



Brevard County Sheriff's Office  
Titusville, Florida

**To:** Chief Michael J. Lewis

**From:** Agent Linda McLaughlin, Staff Services Unit

**Date:** February, 24, 2017

**Re:** Command Inquiry 2016-CI-037

**I. Allegation:**

On December 22, 2016, a civilian complaint was made against Crew Supervisor Sandra Parker reference unprofessional behavior towards an inmate sentenced to the "Alternative to Incarceration Program" (ATIP). Ms. Parker allegedly asked the complainant to have a beer with her after their shift was completed. Additional statements of this nature were made in the presence of other ATIP inmates. The complainant felt it was unprofessional and inappropriate for someone in Ms. Parker's position to fraternize with inmates, especially since the complainant was sentenced to ATIP for a DUI. In a review of the civilian complaint, an Internal Investigation Request was forwarded 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*  
*400.07 – Conduct Towards Superior and Subordinate Personnel*  
*400.08 – Gossip and Criticism*  
*600.12V(H) - Fraternization*

**III. Witnesses**

**Donna J. Fox**

On December 22, 2016, Ms. Fox submitted a civilian complaint against Crew Supervisor Ms. Sandra Parker reference the following:

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buildings  
77 3-30-17

Ms. Fox was sentenced to farm duty at the Brevard County Sheriff's Office work farm where she was assigned to Ms. Parker's crew. On December 16, 2016, Ms. Parker allegedly asked Ms. Fox to go get a beer with her after their shift was over. Ms. Fox felt it was inappropriate since she was sentenced there for a DUI. She was told by Ms. Parker numerous times over the five days she was on her crew that that if they (ATIPs) didn't do as they were told then they would do their remaining days in the jail. On December 17, 2016, Ms. Parker told Ms. Fox that she really liked her or she wouldn't have asked her to go have a beer with her. On December 20, 2016, Ms. Parker stated in general to her crew that she was not allowed to associate with felons. She then stated since Ms. Fox was only there for a misdemeanor it would be okay to associate with her. Some of the statements were made directly to Ms. Fox, and others were made in her presence to other ATIP inmates. Ms. Fox wrote in her complaint that the authority Ms. Parker has over the ATIPs should not be used to force them into a social setting.

On January 4, 2017, Agent Hupfer and I made contact with Ms. Fox at West Precinct. In a sworn audio statement Ms. Fox explained she was sentenced to the farm for ten days stemming from a DUI arrest. She started her first day on Wednesday, December 14, 2016, the next day, Thursday, December 15, 2016, was the first day she worked on Ms. Parker's crew. At the time she thought she was nice to them and seemed very personable.

On Friday, December 16, 2016, Ms. Fox was the only female there and worked alone with Ms. Parker as her supervisor. Ms. Parker was much more personable and told Ms. Fox all about her family, even showing Ms. Fox pictures of them on her phone. Towards the end of the day Ms. Parker asked Ms. Fox if she wanted to have a beer with her after work. Ms. Fox felt very awkward and told her she was there for a DUI and has since quit drinking. Ms. Fox was uncertain of what to say because Ms. Parker told the ATIPS numerous times a day how she could make them do the rest of their time in jail if they broke the rules or didn't do as she said.

On December 17, 2016, Ms. Fox was on Ms. Parker's crew with one other female, Ms. Cynthia Laboy. In front of Ms. Laboy, Ms. Parker stated she really liked Ms. Fox and they really get along together. She added that if she didn't like her, she wouldn't have asked her to go have a beer with her. Ms. Fox stated she was unsure of what the rules were at that point since Ms. Parker made it seem like it was okay for them to hang out, however, it made Ms. Fox feel very uncomfortable. I asked Ms. Fox what she said in reply. Ms. Fox stated she basically kept working and ignored it, not saying anything.

