



Brevard County Sheriff's Office
Titusville, Florida

To: Chief Deputy Doug Waller
From: Agent Charles LaRoche, Staff Services Unit
Date: October 28, 2016
Re: Administrative Investigation (2016-CI-024)
Deputy Patrick Cattell (ID #1442)

D. Waller
10/28/16
Flora Witt
Findings
X Seiborne PRE
DEPARTMENT
IT/2016

I. Summary:

On July 21, 2016 Deputy Patrick Cattell's agency issued patrol vehicle was retrieved from his residence due to an injury that would not allow him to return to work for an undetermined period of time. The vehicle was brought to the South Precinct where it was inventoried and his high liability items (weapons, computer) were secured. During that inventory, many items were located in Cattell's vehicle that should have been turned in previously. These items included affidavits, citations, and written warnings. It should be noted that the vehicle was found to be in a filthy condition with trash all over the passenger compartment.

Along with the paperwork that was not turned in, there were two cell phones and a folding knife located in the vehicle. It was later discovered that one of the cell phones was recovered from a criminal case dated back to September 2013. It also appeared that Cattell's in-car video camera had been damaged in some manner and one of the SD cards was missing. Based on these factors, a formal Administrative Investigation was authorized by Chief Deputy Douglas Waller.

Lieutenant Gamin generated a memorandum summarizing the referenced misconduct concerns. In his memo, Gamin stated that he was unable to look into much of the paperwork that was found in Cattell's vehicle. I was able to access older programs such as Tiburon and Bullet V2 and pair the affidavits or other documentation up to CAD and case reports.

II. Possible Policy Violations

- 200.10 Agency Owned Vehicles
- 400.00 General Professional Responsibilities
- 500.15 Field Reporting Procedures
- 500.53 In-car Video Cameras
- 500.56 Evidence Collection and Storage

III. Witnesses

Robert "Bert" Gamin
Lieutenant
Brevard County Sheriff's Office

On September 14, 2016, I conducted a sworn, audio recorded interview with Lieutenant Robert Gamin at the South Precinct. The following is a summary of that interview:

Gamin stated that in July 2016, Cattell sustained an off-duty injury that was going to prevent him from working for an indefinite period of time. He instructed Sergeant Tolley to retrieve Cattell's patrol car and bring it to South Precinct to secure his agency issued equipment. Approximately two weeks after the vehicle was brought to South Precinct, it was determined that the vehicle was going to be reassigned to another deputy.

Gamin stated he ordered the South Precinct PSA to clean out the vehicle and prepare it for reassignment. While cleaning the vehicle out, the PSA located a partially completed DUI citation, an incomplete FI card, 11 written warnings, 9 affidavits, 2 cell phones, a pocket knife, a department issued pager and approximately three bags of trash. The warnings were turned in to the patrol specialist after photocopies were made for this investigation. Gamin later instructed Corporal Brian Jones to contact Cattell and return the cell phones to him. Gamin stated he overheard Jones on the phone with Cattell and he was describing the phones from his vehicle to him. Gamin stated he overheard that Cattell did not know where the black phone came from and that the white phone was dropped by a suspect during an encounter a few years ago. Gamin told Jones to end the conversation and just make the pager operational and return it to Cattell and they would deal with the phones later.

In his memo, Gamin stated he attempted to gather information about the affidavits that were located in Cattell's vehicle but was unable to access Bullet or Tiburon. Gamin stated the affidavits appeared to be originals and should have been turned in with the associated case reports.

When Cattell's vehicle was being prepared for reassignment, the 32g SD card that should have been in the in-car camera could not be found. Gamin made contact with Cattell who stated it should be in the sunglass holder in the overhead bin in the vehicle. The vehicle was searched again but only the 8g SD card was located. On the 8g SD card were 50 in-car videos from 2014 that were never uploaded.

Gamin contacted Cattell and instructed him to complete a lost property report for the 32g SD card and complete a voided citation memo for the partially completed DUI citation. Copies of both these documents are attached to this file as an enclosure.

