



**Brevard County Sheriff's Office**  
Titusville, Florida

**To:** Chief Michael J. Lewis

**From:** Agent Linda McLaughlin, Staff Services Unit *(Handwritten initials and #1225)*

**Date:** December 8, 2016

**Re:** Command Inquiry 2016-CI-029

**I. Allegation:**

On October 11, 2016, Lt. Michelle Patrick informed Major Tomblin of two employees that were allegedly involved in an incident of horseplay which led to a physical altercation. Due to the nature of the allegations, Major Tomblin forwarded an Internal Investigation Request via the chain of command, to Chief Michael J. Lewis who then authorized an Administrative Investigation to be conducted.

**II. Possible Policy Violations**

- 400.00 – General Professional Responsibilities
- 400.06 – Compliance with Law and Regulation
- 400.07 – Conduct Towards Superior and Subordinate Personnel
- 400.08 – Gossip and Criticism

**III. Witnesses**

**Reginald Mitchell**  
**Corrections FTO**  
**Brevard County Jail Complex**

On October 16, 2016, Major Fischback interviewed FTO Reginald Mitchell at the Brevard County Jail Complex in reference to this incident. In an audio recorded interview, FTO Mitchell stated the following in essence:

*Concur w/ findings -  
PLEASE schedule PRE-TEAM  
hearings for DEP Whitehead.  
99  
1/3/17*

FTO Mitchell was working in 300 pod on October 11, 2016. He was in the rover's office with Cpl. Hutchinson and Corrections Deputy Whitehead. Deputy Whitehead was standing at the sink filling up the spray pumps. FTO Mitchell was speaking with Cpl. Hutchinson joking about one of Deputy Whitehead's co-workers, K. Brown, saying he was moving kind of slow. At that time Deputy Whitehead turned around and said something basically sticking up for K. Brown, but in a joking fashion. She held her hands up and started walking towards Cpl. Hutchinson. Cpl. Hutchinson instinctively blocked her hands because she was in his personal space. She told him to let go of her wrists which he did, then she slapped him on the left side of his face with her open hand. Cpl. Hutchinson got mad and left the room. FTO Mitchell couldn't recall if Deputy Whitehead was wearing gloves or not. He also didn't remember what she said before the altercation occurred.

FTO Mitchell has observed them exchange words in a playful manner before, however never putting hands on each other. This was the first physical interaction he has witnessed between Cpl. Hutchinson and Deputy Whitehead.

FTO Mitchell identified the other people who entered the room or stood in the doorway at the time of the incident were Corrections Deputy Edwards, Corrections Deputy Clem, and Corrections Deputy Johnson. The entire incident took approximately a minute or two. He remembered Cpl. Hutchinson putting his head down after Deputy Whitehead struck him then he said, "Let me get out of here before I explode."

After Cpl. Hutchinson left the room, Deputy Whitehead mentioned she was going to go apologize to Cpl. Hutchinson. She gathered her belongings and went to find him. There were no supervisors present during the altercation, however shortly after Cpl. Hutchinson left the room, Sgt. Ingram and Sgt. Fontaine showed up. FTO Mitchell confirmed he has not spoken to Cpl. Hutchinson about the incident since it occurred. He was then advised not to discuss any details of the case, at which time the interview was concluded.

**Chet Johnson**  
**Corrections Deputy**  
**Brevard County Jail Complex**

On October 16, 2016, Major Fischback interviewed Corrections Deputy Chet Johnson at the Brevard County Jail Complex in reference to this incident. In an audio recorded interview, Deputy Johnson stated the following in essence:

On October 11, 2016, Deputy Johnson was working in the 300 pod. When asked if he was present during the altercation between Cpl. Hutchinson and Deputy Whitehead he stated he was there for most of it. When he walked into the rover's office of the 300 pod he observed Cpl. Hutchinson seated in one of the chairs holding Deputy Whitehead's wrists. They seemed to be joking. Deputy Whitehead told Cpl. Hutchinson to let go of her wrists. When he did, Deputy Whitehead slapped him on the left side of his face near his ear with her open right hand. Deputy Johnson left the office as this occurred and recalled Cpl.

Hutchinson walking out shortly behind him saying, "I need to get out of here." When asked how hard Deputy Whitehead hit Cpl. Hutchinson, Deputy Johnson replied, "She hit him pretty hard."