The next day, December 18, 2016, Ms. Fox was again assigned to Ms. Parker's crew, this time with Ms. Melissa Anglin. Ms. Parker told them about her sister who is a felon, and because Ms. Parker works for the Sheriff's Office she's not supposed to hang out with her. Ms. Parker then stated that since the ATIPs were sentenced for misdemeanors, it was okay for her to hang out with them. Ms. Fox again felt Ms. Parker was pressuring her to be friends.

Ms. Fox described how there was always some kind of drama between Ms. Parker and the other Crew Supervisors. I asked Ms. Fox to clarify this statement and she stated it seemed to be a very uncomfortable area to work in. Ms. Fox described Ms. Parker as being very abrasive toward her coworkers, but would be really nice to the ATIPs. Daily Ms. Parker would tell them she was the best supervisor and ask if they liked her over the other supervisors. According to Ms. Fox, Ms. Parker made it obvious she didn't like the other women she worked with.

Ms. Parker told them how she was fired from her last job, because she pushed some girl as she was walking through the doorway and stepped on somebody else's foot. She said it wasn't really her fault, and she wasn't causing the hostile work environment. Ms. Parker also bragged about getting one of the other supervisors at the farm demoted, she believes it was Ms. Morgan, reference she and some other crew supervisors left to grab lunch from McDonald's and one of the ATIPs asked her to bring her back a hamburger which she did. Ms. Parker then went and complained to her boss about it and the lead supervisor (Ms. Morgan) was demoted. Both of these incidents were internal investigations involving other Sheriff's Office employees, to include a current work farm crew supervisor who was in charge of ATIPs.

Ms. Parker also solicited advice from Ms. Fox in reference to getting another coworker in trouble for coming back from lunch a few minutes late. Ms. Fox felt this was inappropriate for her to be asking what she would do in this situation.

I asked Ms. Fox if Ms. Parker knew of her position in the military, Ms. Fox said she did. When asked if she believed this is why Ms. Parker asked her opinion of how she would handle the situation, Ms. Fox stated yes because if she worked somewhere like 7-11 she doesn't think Ms. Parker would have asked her. Ms. Fox stated she didn't understand why Ms. Parker latched on to her, and it made her very uncomfortable.

As for witnessing any interaction with the other supervisors firsthand, Ms. Fox stated that Ms. Parker doesn't really talk to them. She has seen a few times where Crew Supervisors Lanaghan or Morgan handed Ms. Parker paperwork, she would take the paperwork and then ignore whatever they said to her by physically turning her back on them as they spoke to her.

When Ms. Fox submitted her Civilian Complaint Form, she requested to serve the remainder of her sentence on the days Ms. Parker wasn't there. Ms. Fox said Ms. Parker caused a hostile work environment and had an obvious dislike for her coworkers which she (Parker) made aware to the ATIPs.

This concluded the interview with Ms. Fox.

**Samantha Lanaghan**  
**Farm Work Crew Supervisor**  
**Brevard County Sheriff's Office Work Farm**

On January 10, 2017, Agent Hupfer and I made contact with Crew Supervisor Samantha Lanaghan. In a sworn audio recorded statement Ms. Lanaghan advised the following:

She has worked at the farm for about a year and a half. Ms. Parker was already at the farm when Ms. Lanaghan first started and she was there in August of 2016 when she returned from her assignment at the Canaveral Precinct.

Ms. Lanaghan was advised of the complaint against Ms. Parker and the reference to her behavior towards Ms. Lanaghan and Ms. Morgan. She described Ms. Parker as being very condescending when she speaks to them. She feels Ms. Parker tries to catch them in the wrong by asking questions of how to do something then stating that's not what so-and-so said. Sometimes she could be completely okay one moment, then completely unhappy the next moment and not want to talk to anybody.

A recent example of Ms. Parker's negative behavior was her lack of teamwork with the other Crew Supervisors. She stated that usually one supervisor will search all the females while the other one fills out the paperwork and hands out all the uniforms. There was a couple of instances where Ms. Parker only searched her girls and only got uniforms for the ATIPs assigned to her. It happened again where Ms. Lanaghan searched all of the females and Ms. Parker only handed out uniforms to her own crew. Since then, Ms. Lanaghan just takes care of her crew and tries to stay away from Ms. Parker.