Kelly Simpkins
Lieutenant
Brevard County Sheriff's Office

On September 1, 2016 I conducted a sworn, audio recorded interview with Lieutenant Kelly Simpkins at the Staff Services office. The following is a summary of that interview:

From August 2013 to January 2014, Simpkins was the Sergeant assigned to the shift Cattell worked at South Precinct. It was during this timeframe where Cattell checked out with a suspicious person who fled on foot from him and was able to evade capture. Cattell was able to identify the suspect and eventually wrote a Capias Request for the arrest of the suspect. During this investigation, Cattell collected a white Samsung Galaxy S3 cell phone which was left behind by the suspect. In July 2016, this same cell phone was still in his patrol vehicle. According to Lieutenant Gamin's memo, Cattell told then Corporal Jones that Simpkins told him to keep the phone until the suspect could be located.

I asked Simpkins if he recalled the event where Cattell wrote the Capias, he read over the case report and he stated he remembered the event. I asked Simpkins if he told Cattell to keep the phone until a time where he could return it to the suspect. He stated he would not have told Cattell that. Simpkins stated he would have told Cattell to turn in the phone to evidence at the end of his shift. Simpkins stated he was unaware that Cattell did not turn in this cell phone or any of the affidavits and written warnings during the timeframe he was Cattell's sergeant.

Simpkins went on to say that when he took over as sergeant of that squad in August, 2013, he gave his squad an amnesty week to turn in any paperwork that may have been neglected previously. After that week went by, there would be appropriate documentation. Cattell did not turn in anything during that week.

Brian Jones
Deputy Agent
Brevard County Sheriff's Office

On September 21, 2016 I conducted a sworn, audio recorded interview with Agent Brian Jones at Fleet Maintenance. The following is a summary of that interview:

On July 21, 2016, Jones, along with Deputy Trainee Michelle Pace responded to Cattell's residence to pick up his patrol vehicle. When they arrived with a spare set of keys, the

vehicle would not start and had to be jump started with jumper cables. Jones stated that he did not get into the vehicle or drive it. He was not able to comment on the condition of the vehicle or what was in it at the time.

Several days later, Lieutenant Gamin informed Jones of the paperwork that had not been turned in by Cattell. At that time, Gamin gave Jones the two cell phones, knife, several phone chargers, and a pager and instructed him to return them to Cattell. Jones stated he was able to make telephonic contact with Cattell and told him he wanted to return the items to him. Jones stated that during that phone call, Cattell told him that the white Samsung call phone belonged to a suspect from a case a few years ago. He stated that he still had the phone in his possession because Simpkins instructed him to hold on to it until the suspect contacted him to get it back. Jones stated Cattell did not know anything about the second cell phone. Later that day, Jones returned Cattell's pager to him.

I then asked Jones about the two line inspections he completed with Cattell when he was his Corporal. Jones stated that Cattell's in-car camera was operational at the time of those inspections and he was not made aware of any deficiencies with the camera.

Albert Tolley
Deputy Sergeant
Brevard County Sheriff's Office

On September 23, 2016 I conducted a sworn, audio recorded interview with Sergeant Albert Tolley at the South Precinct. The following is a summary of that interview:

Tolley stated he was instructed to pick up Cattell's vehicle from his residence and bring it to South Precinct sometime in July, 2016. Due to manpower issues and call volume, he was not able to pick up the vehicle right away. Tolley was set to go on pre-approved annual leave in the later part of July and, before he left, Tolley instructed Corporal Brian Jones to pick up Cattell's patrol car while he was out. He stated that Jones was able to get the car and used a deputy trainee to assist.

When asked about the condition Cattell's vehicle was in when it was returned to South Precinct, Tolley stated he did not know the vehicle was dirty or that the paperwork / evidence was in it until he returned from leave and Lieutenant Gamin made him aware. He stated that he did receive a text message from Cattell after the vehicle was picked up stating that if he (Cattell) knew his car was going to be picked up, he would have cleaned it out. Tolley stated he had no firsthand knowledge of the evidence that was found in the vehicle.

Tolley stated that for the time he has been Cattell's sergeant, there have been no issues with him turning in paperwork, affidavits, or evidence that he was aware of. When asked about reviewing Cattell's video log, Tolley stated he did not because Cattell is not active and does not do many traffic stops.