Deputy Johnson confirmed the other people in the room were FTO Mitchell, Deputy Edwards and Deputy Clem. Deputy Johnson has worked at the Brevard County Jail for approximately one month. He has no previous knowledge or observance of any horseplay or altercations between Cpl. Hutchinson and Deputy Whitehead.

When asked if there was anything further he wished to add, Deputy Johnson stated he heard Deputy Whitehead say, "Just let me go apologize to him." Deputy Johnson had no further information. He was ordered not to talk about the case while the investigation was still active. This concluded the interview.

**DaShawn Edwards**  
**Corrections Deputy**  
**Brevard County Jail Complex**

On October 16, 2016, Major Fischback interviewed Corrections Deputy DaShawn Edwards at the Brevard County Jail Complex in reference to this incident. In an audio recorded interview, Deputy Edwards stated the following in essence:

October 11, 2016, Deputy Edwards was working in the 300 pod. When asked if he was present during the incident between Deputy Whitehead and Cpl. Hutchinson, he stated he was there towards the end of the incident. When he first showed up he observed everyone laughing. Cpl. Hutchinson was sitting down, Deputy Whitehead was standing up hovering over him. Somehow they got serious and Cpl. Hutchinson told her, "Leave me alone, I don't want to play." Deputy Whitehead made a gesture towards Cpl. Hutchinson like she was going to hit him in a playful way. Cpl. Hutchinson then grabbed Deputy Whitehead's wrists. When he let go of her wrists she slapped him. Deputy Edwards stated everyone was shocked that it happened. Cpl. Hutchinson held his right ear and Deputy Whitehead said, "What, are you going to cry about it now?" At this time, Cpl. Hutchinson left the rover's office. Deputy Edwards was asked how long the incident took place which he replied, "a few seconds."

Deputy Edwards has worked at the Brevard County Jail for approximately two weeks. He has had contact with Cpl. Hutchinson in a work environment since the incident, however he has not discussed it. He had nothing further to add. Deputy Edwards was ordered not to talk about the case while the investigation was still active. This concluded the interview.

**Paul White**  
**Corrections Deputy**  
**Brevard County Jail Complex**

October 17, 2016, Major Fischback made contact with Corrections Deputy Paul White at the Brevard County Jail Complex in reference to the subject employees. In an audio recorded interview, Deputy White stated the following in essence:

Deputy White knows both Cpl. Hutchinson and Deputy Whitehead. He is currently assigned to Facilities Maintenance and works directly with Deputy Whitehead. He was asked if he's ever observed either of them engaging in horseplay at work. His response was, "Not that I can remember." Deputy White subsequently remembered Cpl. Hutchinson and Deputy Whitehead involved in horseplay, however it was some time ago, and he couldn't remember any specifics of the interaction. Deputy White had no further information to provide. He was ordered not to talk about the case while the investigation was still active. This concluded the interview.

**Adrian Butler**  
**Corrections Deputy**  
**Brevard County Jail Complex**

On October 19, 2016, Major Fischback interviewed Corrections Deputy Adrian Butler at the Brevard County Jail Complex in reference to the subject employees. In an audio recorded interview, Deputy Butler stated the following in essence:

Deputy Butler is currently assigned to the transportation unit at the Brevard County Jail Complex. She used to be assigned to Facilities Maintenance Unit where she worked directly with Deputy Whitehead. Deputy Butler is also friends with both Deputy Whitehead and Cpl. Hutchinson outside of work.

Deputy Butler was asked how Deputy Whitehead and Cpl. Hutchinson interact at work. Deputy Butler stated they don't interact that much. Cpl. Hutchinson would come in and ask work related questions. Deputy Whitehead would give him answers whether he liked the answers or not. Deputy Butler was then asked if she's ever observed them horsing around, which she stated "Yes, I have." She was then asked to describe their horseplay which she stated is just laughing and joking. She believes they get along, and generally like each other since she's never seen them have bad words towards each other.

Deputy Butler was then asked if she ever observed Cpl. Hutchinson come up and place his hands on Deputy Whitehead. She stated no. She was then asked specifically if Cpl. Hutchinson ever came up behind Deputy Whitehead and place her in some type of bear hug. She stated no. She was then asked if Cpl. Hutchinson ever placed his hands on Deputy Whitehead by holding her hands by her side. Deputy Butler stated no.