Ms. Lanaghan further described Ms. Parker as seeming very hostile. She doesn't sit with them at lunchtime. She sits by herself in the other room. She makes derogatory comments such as, "Well, I'm the only one that works hard around here." She'd rather go speak with the ATIPs than with her coworkers. She's not as standoffish with other Sheriff's Office employees who don't work on the farm.

When I asked if Ms. Parker ever discussed why she was reassigned from Canaveral Precinct, Ms. Lanaghan stated she overheard Ms. Parker speaking with someone else about how she was accused of pushing a coworker when really it was her sweater that got caught in the hallway and she accidentally ran into them. Ms. Lanaghan said she couldn't recall who Ms. Parker was speaking with about the incident.

Ms. Lanaghan knew how Ms. Parker was from her previous assignment at the farm so when she was brought back there Ms. Lanaghan kept her distance. She stated she didn't want to get pulled into any of Ms. Parker's issues again. When asked what she meant by that, Ms. Lanaghan stated during Ms. Parker's previous assignment at the farm she would complain that this place "stressed her out." Ms. Parker told her she had to take Tylenol every day for migraines, and she would go home and cry every night. Ms. Lanaghan stated Ms. Parker

was very emotional. Ms. Parker would come to work in the mornings hating the world, then she was nice at lunch, then she was angry again in the afternoon. Ms. Lanaghan stated when Ms. Parker returned from Canaveral she was okay for the first couple of weeks. After that Ms. Parker returned to her old behavior.

I asked Ms. Lanaghan how Ms. Parker was with the ATIPs. Ms. Lanaghan stated she has heard from many of the ATIPs that Ms. Parker is very personable. Ms. Parker told the ATIPs that she goes home and cries to her husband every night, and has told them all about her family. Ms. Lanaghan stated that in the past month especially, a lot of the female ATIPs have said they prefer to be on someone else's crew over Ms. Parker's. Ms. Lanaghan stated that the only time the ATIPs have been specifically placed on certain crews has been since the initial complaint by Ms. Fox. The involved ATIPs have purposefully been assigned to other supervisor in lieu of being on Ms. Parker's crew.

Ms. Lanaghan was asked to describe what the atmosphere was like when she works with Ms. Parker. Ms. Lanaghan stated the work environment was very much divided. Ms. Parker doesn't really talk with any of her coworkers and goes out of her way to avoid them. An example MS. Lanaghan gave was if the other supervisors were standing near a door, Ms. Parker would go out of her way to exit through another door. Ms. Lanaghan stated Ms. Parker is very standoffish.

I asked Ms. Lanaghan if she felt there was anything else to add to her statement reference Ms. Parker. Ms. Lanaghan stated one of the females in her crew called her over this morning and said she had a complaint reference Ms. Parker. Ms. Lanaghan directed the inmate to Cpl. Remillard and was unaware of the details of the complaint.

This concluded the interview with Ms. Lanaghan.

**Julie Johnson**  
**ATIP**

On January 10, 2017, Agent Hupfer and I made contact with Ms. Julie Johnson at the Sheriff's Office Work Farm. In a sworn audio recorded statement, Ms. Johnson advised the following:

Ms. Johnson was sentenced to ATIP for twenty days. On today's date, Ms. Johnson informed her crew supervisor of an incident that occurred the previous day between Ms. Parker and another ATIP, Ms. Brittany Knight. Ms. Johnson provided a sworn statement of the following:

Both Ms. Knight and Ms. Johnson were assigned to Ms. Parker's crew. Ms. Johnson described Ms. Parker as being passive-aggressive towards her most of the day, almost trying to pick a fight no matter what she did or didn't do. Ms. Johnson said Ms. Parker kept asking her personal questions about where she lived and how long she lived there.