I reviewed two vehicle inspection forms that Tolley completed on Cattell's vehicle. One was not signed by Cattell because he was out on leave but the other was signed by both (Tolley and Cattell). On both of these forms, the block was checked off indicating that the in-car camera was operational. Tolley stated that when he did these inspections, the green light was on, indicating that it was working.

IV. Subject Employee:

**Patrick Cattell
Deputy Sheriff
Brevard County Sheriff's Office**

On August 23, 2016 Agent James Landen made contact with Deputy Patrick Cattell and provided him with a "Notice of Administrative Investigation." He explained the allegations and informed him to contact a representative of his choice if he desired to have one with him during his interview. The interview was scheduled to take place on Thursday, September 29, 2016 at 1000 hours at South Precinct.

On September 29, 2016 Deputy Patrick Cattell arrived at South Precinct with Coastal Florida PBA Representative Al Boettjer. Prior to the sworn audio recorded interview, Cattell was provided with and reviewed the entire case file and listened to all audio files associated with this investigation. Details of the interview are as follows:

I first explained that I wanted to talk about all the paperwork that was located in his vehicle. I informed him that I was able to marry up the paperwork to associated CAD events and case reports if available. Each of the paperwork items was attached to its respective CAD or case report for his review.

The following is a list of the Written Warnings, FI cards, Citations, and Affidavits that were found in Deputy Cattell's assigned vehicle. Included with this list is Deputy Cattell's response when asked about each item.

1. 13-358466 DUI Citation 1405-XFF X. Partially completed DUI citation to Joshua James Todd dated 11/15/13. According to CAD, a citation was issued. A search in EFACTS reveals a citation was issued for "No or Improper Taillights". A voided citation memorandum was enclosed and dated 8/13/16. *Cattell stated he picked the wrong citation book when he started writing the citation. He did not immediately void the citation as he believed he could wait until the entire DUI citation book was completed before doing so. He stated he never sought out advice from anyone on his squad as to what to do with a*

voided citation. The void citation was completed by him after it was brought to his attention at the onset of this investigation.

2. 13-348686 Field Interview Card. Dated 11/6/13, partially completed with name of Sean Edward Gray. CAD comments closed with FI card but no information was uploaded into CAD or BULLET. *Cattell stated he did not know why he did not complete and turn in this FI card.*

3. 13-318842 Written Warning 468158 issued to Reynolds Scott Pollard on 10/9/13.

4. 13-326471 Written Warning 468159 issued to Mark Earlston Samuels on 10/16/13.

5. 13-312837 Written Warning 468157 issued to Roberto Eduardo Agostini on 10/4/13.

6. 13-349644 Written Warning 468199 issued to Emanuel Elijah Campbell on 11/6/13.

7. 13-349699 Written Warning 468160 issued to John O'Neil Ubinger on 10/19/13.

8. 15-059214 Written Warning 493017 issued to Shantel Monique Ortiz on 2/19/15.

9. 15-183148 Written Warning 493014 issued to Tiyanna Aleshia Myles on 6/2/15.

10. 2016-71064 Written Warning 509872 issued to John Maxwell Taylor on 2/28/16.

11. 15-058861 Written Warning 493009 issued to Stephanie Carol Brumlow on 2/18/15.

12. 2016-74872 Written Warning 504655 issued to Sophia Monique Lacy on 3/2/16.

13. 2016-177708 Written Warning 504658 issued to Anastasia O'Connor on 5/26/16.

Cattell stated he did not know why these warnings were not turned in with his normal paperwork. He believed they may have got 'lost' in his vehicle and he stated he did not know they were still there.

14. 13-243695 8/4/13. Five handwritten General Affidavits concerning a battery investigation. According to the case report narrative, four of the people who wrote affidavits completed audio interviews instead. In reference to the signed affidavit, it shows that it was attached to the case report as an enclosure. BCSO Records department and Laserfische no longer have copies of the enclosures. *Cattell stated that it is common practice during a person's crime such as battery, the deputy is to collect audio statements from all parties involved. He stated the witnesses in this case started writing written statements but did not complete the audio statements before the investigation was over. According to the case report he completed, there was an audio CD attached. As far as the*

one affidavit that looks like it should have been attached, I cannot confirm whether or not it was attached and this is a copy.