The same question was asked in reference to Deputy Whitehead ever placing her hands on Cpl. Hutchinson. Deputy Butler stated yes. She described Deputy Whitehead just grab Cpl. Hutchinson's hands. There was a brief conversation, laughing, then Deputy Whitehead grabbed Cpl. Hutchinson's hands, not in an aggressive manner. The incident

was well over a year prior to this when Deputy Butler worked in Facilities Maintenance with Deputy Whitehead. She's never observed either of them hit, touch, or strike, any other employee.

When asked if she heard about the incident that occurred recently between Cpl. Hutchinson and Deputy Whitehead, she stated no. She speaks with Deputy Whitehead on a regular basis as Deputy Whitehead is her daughter's godmother. She last spoke with Cpl. Hutchinson on Monday (October 17, 2016).

Deputy Butler had no further information to provide. She was ordered not to talk about the case while the investigation was still active. This concluded the interview.

**Sherri Somers**  
**Corrections Deputy**  
**Brevard County Jail Complex**

On December 8, 2016, I spoke with Cpl. Somers over the phone. She stated she doesn't work directly with Cpl. Hutchinson or Deputy Whitehead. She remembered the day of the incident and how upset Cpl. Hutchinson was when he passed her office on that day. She walked out to see if he was okay. He explained briefly that Deputy Whitehead had hit him and he was in a lot of pain. She informed Sgt. Ingram who came out to speak with Cpl. Hutchinson. Cpl. Somers then ran into Deputy Whitehead in the hallway and told her not to go in the direction she was headed because Cpl. Hutchinson was upset over what occurred and speaking with Sgt. Ingram. This was her only interaction with either of them reference the incident. Cpl. Somers stated she has never observed Cpl. Hutchinson or Deputy Whitehead involved in horseplay. This concluded the conversation.

#### **IV. Subject Employees:**

**Veronica Whitehead**  
**Corrections Deputy**  
**Brevard County Jail Complex**

On October 12, 2016, Major Fischback and Agent Hupfer made contact with Corrections Deputy Veronica Whitehead and provided her with a "Notice of Administrative Investigation." He explained the allegations and informed her to contact a representative of her choice if she desired to have one with her during her interview. Deputy Whitehead waived her right to review any and all case file information as well as her right to have a representative of her choice present for an interview. She wished to be interviewed right away. The following are details of that interview:

On October 11, 2016, Deputy Whitehead was in 300 pod doing what they call "the chemicals" which is putting Mildew Magic in a pump sprayer for the trustees to use. She

was standing at the sink which was behind Cpl. Hutchinson. K. Brown, subsequently identified as Kenneth Brown, is one of the laundry officers and was in 300D with the door open. Cpl. Hutchinson was goofing off saying they needed better laundry officers. Deputy Whitehead is assigned to Facilities Maintenance which is the same unit the laundry officers are assigned to. She assumed Cpl. Hutchinson was joking, since he was doing the same thing the day before. Deputy Whitehead finished what she was doing and walked from behind Cpl. Hutchinson. He stated, "Oh, Whitehead, I didn't know you were standing there." Cpl. Hutchinson started laughing. Somewhere at that point in time is when he grabbed Deputy Whitehead's hands.

Deputy Whitehead said that's what he usually does. If Cpl. Hutchinson doesn't catch her from behind, then he usually grabs her hands. Major Fischback asked Deputy Whitehead if this was a normal thing for Cpl. Hutchinson to do. Deputy Whitehead stated yes. When asked "why" she replied this was why she was so thrown by this (referring to the investigation). She then explained Cpl. Hutchinson was sitting in the chair higher up, and when he grabbed her hands she told him to turn her loose. Cpl. Hutchinson stated, "Come on, Whitehead, stop. Stop." Deputy Whitehead told him, "Go ahead and turn my hand loose because you know I'm going to hit you. But I'm not going to hit you with a dirty glove." She stated she had bleach on her gloves. When he turned her hands loose she took the gloves off and hit him with a right handed open-palm slap to the left side of his face. As soon as she hit him, Cpl. Hutchinson yelled, "You hit me in my ear! I can't hear!" He then pushed the chair back, jumped up, and dashed out of the office.

