services Office to conduct a sworn, audio-recorded interview with her. Once Desk Officer Parker reviewed the case file to her satisfaction, I initiated a sworn interview with her. Prior to asking Desk Officer Parker any questions, she was read the Administrative Investigation Warnings, which she acknowledged she understood and signed. During the interview, Desk Officer Parker was accompanied by P.E.A. Representative Al Boettjer. I explained to Desk Officer Parker the nature of this investigation and asked her to explain what occurred at Canaveral Precinct on August 12 and 22, 2016. The following is a summary of the interview:

Desk Officer Parker stated she began working at the Canaveral Precinct in September 2016. Initially, she stated that her relationship with Desk Officer Davis was very cordial. Upon her arrival at the precinct, Desk Officer Parker stated that there appeared to be several personal issues between Desk Officer Davis, Patrol Assistant Sarivola and Staff Assistant Moody. She advised there always seemed to be constant bickering amongst them and at one point Lieutenant Barker intervened with a meeting to tell them that they all had to act professionally and get along in order to complete their job assignments. At

some point during their work relationship, Desk Officer Parker stated she called Desk Officer Davis "two-faced." She said Desk Officer Davis would tell her about the personal conversations she (Davis) had with the Sarivola's in regards to their displeasure with Staff Assistant Moody. Desk Officer Parker stated that she previously had personal conversations with Desk Officer Davis where they both agreed that if they ever had an issue with each other that they would be honest and tell each other of their concerns. When she called Desk Officer Davis "two-faced", Desk Officer Parker said that she (Davis) became very upset with her and that is when their work relationship turned negative. Desk Officer Parker stated that Desk Officer Davis, Patrol Assistant Sarivola and Staff Assistant Moody eventually settled their differences at which point she felt they began to negatively focus their attention on her.

I asked Desk Officer Parker to respond to some of the initial complaints brought up in witness interviews by Desk Officer Davis, Patrol Assistant Sarivola and Staff Assistant Moody:

As for the allegations that she refused to sort mail, Desk Officer Parker believed that Desk Officer Davis was the senior desk officer so she (Davis) had always taken it upon herself to complete that task without ever requesting assistance from her.

Desk Officer Parker denied Desk Officer Davis' assertion that she refused to handle the weekly reconciliation of the cash money and receipts for the Finance Section. She stated Desk Officer Davis has always been the person who completed the weekly reconciliation of money and she has always been the back-up person. Although she would have enjoyed doing the weekly reconciliation, Desk Officer Parker claimed she has always let Desk Officer Davis handle the money because she (Davis) also enjoyed doing that particular task. Desk Officer Parker stated she may have possibly told Desk Officer Davis at some point to "just do them, it doesn't matter to me" when having a conversation about the weekly reconciliation. According to Desk Officer Parker, in recent months while completing the weekly reconciliation, Desk Officer Davis has stopped asking her to be a witness to the cash receipts form and has instead solicited other employees to be the witness on the form. *An audit of the cash receipt forms submitted to the Finance Section by Canaveral Precinct corroborated Desk Officer Parker's statement.* Desk Officer Parker stated that she believes that Desk Officer Davis and Staff Assistant Moody have slowly cut her out of the daily tasks in the office.

I asked Desk Officer Parker about the allegation of her turning the lights off in the office while Desk Officer Davis was still working. Desk Officer Parker's response was that it did happen on one occasion and she only did it because it was part of her "routine" at the end of the shift to turn things off. As she was walking out of the office, Desk Officer Parker did remember Desk Officer Davis calling her "rude" however she did not respond back to her. She stated that she believed Desk Officer Davis was done with her shift and that she would never deliberately turn the lights off on anyone while they were still working. As a result of that encounter, Desk Officer Parker stated that she now made

sure Desk Officer Davis was done working prior to turning the lights off upon the completion of her shift

Desk Officer Parker admitted that in May 2016, she had begun to document other Canaveral Precinct employee conversations and how certain things were handled. She said she started taking the notes because things were "escalating" at the precinct. If she had done or said some of the things that other employees had said or did, Desk Officer Parker stated she felt she would have been held to a different standard so she documented those things to protect herself. She further admitted to taking pictures of Desk Officer Davis with her telephone. During the time period she took the picture, she described Desk Officer Davis's demeanor as being very aggressive. Desk Officer Parker explained that she took the pictures with the intent to show them to her at a later date. She hoped when her working relationship with Desk Officer Davis improved, Desk Officer Parker stated her intent was to show the picture to her so that she could say, "Look how nasty you were being to me." When asked why she did not report any of her concerns to supervision, she stated that she did not do so because she had hoped things were going to get better. She further said she did not like the confrontation with other employees and the entire situation had her upset. Desk Officer Parker now realized that the appropriate response would have been to report her concerns to supervision.