Ms. Johnson stated she gave general answers, however Ms. Parker continued to press her for information, which made Ms. Johnson uncomfortable. Ms. Johnson stated Ms. Parker eventually turned her attention towards Ms. Knight. Ms. Johnson said that for the rest of the day Ms. Parker was complimenting Ms. Knight on how pretty her eyes were and asking her personal questions about her drug use which is why Ms. Knight was sentenced to ATIP. Ms. Johnson felt this was inappropriate. Ms. Johnson stated that during their lunch break Ms. Knight asked if Ms. Parker was gay in reference to the comments Ms. Parker kept making towards her. Ms. Johnson stated she didn't know.

Ms. Johnson then stated that later in the afternoon they had taken a break and walked over to the gazebo by the pond. She saw Ms. Parker leaning against the railing then Ms. Knight told her not to or she would fall in. Ms. Johnson stated that Ms. Parker then told Ms. Knight if she falls in then Ms. Knight will have to take her shirt off before she jumps in to give her something to grab onto.

Ms. Johnson stated that Ms. Knight wanted to report Ms. Parker's behavior, but was only there for the one day. Ms. Johnson told Ms. Knight she would talk to someone for her the next day because she was also uncomfortable with what Ms. Parker said. Ms. Johnson stated that Ms. Knight told her we could call her and she would give a statement of what occurred.

I asked Ms. Johnson if she recalled any other incidents while assigned to Ms. Parker's crew. Ms. Johnson stated there was another incident when she first started her sentence at the farm with another ATIP, Ms. Donna Fox. Ms. Johnson recalled Ms. Fox telling her how Ms. Parker asked her to go have a drink after their shift. Since Ms. Fox and Ms. Johnson were both sentenced to ATIP reference DUI's, Ms. Johnson didn't think this was appropriate behavior from someone supervising them in this type of setting.

Ms. Johnson stated that Ms. Parker crosses personal boundaries. Ms. Parker has told them how many kids she has, how many grandkids she has, about her husband, even about how her daughter could've died giving birth. Ms. Johnson said she felt these were things Ms. Parker shouldn't talk about with ATIPs.

Ms. Johnson described Ms. Parker as being really pushy, and stated if you don't agree with something Ms. Parker says then she takes personal offense to it and starts degrading you. Ms. Johnson then stated that Ms. Parker was persistent, and wouldn't leave you alone, almost like a bully.

Ms. Johnson said she and some of the ATIPs were concerned about getting written up and having to serve the rest of their time in jail. I asked Ms. Johnson if Ms. Parker ever threatened that, and Ms. Johnson stated that Ms. Parker jokes about her power. She said Ms. Parker has told them that she knows what the rules are and follows the rules. Ms. Johnson stated that in the two days she has been on Ms. Parker's crew, Ms. Parker would

say to them five or six times a day that if they didn't follow the rules she would write them up.

I then asked Ms. Johnson if she observed Ms. Parker interact with the other supervisors. Ms. Johnson stated that Ms. Parker doesn't interact with them. Ms. Johnson said that just yesterday Ms. Parker complained about Sam (Ms. Lanaghan) being in the hut a few minutes before noon. Ms. Parker wouldn't allow her crew to sit inside and made them wait because Ms. Lanaghan was in there with her ATIPs. Ms. Johnson stated that Ms. Parker told them Ms. Lanaghan doesn't follow the rules and shouldn't be in there before 12:00.

I asked Ms. Johnson if there was a lot of talk about Ms. Parker to other ATIPs, and Ms. Johnson stated the only other person who knew about what occurred with Ms. Fox was Ms. Melissa Anglin because she was present when Ms. Fox was still there, and was also present when Ms. Knight told her what occurred.

Ms. Johnson was asked not to discuss the case with any of the other ATIPs. She would not be assigned to Ms. Parker's crew for the remainder of her sentence.