Another person was sitting by the side of the sink, FTO Mitchel was sitting in a chair by the door, and two other people standing at the door all witnessed this. When Cpl. Hutchinson went out he said something, but she wasn't sure what, and he was agitated.

Major Fischback then asked Deputy Whitehead why she hit Cpl. Hutchinson. Deputy Whitehead hesitated then said, "That is...I can't answer that, honestly. But we were horse playing. There have been times he's grabbed me. Just last week he grabbed me from behind." She motioned as if being grabbed and shaken. Deputy Whitehead said, "Okay, one week you want to horseplay with me, but when I get the best of you in front of somebody else now you want to run out." When he ran out of the office he passed a cart that had some supplies sitting on top, and he hit a box of paper towels which fell off of it.

She remembered FTO Mitchel stating, "I heard that slap!" She demonstrated the slap with her right hand to the left side of her face. Cpl. Hutchinson said she hit him in his ear, however she said it would've been muffled and it wasn't. She then remembered him saying, "I'm sick of this stuff."

When FTO Mitchell stated he heard the slap, she replied, "I can't help the way I hit. I do have a heavy hand." She picked up the stuff off of the floor and said if he was that agitated she would go apologize. FTO Mitchel told her to wait until later on or a day or so which Deputy Whitehead agreed. The other officers in the room started talking and changing the

subject. Deputy Whitehead walked out of 300 block towards Control where she ran into Cpl. Somers who told her not to go that way. She told her Cpl. Hutchinson was irate right now. She then observed Cpl. Hutchinson speaking with a sergeant, possibly Sgt. Ingram, but she wasn't certain. As she walked from one pod to the next she heard other people talking about it. She asked who they heard it from and they said Cpl. Hutchinson told them.

Deputy Whitehead went about her duties of filling the chemicals until she received a call to report to the lieutenant's office. She then explained the incident to Lt. Patrick.

When asked how hard she hit him, she replied, "It sounded. I can say that." She again demonstrated an open right hand slap to the left side of her face. She didn't hit him out of anger or intend to hurt him. She stated for as long as this has been going on he's never acted like this before. She stated she's hit him before and has even hit him with a closed fist. Deputy Whitehead demonstrated how Cpl. Hutchinson would come up behind her and bear hug her. She'd tell him to let her go and he'd comment, "Oh, I forget you hit hard." She stated this occurs once or twice a week. She was never offended by it, and it was always a friendly thing.

The people she observed in the office at the time of the incident was Deputy Clem, FTO Mitchell, Deputy Johnson, and a couple of new guys she didn't know, however the names on the shift roster were Deputy Loiselle and Deputy Edwards. No trustees were present as all of the inmates were on lockdown while Deputy Brown was handing out laundry. She stated Cpl. Hutchinson has done this in front of other people, however was unable to name anyone specific.

She confirmed she doesn't know Cpl. Hutchinson outside of work. As far as Cpl. Hutchinson putting his hands on her, she was asked if she deemed it as a criminal act and wished to press charges against him, which she stated no, she would never do that.

In conclusion of the interview she was advised not to engage in any unwanted physical contact with Cpl. Hutchinson or any other employee. She was also advised not to discuss the details of the case with any while it still an active investigation.

**Lorenzo Hutchinson**  
**Corrections Corporal**  
**Brevard County Jail Complex**

On October 15, 2016, a "Notice of Administrative Investigation" was issued to Cpl. Hutchinson in reference to the incident with Deputy Whitehead. The case information, statements, and recordings were provided to Cpl. Hutchinson for review. The only person not interviewed was Corrections Deputy Clem who is currently on military leave.

On October 16, 2016, Major Fischback made contact with Cpl. Hutchinson at the Brevard County Jail Complex and conducted a subject officer interview. Cpl. Hutchinson was read

his administrative warnings and waived his right to have a representative of his choice present for an interview. The following are details of that interview:

Cpl. Hutchinson confirmed he was working in the 300 pod the day of the incident. He was sitting in the 300 pod rover's office with FTO Mitchell. Corrections Deputy Whitehead came in at one point to fill up the chemical bottles.

Cpl. Hutchinson was sitting at the computer and Deputy Whitehead was at the sink behind him. Cpl. Hutchinson explained he jokes with Deputy Brown about being slow passing out the laundry. Deputy Brown is in the same unit as Deputy Whitehead and when he saw her in the office he turned around and said, "Oh, I didn't see you there, Whitehead." She started walking towards him with her hands raised, which he said he quickly grabbed her arms because he knew she would hit him.