15. 15-171331 5/24/15. General affidavit signed by Joseph Casey but not Deputy Cattell. Bullet report shows Mr. Casey completed an audio statement. *Cattell stated he started this person on a written statement but completed an audio statement instead. The case report reflects that an audio CD was attached to the report.*

16. 14-091001 3/23/14. General affidavit signed by Lee Casey. CAD shows call was closed as a verbal altercation with no case report. *Cattell stated he remembered this event and it looked like an incident that would require a case report at the beginning of the call. After further investigation, it was determined to be a 'verbal altercation', not requiring a case report, therefore, Cattell believed this affidavit was not required, even though it had been signed.*

17. 14-082984 3/16/14. General and Theft Affidavit completed and signed by Kathryn Buskirk in reference to a stolen license plate. According to CAD, Cattell entered the tag into FCIC/ NCIC as stolen and later removed it after tag was found. No case report was generated. *Cattell stated that although he did enter and remove a stolen tag into FCIC/ NCIC, it was later determined that the incident occurred in another agency's jurisdiction. Cattell believed that he did not need to complete a case report based on the quick recovery and removal of the stolen item as well as the outside jurisdiction.*

18. 15-158975 5/13/15. General Affidavit signed by Douglas Vago. Case closed with a written report but decline to prosecute. *Cattell stated the victim in this case changed his mind during the investigation and did not wish any further investigation into the allegations. Cattell closed the call and report with a "Decline to Prosecute" and felt the initial statement affidavit was not needed for the documentation of the incident.*

19. 2016-161627 5/12/16. Victim Notification Card. Case was closed with Capias request. *This investigation was closed with a Capias Request to the State Attorney's Office, therefore this affidavit was not needed.*

20. 13-276492 9/1/13. General Affidavit signed by Robert Mitterwald. *Cattell stated he likely obtained an audio statement from this witness. Looking at the affidavit, it is hard to read and lacks detail. Cattell attached a CD with audio statements to this case report as an enclosure.*

21. White Samsung Galaxy 3 cell phone. 13-283300 9/7/13. *Cattell stated he remembered the incident where this phone was collected and read over the case report and CAD that I provided. He stated he did not remember if the phone was found in the suspect vehicle or if he dropped it when he fled. Cattell stated he was told by then Sergeant Simpkins to hold on to the phone and try to locate the suspect and return it. Cattell stated Simpkins did not*

give him a timeframe to hold on to the phone but he was certain he was told to hold onto the phone, when asked if there were any other deputies that may have heard Simpkins say that, Cattell did not believe so. Cattell state he held onto the phone until eventually he forgot about it. He stated he made no attempt to locate the owner.

22. Black Motorola cell phone. *Cattell stated this phone belongs to him. It stopped working and he got a new one and simply left this one in the patrol vehicle. Due to the fact that the phone would not charge or turn on, there is no way to dispute this.*

24. Tac-Force Speedster model folding knife with camo handle. *Cattell stated this knife was in the vehicle when it was issued to him in 2014. He does not remember who had the vehicle before him but stated it was not an item of evidence.*

I then asked Cattell about the condition his in-car camera was found. He stated he was not aware of any damage to the unit and as far as he knew, it worked properly. The camera was inspected at Fleet Maintenance and it was found that the unit began separating from heat damage, which is common with this model of camera.

We reviewed the printed out list of all videos and I pointed out that the last video that was uploaded in February 2015. Cattell stated that he had not uploaded anything since that date because the SD card was not full. Cattell was under the belief that he did not need to upload videos from the card to Digital Ally until he gets a warning from the in-car camera that the card is almost full.