On August 12, 2016, Desk Officer Parker stated she was working with a customer in the lobby. While dealing with the customer, she had to go to the rear of the precinct. As she was walking in the back hallway, Desk Officer Parker stated she observed Desk Officer Davis walking towards her. As they passed by each other, Desk Officer Parker heard Desk Officer Davis angrily state, "Do it again!" Desk Officer Parker said that she did not recall touching Desk Officer Davis in any way nor would she intentionally do so. She said it was possible that her sweater may have brushed against her but that was the extent of any contact between them. When Desk Officer Davis confronted her, she still did not offer an apology because she advised their relationship had digressed to the point where they were not speaking to each other so she did not want to say anything that could be used against her. When they returned to the desk area, she alleged that Desk Officer Davis screamed, "You're fucking stupid! Do it again and I will beat your ass!" Based on the seriousness of the threat of bodily harm, I asked if she reported the incident to supervision to which she replied she did not. I asked if there was any other witnesses to the alleged threat of bodily harm and she stated that she was alone in the precinct with Desk Officer Davis at the time of the incident. Desk Officer Parker said she was wrong for not reporting the incident and she again stated that she did not want the confrontation. She further stated that she did not want her problems to affect her other family members who also work at the Sheriff's Office.

On August 22, 2016, she observed Staff Assistant Moody and Patrol Assistant Sarivola go into the lobby area to troubleshoot a technical issue with the television. Desk Officer Parker stated she followed Desk Officer Davis to the door to the lobby to see what they were doing. She advised that she is normally the person who turns the television on and starts the public announcement videos. She stated she wanted to be present in the lobby

when they were working on the television issues so that they (Staff Assistant Moody and Patrol Assistant Sarivola) did not blame her for any of the technical issues associated with the television. As Desk Officer Davis was standing in the doorway, Desk Officer Parker stated she thought there was enough room for her to squeeze through the doorway into the lobby. As she passed through the doorway, Desk Officer Parker did admit that she did make physical contact with Desk Officer Davis but she stated it was accidental and definitely not done with deliberate intent. When asked why she did not ask Desk Officer Davis to move prior to passing through the doorway, apologize, excuse herself or at least acknowledge the fact that she physically touched Desk Officer Davis, Desk Officer Parker stated that she believed that no matter what she said at that point would have been somehow used against her.

V. Other Investigative Efforts

I obtained an audit of the cash receipt forms submitted to finance by Cape Canaveral was obtained dating April 08, 2016 through August 05, 2016. All of the cash receipts submitted on a weekly basis were completed by Desk Officer Davis except for the week of May 27, 2016 which was completed by Desk Officer Parker. Out of the seventeen cash receipt forms submitted by Canaveral Precinct, records show that Desk Officer Parker last witnessed the form on June 06, 2016. The audit corroborated both of the statements made by Desk Officer Davis and Desk Officer Parker.

I obtained video recordings from the Canaveral Precinct surveillance cameras in reference to the incident on August 12, 2016. The video is a recording of the front lobby area and desk office area of the precinct. I reviewed the video recordings and I was unable to confirm any confrontation that may have occurred between Desk Officer Davis and Desk Officer Parker. Neither camera recordings were audio recorded therefore I was also unable to substantiate Desk Officer Parker's allegation that Desk Officer Davis had screamed at her with the threat of bodily harm.

An audio/video recording was obtained by Lieutenant Barker from the incident that occurred on August 22, 2016. I reviewed the recording which captured the incident in the Canaveral Precinct front lobby area. During the recording, Staff Assistant Moody and Patrol Assistant Sarivola are standing in the front lobby attempting to troubleshoot a technical issue with the lobby television. Although the camera angle is predominately directed into the lobby area, a small portion of the video does capture the door leading from the desk area to the lobby area. The video shows Desk Officer Davis standing in the doorway and the subsequent entry of Desk Officer Parker into the lobby. The video recording does not clearly show the physical contact between Desk Officer Parker and Desk Officer Davis however it does capture the audio and visual responses to the physical contact by the employees present. Staff Assistant Moody clearly tells Desk Officer Parker, "That was kind of rude. That wasn't very nice." And Desk Officer Davis clearly states, "Very rude. You stepped on my toe." At no time did Desk Officer Parker acknowledge the physical contact, excuse herself as she passed through the doorway or

offer an apology to Desk Officer Davis. The audio/video recording would be consistent with the witnesses' accounts of the incident.

VI. Recommendation

On August 12, 2016, Desk Officer Davis made a complaint to Lieutenant Barker that Desk Officer Parker had deliberately made physical contact with her as they passed by each other in the hallway at Canaveral Precinct. When Desk Officer Davis attempted to solicit an apology, she said that Desk Officer Parker completely ignored her. Desk Officer Davis stated that she went to the desk area and again confronted Desk Officer Parker for the physical contact at which time Desk Officer Parker again ignored her. According to Desk Officer Parker, Desk Officer Davis used profanity and threatened to "beat her ass." Desk Officer Davis admitted that she spoke to Desk Officer Parker in a stern manner out of anger and frustration but she denied threatening her with bodily harm. Due to the contradictory statements and lack of physical evidence, it cannot be determined if there was any physical contact, either intentional or accidental, between Desk Officer Davis and Desk Officer Parker. Nor can it be determined that Desk Officer Davis made any threats of bodily harm towards Desk Officer Parker.