Cpl. Hutchinson was asked if he said those things about Deputy Brown to get a rise out of Deputy Whitehead since they work in the same unit. He stated he didn't say it to provoke her. He and FTO Mitchell were talking about it before she ever came in the room.

He explained when she started walking towards him with her hands up she said, "Nuh uh, Hutch, you don't be talking about Brown like that." As she stepped in his personal space with her hands up, he grabbed them at the wrists and held them down. He told her, "Go ahead on, Whitehead. Stop playing." Deputy Whitehead told him, "Let go. You know I'm going to hit you, but let me take my gloves off first. I ain't going to hit you with dirty gloves," which she then took her gloves off while he still held her wrists. As soon as Cpl. Hutchinson let go of her arms she slapped him.

When asked where she hit him, he described Deputy Whitehead using her right open hand and demonstrated with his hand hitting the left side of his face covering his left ear. When asked how hard she hit him he stated, "It was hard. My ear was ringing. She knocked the work out of me. I wasn't even enthused to work anymore." He was told he could move to work in another area for the shift which he stated no, he wanted to finish with his crew. He was upset she had done this, not only hitting him, but doing so in front of two new deputies. He felt that was not the type of behavior they should be showing new employees.

Cpl. Hutchinson then confirmed the list of people who were in the room. He described FTO Mitchell sitting in a chair near the door, Deputy Johnson was standing almost in the doorway, Deputy Clem was sitting in the blue chair near the housing board, and Deputy Edwards was standing closest to Deputy Whitehead between the sink and the housing board.

He then described what occurred after Cpl. Whitehead hit him. He held his ear and she stated, "Oh, what are you going to do now, cry?" He stated if that were to occur with him joking with someone and accidentally hitting them too hard he wouldn't antagonize them. He would immediately apologize. He heard FTO Mitchell say, "Oh, let me give y'all some

alone time.” Cpl. Hutchinson told him, “No, let me get up out of here before I end up ruining my career.” He said he was mad and knocked over a box that was on the supply cart. He paced the hallway to calm down and ran into Cpl. Somers. He vented to her, but didn’t expect her to tell anyone. Before he knew it, Sgt. Ingram came to him asking what occurred.

When asked by his supervisors what he wanted to happen, he told them Deputy Whitehead wasn’t a bad person, but she had to learn she can’t do that. He stated they normally get along fine. He deleted her from his Facebook before the incident because of comments she posted about how other coworkers were dressed at a party he held.

When asked if he was friends outside of work he stated he’s never seen her. They have a pretty good work relationship and joke around a lot. When explained what Deputy Whitehead said about him coming up behind her and grabbing her, he said he’s never done that. He went on to say in the eleven years he’s worked at the jail, no female can say he’s ever touched them in that manner. The only times he’s ever laid hands on Cpl. Whitehead was to grab her hands and prevent her from hitting him. He described her hitting him in the back, and recently in March she knee spiked him when they were working in the warehouse which is when he stopped talking to her for a while. He knew she had a history of hitting, especially with him.

When asked if anyone else witnessed the knee spike, he mentioned Cpl. White, Cpl. Sherrod, and Deputy Butler. He admitted he’s never reported her before the incident of her slapping him on October 11<sup>th</sup>. He knew she didn’t mean him harm, but he got tired of it.

The incident took approximately a minute or less. He was upset it occurred and thinks she needs to learn not to put her hands on people. He believes she’s a good person, but he doesn’t want to be around her to be hit anymore. He described the hit on a scale of one to ten being a hard eight or nine. He did seek medical attention the same day due to ear pain. The doctor confirmed there was no damage.

Cpl. Hutchinson doesn’t want to press criminal charges against Deputy Whitehead, he just wants her to stop hitting. He was ordered not to talk about the case while the investigation was still active. This concluded the interview.

#### **V. Other Investigative Efforts**

Major Fischback observed the rover’s office in the 300 pod and took photographs of the room. The photographs depict the close proximity of the sink where Deputy Whitehead was standing and the computer area where Cpl. Hutchinson was sitting at the time the incident occurred.