Looking at the list of videos uploaded to Digital Ally, Cattell stated he has had activity since his last upload that had been recorded. An example he gave was a DUI arrest he made in 2016. I asked if he included a copy of the in-car camera video with the arrest package, he replied that he did. I asked how he was able to do that without uploading the videos into Digital Ally. He stated he removed the SD card from the camera housing and "burned" the specific video to a folder in BCSO3 and then placed the card back into the camera. I informed Cattell that action was against policy and it bypasses the software that keeps record of the events. He replied that many other deputies at the South Precinct are making their videos that way. When asked for specific names, Cattell was not able to provide any. *I was able to verify that Cattell did upload the DUI video (2016-104990) to the "South Digital Media" folder in BCSO3 where it was merged with the case package. A full review of his arrest history for 2015-2016 revealed that this is the only arrest he made that would have been caught on his in-car camera during that time period.*

Due to Cattell's statement that he made a DUI arrest within the last few months and that his in-car camera worked properly the last time he used it, I asked why there was no SD card in the camera. Cattell stated when he last used his vehicle, the 32g SD card was in the camera housing and should be there still. He was not able to explain where the card went or why it was not in the camera housing. He did complete a lost property case report after being told to do so by Lieutenant Gamin. When asked about the videos on the 8g SD card

that was located in his vehicle, Cattell could not explain why he did not upload those videos. This 8g SD card has 50 in-car camera videos that were recorded between April 17, 2016 and August 25, 2016.

In a closing statement, Cattell claimed that he never had any issues with turning in audio statements in lieu of written affidavits and those case reports were approved and turned in in a timely manner. As far as the written warnings are concerned, he could not explain why he did not turn them in. He was not sure of the procedure to void the DUI citation after he wrote on it accidentally and did not seek out advice on the process.

As far as the cleanliness of his vehicle, Cattell apologized and stated if he knew someone was going to come get it, he would have cleaned it out.

Deputy Cattell stated that he did not upload any in-car camera videos since February 1, 2015 because the SD card was not full. The one time he needed a video from the card, he made a copy directly to a DVD, bypassing the Digital Ally software.

V. Other Investigative Efforts

I obtained a complete list of all videos uploaded by Cattell into the Digital Ally system. There are 393 videos in all and the last upload was February 1, 2015. There was an 8g SD card located within Cattell's vehicle when it was picked up from his residence. On that card are 50 videos dated from April 17, 2014 to August 25, 2014. Those 50 videos are not included in the list of videos that have been uploaded. *Cattell was not able to provide an answer as to why these 50 videos were not uploaded.*

VI. Summary and Recommendations:

The following is a detailed summary of the key points of this investigation:

Deputy Cattell stated that he felt that the affidavits that were located in his vehicle were not an essential part of the case reports or investigations that were completed. On many of the cases packets, he included audio recorded interviews in lieu of the written affidavits. He explained that when taking statements for a person's crime case, it had been common practice to take audio statements. On some of the other cases, it was because the handwriting was so bad he could not read it and he took audio statements instead. Cattell stated he just kept the affidavits in his vehicle for no reason and didn't realize they were all there. Due to the fact that the affidavits that were found in Cattell's vehicle were completed and signed, they still should have been attached to the case reports as enclosures. *I conducted an audit of 60 other case reports in Cattell's history. Of these cases that*

requires affidavits or statements, he remained consistent with his previous statement that if it was a property crime he would collect written statements and take audio statements for person's crimes. There were 18 property crime reports where he collected written statements, 9 persons crime investigations where he took audio statements. In 2 cases, he collected written statements from witnesses and audio statements from the victim of a person crime. In two other cases, he took written statements from person's crimes but one of them was a 'decline to prosecute'. The remainder of the cases I reviewed, no statements or affidavits were needed.

Cattell did not know why he kept the written warnings in his vehicle and stated they may have got lost somewhere in his car. He was aware the partially written DUI citation was in the book still but stated he did not know what to do with it. He stated he thought he could turn it in when the ticket book was complete. Cattell admits that he did not seek out advice from anyone on this subject.