This concluded the interview with Ms. Johnson.

**Melissa Anglin**  
**ATIP**

On January 10, 2017, Agent Hupfer and I made contact with Ms. Melissa Anglin at the Sheriff's Office Work Farm. In a sworn audio recorded statement, Ms. Anglin advised the following:

Ms. Anglin stated she has been sentenced to ATIP since October 2016. I asked Ms. Anglin if she recalled an incident involving Ms. Donna Fox and Crew Supervisor Sandra Parker. Ms. Anglin stated Ms. Parker had asked Ms. Fox to go have a drink with her after she left that day. Ms. Anglin was surprised since they were technically considered inmates and she thought the Sheriff's Office personnel could be nice to them but weren't supposed to be friendly to the point of hanging out with them on any terms.

I asked Ms. Anglin what the atmosphere was like working for Ms. Parker. Ms. Anglin stated that Ms. Parker would ask them a lot of personal questions, such as what they were sentenced for, where they live, and about their families. Ms. Anglin said Ms. Parker didn't give her a hard time, but Ms. Anglin noticed Ms. Parker could be overfriendly with the ATIPs. Ms. Anglin stated that the rest of Sheriff's Office Work Farm staff didn't ask the ATIPs personal questions like that.

I then asked Ms. Anglin about the incident that occurred the previous day with Ms. Knight. Ms. Anglin stated that Ms. Knight and Ms. Johnson told her about how Ms. Parker treated them that day. Ms. Anglin stated that Ms. Johnson was upset with Ms. Parker because she

kept asking personal questions that Ms. Johnson didn't feel comfortable answering. Ms. Anglin then stated that Ms. Knight felt Ms. Parker was "hitting" on her. When asked to explain why Ms. Knight said this, Ms. Anglin said Ms. Knight asked her if Ms. Parker was gay.

I then asked Ms. Anglin how many times she has been supervised by Ms. Parker. Ms. Anglin stated she has been supervised by Ms. Parker many times and she has never encountered any issues.

I asked Ms. Anglin if she has ever observed Ms. Parker's interaction with any of her coworkers. Ms. Anglin stated that Ms. Parker doesn't interact with the other supervisors. Ms. Anglin described Ms. Parker as being very standoffish with her coworkers. I asked Ms. Anglin for an example of Ms. Parker being standoffish, which she then stated Ms. Parker will sit by herself at lunch or outside by the ATIPs.

Ms. Anglin also recalled a conversation Ms. Parker had with the ATIPs about how she felt she was being treated unfairly by the lead supervisor. Ms. Anglin stated that when she returned after being gone for a few days she heard that the lead supervisor, Ms. Morgan, had been demoted. Ms. Anglin asked what happened and she described that Ms. Parker "just snickered." Ms. Anglin stated that Ms. Parker would also make comments such as, "Can you tell I'm always out in the field and they always give me the harder work."

Ms. Anglin didn't recall any other incidents, or details of conversations Ms. Parker had with the ATIPs. She was requested not to speak about the case with anyone.

This concluded the interview with Ms. Anglin.

**Nicholas "Cole" Stahl**  
**Farm Work Crew Supervisor**  
**Brevard County Sheriff's Office Work Farm**

On January 10, 2017, Agent Hupfer and I made contact with Mr. Nicholas "Cole" Stahl at the Sheriff's Office Work Farm. In a sworn, audio recorded statement, Mr. Stahl stated the following:

He explained that Ms. Parker was typically standoffish with her coworkers and very critical of their work. I asked how she interacts with her female coworkers, which Mr. Stahl stated Ms. Parker can be very inflammatory.

Mr. Stahl stated he had an incident with Ms. Parker where the lawnmowers were put away without being rinsed and she made a comment to him about it. He shrugged his shoulders and she got offended. She told him he didn't have to shrug at her like that and that she would take care of it. She seemed to take things very personal.