**VI. Summary and Recommendations:**

It is undisputed that an incident between Cpl. Hutchinson and Deputy Whitehead occurred in the rover's office of the 300 pod on October 11, 2016. The individuals present during the incident were FTO Mitchell, Deputy Clem, Deputy Edwards, and Deputy Johnson whose statements of what occurred are consistent with those of Cpl. Hutchinson and Deputy Whitehead.

Cpl. Hutchinson was sitting at the computer table in the rover's office having a conversation with FTO Mitchell. Deputy Whitehead was standing behind Cpl. Hutchinson at the sink filling chemical bottles. During the conversation, Cpl. Hutchinson made reference to one of Deputy Whitehead's coworkers being slow at their duties. He then turned to her and stated he didn't see her there, at which time she told him in a joking manner not to talk about her coworker. She stepped towards him with her hands raised in his personal space. Cpl. Hutchinson immediately grabbed her raised arms by her wrists and said he wasn't playing around. Deputy Whitehead tells him to let go of her and that she is going to hit him after she takes her gloves off. Cpl. Hutchinson again said he wasn't playing and let go of her wrists. Deputy Whitehead took her gloves off and slapped Cpl. Hutchinson on the left side of his face and ear with her open right hand. Cpl. Hutchinson covered his left ear which he stated was in pain. He left the office to cool off and informed his supervisor of what occurred.

The only disputed portion is Deputy Whitehead perceived their prior interactions as mutual horseplay. Deputy Whitehead stated Cpl. Hutchinson has grabbed her arms or bear hugged her from behind during prior interactions. She also stated that she's hit him several times before this when they would horseplay. She was unable to name one specific person who would have observed their horseplay prior to this incident.

Cpl. Hutchinson, however, stated he has never initiated or participated in physical horseplay with Deputy Whitehead. He's been hit by her before when she's taken their joking too far, and the only time he's ever laid hands on her was to prevent her from hitting him. He's never reported the prior incidents. He said he just tells her to stop and walks away.

Interviews were conducted with other individuals who were present during prior interactions with Deputy Whitehead and Cpl. Hutchinson. None of their observations supported Deputy Whitehead's claims of Cpl. Hutchinson being a mutual participant of physical horseplay.

Based on the above facts and statements, I recommend the allegations against **Lorenzo Hutchinson** be closed as follows:

*Section 400.00, General Professional Responsibilities – “Not Sustained.”*  
*Section 400.06, Compliance with Law and Regulation – “Not Sustained.”*

*Section 400.07, Conduct Towards Superior and Subordinate Personnel-“Not Sustained.”*  
*Section 400.08, Gossip and Criticism - “Not Sustained.”*

I recommend the allegations against **Veronica Whitehead** be closed as follows:

*Section 400.00, General Professional Responsibilities – “Sustained.”*  
*Section 400.06, Compliance with Law and Regulation – “Sustained.”*  
*Section 400.07, Conduct Towards Superior and Subordinate Personnel- “Sustained.”*

**VII. Enclosures**

- A. Authorization Memo for Case Number 2016-CI-029
- B. Notice of Administrative Investigation X2 (Whitehead, Hutchinson)
- C. Administrative Investigative Warning X 2 (Whitehead, Hutchinson)
- D. Audio Recorded Interviews and Photographs (disc copy)

**VIII. Oath**

I, Agent Linda S. McLaughlin, 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 Statutes.

Signed  \_\_\_\_\_  
Agent Linda S. McLaughlin #1225

Sworn to and subscribed before me, the undersigned authority, and this 8th day of December, 2016.

Signature  \_\_\_\_\_  
NOTARY PUBLIC/LAW ENFORCEMENT OFFICER  
IN PERFORMANCE OF OFFICIAL DUTIES



Brevard County Sheriff's Office  
Titusville, Florida

**MEMORANDUM**

**DATE:** January 6, 2017  
**TO:** Corrections Deputy Veronica Whitehead  
ID# 0814  
**FROM:** Chief Michael J. Lewis  
**RE:** Final Action  
Administrative Investigation 2016-CI-029

<b>A TRUE COPY</b>	
TIME <u>10:00</u>	A.M.
DATE <u>1-19-17</u>	
<b>BREVARD COUNTY SHERIFF'S OFFICE</b>	
Received By: <u>Veronica C. Whitehead</u> Signature of Corrections Deputy Veronica Whitehead #0814	
Served by: <u>Michael J. Dodson #373</u> Signature of Agent/Deputy	

Administrative Investigation 2016-CI-029 is now closed. The final action regarding this inquiry is the determination of sustained charges and the application of appropriate corrective action.