During her subject interview, Desk Officer Parker stated that the environment, subsequent to her written counseling, continued to be negative with her interaction with co-workers and she felt that Desk Officer Davis, Patrol Assistant Sarivola and Staff Assistant Moody had turned against her. Specifically, she stated her work relationship with Desk Officer Davis had digressed to the point where they were not speaking to each other unless it was absolutely necessary. She described Desk Officer Davis' demeanor as being "aggressive" and that she felt very uncomfortable while working with her. When asked why she did not report the on-going work issues or the alleged threat of bodily harm by Desk Officer Davis to a supervisor, she could not offer an explanation other than she did not want the confrontation. Desk Officer Parker had been previously directed by Lieutenant Barker that any further work related issues were to be immediately addressed to him. When Desk Officer Parker alleged to have been threatened with bodily harm, she did not follow his direction by reporting the incident to him.

During the course of his investigation, several witnesses have indicated a pattern of rude and unprofessional behavior exhibited by Desk Officer Parker. Witness statements have consistently described Desk Officer Parker's negative behavioral change towards other employees when there was not a supervisor present. Most of the incidents described by witnesses occurred when they were alone with Desk Officer Parker and therefore could not be independently substantiated. Witnesses described the work environment with Desk Officer Parker as being hostile, bullying, uncomfortable and unpredictable.

On August 22, 2016, Staff Assistant Moody and Patrol Assistant Sarivola were in the front lobby attempting to troubleshoot a technical issue with the television. Desk Officer Parker stated that she did not want to be blamed for any issues associated with the

television so she followed Desk Officer Davis to the doorway to the lobby. Desk Officer Parker decided to enter into the lobby area at which time she "squeezed" her way through the door where Desk Officer Davis was standing. Desk Officer Parker admitted to making physical contact with Desk Officer Davis however she said it was not intentional. Desk Officer Parker's explanation as to why she did not excuse herself prior to passing through the doorway, offer an apology or even acknowledge the physical contact was because she believed that no matter what she said would have been used against her. Based on the witness statements, the audio/video recording and her own admissions, Desk Officer Parker exhibited a lack of professional courtesy towards Desk Officer Davis with her lack of an apology or acknowledgement of the physical contact.

Based on the facts set forth in this administrative investigation, I recommend the following:

That the allegation against Desk Officer Parker that she violated **400.00 General Professional Responsibilities** be closed as "**Sustained.**"

That the allegation against Desk Officer Parker that she violated **400.07 Conduct Towards Superior & Subordinate Personnel** be closed as "**Sustained.**"

VII. Enclosures

- Memorandum from Lieutenant Barker to Commander Moros titled "Desk Officer Sandra Parker."
- Copy of Employee Counseling Report
- Copy of videos (3) from Canaveral Precinct surveillance cameras
- Notice of Administrative Investigation
- Administrative Investigation Warning



Brevard County Sheriff's Office
Titusville, Florida

MEMORANDUM

A TRUE COPY	
TIME <u>2:15</u>	P.M.
DATE <u>9-19-16</u>	
BREVARD COUNTY SHERIFF'S OFFICE	
Received By: Sandra Parker	
<i>Sandra Parker</i>	
Signature of Employee Served	
Served by:	
<i>[Signature]</i> 216	
Signature of Agent/Deputy	

Date: September 16, 2016
To: Sandra Parker #2078
From: Chief Deputy Doug Waller
Re: Final Action
 Administrative Action 2016-CI-023

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Administrative Investigation 2016-CI-023 is now closed. The final action regarding this inquiry is the determination of sustained charges and the application of appropriate corrective action.

This investigation was initiated over concerns of unprofessional conduct towards a co-worker on August 12, 2016 and August 22, 2106. After a review of the administrative investigation, I have determined that you have established a pattern of behavior towards co-workers that is of concern to me. During a Pre-Deprivation Hearing on September 16, 2016, you accepted accountability for your actions and assured me that this type of behavior would not occur again. Your willingness to seek assistance prior to your Pre-Deprivation Hearing has shown that you have taken this matter seriously and mitigated my intended corrective action in this matter.

As a result of my review, I am sustaining the following policy violations: **400.00 General Professional Responsibilities** and **400.07 Conduct Towards Superior & Subordinate Personnel**.

As a corrective action for these violations, you will receive a **Letter of Reprimand** and the enactment of a **'Disciplinary Last Chance Agreement.'** The **'Agreement'** will establish specific benchmarks and standards for you to meet while providing you with an opportunity to rehabilitate your reputation, personal behavior and work performance. The **'Agreement'** also provides the agency with a mechanism to address any future reoccurrences of similar types of behaviors. The expectations of the organization are that you will become a model employee. A copy of the enacted **'Agreement'** has been

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September 16, 2016
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attached hereto for any file reference you may require. The '*Agreement*' shall continue in full effect through September 16, 2018.

Enclosures: 1) Disciplinary Last Chance Agreement, Sandra Parker

c: Staff Services, File 2016-CI-023