When asked about the two incidents that occurred between Ms. Parker and the ATIPs, he stated he wasn't aware of either incident.

He confirmed Ms. Parker's interaction with the female crew supervisors was very different than her interaction with him. Mr. Stahl stated that on the days Ms. Parker works, it seems like everyone is walking on eggshells and is tense when she's around. The days Ms. Parker doesn't work, everyone has a normal working atmosphere.

Mr. Stahl had no further information. He was told not to speak about the case while it was being investigated.

This concluded the interview with Mr. Stahl.

**Crystal Paul**  
**Administrative Assistant**  
**Brevard County Sheriff's Office Work Farm**

On January 10, 2017, Agent Kraig Hupfer and I made contact with Ms. Crystal Paul at the Sheriff's Office Work Farm. In a sworn, audio recorded statement Ms. Paul advised the following:

Ms. Paul recalled the complaint from Ms. Fox. She stated that Ms. Fox filled out the Complaint Form and she notarized it. Ms. Paul stated that she had no personal knowledge of any of the events that Ms. Fox complained about.

I then asked Ms. Paul how her interactions were with Ms. Parker. Ms. Paul stated normally Ms. Parker was fine with her. Ms. Paul said there were a few instances where she asked Ms. Parker to do something that Ms. Parker didn't agree with and she would roll her eyes or give a heavy sigh.

I asked Ms. Paul if she observed how Ms. Parker interacted with other coworkers. Ms. Paul stated there was tension between Ms. Linda Morgan and Ms. Parker. Ms. Parker would question Ms. Morgan's authority when Ms. Morgan was a lead supervisor. Ms. Paul stated It was noticeable they didn't like each other and since Ms. Morgan got demoted she and Ms. Parker basically ignore each other.

Ms. Paul said Ms. Parker has complained that she felt alienated because some of the supervisors went to get food and didn't ask her if she wanted something. After this complaint, all of the supervisors are supposed to be in the conference area near the shed to eat lunch at the same time. Ms. Paul said Ms. Parker refuses to sit at the table with everyone and will either sit at the computer and ignore them or sit outside near where the ATIPs are eating.

I asked Ms. Paul how Ms. Parker interacts with the ATIPs. Ms. Paul stated just yesterday she observed Ms. Parker hug one of them on their last day. Ms. Paul subsequently

confirmed Ms. Britany Knight was the ATIP. Ms. Paul felt this was inappropriate especially for an ATIP who was only there one day. I asked Ms. Paul if there were any rules reference fraternization with the ATIPs, which Ms. Paul stated she was sure there was a policy for it in DMS.

Ms. Paul said she heard Ms. Parker state numerous times that she knew policy and did things by the book. I asked Ms. Paul for an example of this which she then explained about the water bottle issue. Ms. Paul stated they had allowed the ATIPs to bring their own water bottles, however Ms. Parker disagreed because it wasn't in the rules that the ATIPs could bring them.

Agent Hupfer then asked Ms. Paul if Ms. Parker's behavior working at the farm this time was similar to the pattern of behavior from her previous assignment at the farm. Ms. Paul said it was about the same, however this is the first time they've had complaints about Ms. Parker from ATIPs.

This concluded the interview with Ms. Paul.

**Noel Remillard Jr.**  
**Corrections Corporal**  
**Brevard County Sheriff's Office Work Farm**

On Tuesday, January 10, 2017, Agent Hupfer and I made contact with Cpl. Remillard at the Sheriff's Office work farm. In a sworn, audio recorded statement, Cpl. Remillard advised the following:

Cpl. Remillard stated he received a complaint from Ms. Fox reference Ms. Parker requesting her to have a drink with her after work and trying to hang out with her. Cpl. Remillard provided Ms. Fox with a Civilian Complaint Form which she completed and then submitted to Major Hibbs.