After a review of the administrative investigation, and in consideration of the input you provided at your "Pre-Termination Hearing" on January 6, 2017, I have determined that your actions were in violation of the established policies and standards of the agency. Specifically, you engaged in horseplay with another employee which escalated to a physical altercation. It is discouraging that this occurred at all, let alone that it occurred in the presence of several new employees.

As a result of my review, I am sustaining the following policy violations:

- **400.00 General Professional Responsibilities**
- **400.06 Compliance with Law and Regulation**
- **400.07 Conduct Towards Superior and Subordinate Personnel**

During your hearing you accepted full responsibility for your actions and acknowledged that they were clearly in violation of established policy. Because you have taken full responsibility for your actions, and I believe you understand the effect your actions have on your co-workers and the agency, I am mitigating the corrective action in this matter.

The corrective action for this incident will be a **forty hour (40) Suspension Without Pay**. Based on the discussion of your personal situation, I am also directing you to personally meet with Human Resources Manager Lisa Gillis so that she can explain all the program offerings of our **Employee Assistance Program**. I encourage you to utilize this resource.

Barring a Civil Service Appeal or Collective Bargaining Grievance of the proposed disciplinary action, the unpaid suspension will be served at the discretion of Major Tomblin and Sergeant Pischinger. You are not authorized to work any overtime during the pay cycle(s) that you serve your suspension, if you incur any overtime you are to immediately notify Sergeant Pischinger or his designee.

If you file a Civil Service Appeal or Collective Bargaining Agreement grievance in regards to the proposed disciplinary action, the period of unpaid suspension will be postponed until the appeal or grievance process is completed.

As provided by the Civil Service Act, Chapter 83-373, Laws of Florida and the Collective Bargaining Agreement with the Coastal Florida Police Benevolent Association, and the Brevard County Sheriff's Office, you may appeal to the Civil Service Board or file a disciplinary grievance to this action. To appeal or grieve this discipline, you must file a petition for review within ten (10) days of receipt of this memorandum. The petition for review shall be filed by United States Mail, registered, return receipt requested, or in person with **Manager Lisa Gillis**, Human Resources, 700 S. Park Avenue, Titusville, Fl 32780. A copy of any petition should also be directed to my attention at the same address.

You are forewarned that any subsequent violations could lead to progressive discipline up to, and including, termination of your employment.

Cc: Major Tomblin  
Sergeant Pischinger  
CFO Greg Pelham  
H.R. Manager Lisa Gillis  
Copy to file 2016-CI-029



Brevard County Sheriff's Office  
Titusville, Florida

**MEMORANDUM**

**TO:** Corrections Deputy Lorenzo Hutchinson  
**FROM:** Chief Michael J. Lewis  
**DATE:** January 30, 2017  
**RE:** Command Inquiry  
2016-CI-029

<b>A TRUE COPY</b>	
TIME	9:22 A.M.
DATE	FEB 13 2017
<b>BREVARD COUNTY SHERIFF'S OFFICE</b>	
Received By: Lorenzo Hutchinson	
	
Signature of Employee Served	
Served by:	
	
Signature of Agent/Deputy	

Command Inquiry 2016-CI-029 was initiated in response to allegations that you may have violated Brevard County Sheriff's Office policies and procedures. Based on the investigative report and overview, the allegation that you violated the following General Orders has been determined as:

- 400.00 *General Professional Responsibilities* "Not Sustained"
- 400.06 *Compliance with Law and Regulation* "Not Sustained"
- 400.07 *Conduct Towards Superior and Subordinate Personnel* "Not Sustained"
- 400.08 *Gossip and Criticism* "Not Sustained"

I realize that an administrative investigation can be stressful to the involved employees. However, the need to be responsive to allegations of misconduct makes it imperative that we investigation such allegations in a thorough and professional manner.

I appreciate the patience you have demonstrated while waiting for the investigative results. The investigative report is being provided for your review as an enclosure with this communication.

Attachment:

- 2016-CI-029 Investigative Report

cc: Chief Michael J. Lewis  
Investigative File 2016-CI-029