Cpl. Remillard stated that Ms. Fox also requested to change her work dates in order to avoid being supervised by Ms. Parker. He stated they made sure Ms. Fox and the other witnesses had no further contact with Ms. Parker. I asked Cpl. Remillard if Ms. Parker had an issue with that which he stated none that he knew of.

Cpl. Remillard then advised us about an incident between Ms. Knight and Ms. Parker that occurred the previous day. He stated he found out about it this morning when ATIP Johnson asked to report Ms. Parker's behavior towards her the previous day as well as the comments she made to Ms. Knight. Cpl. Remillard stated the comments were inappropriate. He advised he hasn't had any complaints from ATIPs about any of the other crew supervisors.

Cpl. Remillard stated he has only supervised Ms. Parker since his assignment to the work farm in October 2016. I asked Cpl. Remillard what Ms. Parker's interactions were like with her coworkers. Cpl. Remillard said Ms. Parker doesn't interact with her coworkers. He said he thinks it's just her personality and she doesn't get along with people very well. Cpl. Remillard said he's had to speak with Ms. Parker reference her inability to interact with the public and that she can't present herself as a bully.

Cpl. Remillard said Ms. Parker is "hard-nosed" and likes to throw policy in people's faces. An example he gave was when Ms. Parker was asked to watch male inmates working in the field while the male supervisor was helping Cpl. Remillard handle another issue. She stated, "Oh so now we supervise male inmates?" Cpl. Remillard described her tone as condescending. He basically told her, "Yes, that's what you're going to do for a few minutes while we deal with this."

Cpl. Remillard stated that Ms. Parker's coworkers haven't come directly to him to complain about her, however he's heard them talk and knows they don't care for her. Cpl. Remillard said he has directly observed how Ms. Parker alienates herself from the other crew supervisors. He said she separates herself from them at lunch time and doesn't associate with them during breaks. Cpl. Remillard stated he has not observed her being personable with the ATIPs, and only recently has he received complaints from them about Ms. Parker.

This concluded the interview with Cpl. Remillard.

**Brittany Knight  
ATIP**

On Wednesday, January 11, 2017, Agent Hupfer and I made contact with Ms. Brittany Knight at the Sheriff's Office work farm. In a sworn audio statement Ms. Knight provided the following in substance:

Ms. Knight stated she was sentenced for one day to ATIP in reference to missing drug court, which she served on January 9, 2017. On this date she said she was assigned to Ms. Parker's crew. Ms. Knight stated Ms. Parker made a comment to her about her eyes, she didn't recall the exact words, but it was a compliment. Ms. Knight said she noticed how nice Ms. Parker was being towards her compared to the other ATIPs. She said at lunch time she asked the other females if Ms. Parker was gay. She said they told her they didn't know, but that was how Ms. Parker acted towards everyone she liked.

Ms. Knight stated that some of the other ATIPS also told her how Ms. Parker is not well liked by the other supervisors. Ms. Knight said she saw that for herself and picked up on it all day. When asked to explain, Ms. Knight said Ms. Parker kept away from the other supervisors and would tell the ATIPs on her crew that she was going to keep them working and what the supervisors do with their ATIPs was their business. Ms. Knight also stated

that at lunch Ms. Parker would sit in a chair outside near the ATIPs instead of sitting inside with the other employees.

Ms. Knight then said that towards the end of the day she and Ms. Parker and one other ATIP, Ms. Johnson, were at the gazebo by the lake. Ms. Knight said that Ms. Parker was leaning against the railing and Ms. Knight told her not to lean too far in case she falls in. Ms. Knight then said Ms. Parker told her that if she does fall in then Ms. Knight would have to jump in after her, but she would have to take her shirt off first so she had something to hold on to. Ms. Knight said she responded to Ms. Parker's statement by laughing and then it got awkwardly quiet. Ms. Knight said she perceived it as completely inappropriate and it made her feel "weirded out".

Ms. Knight said that Ms. Johnson told her how uncomfortable Ms. Parker's statement made her, especially after working throughout the day as Ms. Parker made comments towards Ms. Johnson trying to antagonize her. Ms. Knight said that Ms. Johnson finally told Ms. Parker, "I'm working my fucking ass off here. Lay off." Ms. Parker then left Ms. Johnson alone and focused her attention on Ms. Knight.

I asked Ms. Knight if she requested to speak to someone about the incident at the gazebo. Ms. Knight said no, because she just wanted to do her time and get out of there. Ms. Knight said she was very open about her drug use and was okay telling her story, but said Ms. Parker questioned everything. Ms. Knight explained that she has a very tough past and is numb to a lot of things others may not be, however the behavior and comments made by Ms. Parker were enough to make Ms. Johnson uncomfortable. Ms. Knight said she told Ms. Johnson if she reported the incident with Ms. Parker antagonizing her that Ms. Knight had no problem speaking with us about the other comments Ms. Parker made towards her. I asked Ms. Knight if she received a hug from Ms. Parker at the end of the day. Ms. Knight said she did, but she was the one who initiated the hug, not Ms. Parker.

This concluded the interview with Ms. Knight.

#### **IV. Subject Employee:**

**Sandra Parker**  
**Farm Work Crew Supervisor**  
**Brevard County Sheriff's Office Work Farm**

On January 12, 2017, contact was made with Ms. Sandra Parker at the Brevard County Sheriff's Office work farm. Ms. Parker was noticed that she was under Administrative Investigation reference the listed allegations. She signed and dated the notice, and was provided a copy.

On the following day, Ms. Parker called me directly on my agency mobile phone. Ms. Parker was audibly upset and stated she requested to take annual leave during this investigation due to a hostile work environment. I explained to Ms. Parker that I was unable to approve her annual leave and she would have to notify her supervisor. Ms. Parker subsequently called me back and stated she spoke with Major Hibbs and tendered her resignation. Ms. Parker declined to provide a statement for this investigation.

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

On January 09, 2017, contact was made via phone with Ms. Cynthia Laboy who was named as a witness by Ms. Fox. Ms. Laboy was unable to meet reference to her work schedule. She stated she didn't remember any of the conversations with other ATIPS. She stated she did her time and that was the end of it. When I asked if she recalled unprofessional behavior by any of the crew supervisors Ms. Laboy stated she didn't pay attention to the conversations and didn't remember anything. This concluded the phone conversation with Ms. Laboy.

On January 10, 2017, Ms. Paul provided copies of the daily work log and ATIP assignments pertaining to the dates Ms. Fox and Ms. Knight were assigned to Ms. Parker. These are enclosed with this report.

#### **VI. Recommendations:**

Based on the sworn statements that were obtained during this investigation, I recommend the allegations against **Sandra Parker** be closed as follows:

*General Order 400.00, General Professional Responsibilities – “Sustained.”*  
*General Order 400.07, Conduct Towards Superior and Subordinate Personnel-  
“Sustained.”*  
*General Order 400.08, Gossip and Criticism - “Sustained.”*  
*General Order 600.12V(H), Fraternalization – “Sustained.”*

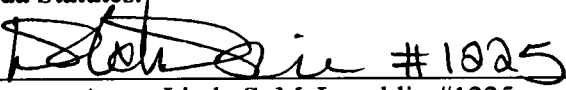
Prior to the conclusion of this investigation, Ms. Sandra Parker resigned from the Brevard County Sheriff's Office. As she is no longer an employee, no further action is required.

#### **VII. Enclosures**

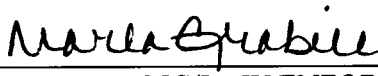
- A. Authorization Memo for Case Number 2016-CI-029**
- B. Notice of Administrative Investigation**
- C. Audio Recorded Interviews and Photographs (disc copy)**
- D. Resignation Memo**

**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  #1025  
Agent Linda S. McLaughlin #1225

Sworn to and subscribed before me, the undersigned authority, and this 24th day of February, 2017.

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