Cattell apologized for the condition and cleanliness his vehicle was in. He stated that if he had some warning that it was going to be picked up, he would have cleaned it. *When the vehicle was cleaned out by the PSA, there was enough trash to fill three plastic bags. Also, the vehicle would not start on its own or with a jump box and had to be jump started.*

Cattell stated he normally uploads his in-car camera videos when the camera gives him warning that it is close to being full. We reviewed a log of all videos Cattell has ever uploaded, I pointed out to him that his last upload was 2/1/15. Deputy Cattell stated that in the eighteen months since he last downloaded videos to the Digital Ally system, he has only had one incident that needed to be downloaded. That incident is a DUI arrest that he made on March 27, 2016. In this instance, he circumvented policy by removing the video card from the camera and using his laptop to burn a copy for the SAO. He explained that he knowingly bypassed the vendor approved software and uploaded a specific video to a digital folder. By failing to upload his in-car camera video to the appropriate system, Deputy Cattell has deprived his supervisors of the ability to audit his activities and he has effectively defeated Florida's Public Records law because his videos were not available. Now, since his main SD Card is missing, he has permanently deprived the agency of the ability to audit his activity and has placed us in an indefensible position if any public records requests are made for these records.

When discussing the white Samsung cell phone which he had seized in September of 2013, Cattell stated he was instructed to hold on to the phone until the suspect contacted him to get it back. He stated he was told this by then Sergeant Simpkins but there was no other witnesses to this. Cattell stated Simpkins did not give him a time frame for holding on to the phone and he eventually forgot about it. Although he documented the recovery of the phone in his report, he made no attempt to return it to the owner (whom he had already identified) or to turn it into evidence for safekeeping. Deputy Cattell could provide no explanation as to why he held onto this phone for almost three years. *Simpkins remembered this investigation only after reviewing the case report when I interviewed him. He stated*

he would have told Cattell to follow policy and place the phone in an evidence locker at the conclusion of his shift. Simpkins could not recall any specific conversation with Cattell after the incident that would sustain a truthfulness violation. The date of this incident is September 7, 2013, the CR #13-283300.

I recommend the following administrative charges against **Deputy Patrick Cattell** to be closed as follows:

*Section 200.10, Agency Owned Vehicles – “Sustained”
Section 400.00, General Professional Responsibilities – “Sustained”
Section 400.04, Substandard Performance – “Sustained”
Section 500.15, Field Reporting Procedures – “Sustained”
Section 500.53, In-Car Video Cameras – “Sustained”
Section 500.56, Evidence Collection and Storage – “Sustained”*

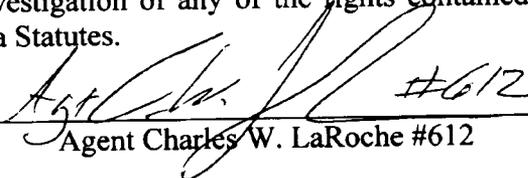
VII. Enclosures

- A. Memorandum from Commander DeSantis
- B. Memorandum from Lieutenant Gamin
- C. Notice of Administrative Investigation
- D. Administrative Investigative Warning
- E. Copies of 11 Written Warnings
- F. Incomplete FI Card
- G. Copy of Incomplete DUI Citation w/ Voided Citation Memo
- H. Copies of Eight (8) Line Inspection Forms
- I. Excel Spreadsheet of all Cattell’s In-Car Video Uploads
- J. Above Listed Affidavits with Accompanying CAD and Case Reports

VIII. Oath

I, Agent Charles W. LaRoche, 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 _____

 #612
Agent Charles W. LaRoche #612

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Sworn to and subscribed before me, the undersigned authority, and this 28th day of
October, 2016.

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





Brevard County Sheriff's Office
Titusville, Florida

MEMORANDUM

TO Deputy Patrick Cattell, Id 1442
FROM: Chief Deputy Doug Waller
DATE: November 23, 2016
RE: Final Action
Command Inquiry 2016-CI-024

D. Waller (157)

A TRUE COPY	
TIME	1038 A.M.
DATE	11/28/16
BREVARD COUNTY SHERIFF'S OFFICE	
Received By: Patrick Cattell	
<i>Patrick Cattell</i> 1442	
Signature of Employee Served	
Served by:	
<i>Major Alex DeSantis</i> 124	
Signature of Agent/Deputy	

Administrative Investigation 2016-CI-024 is closed. The final action regarding this investigation is the determination of sustained charges and application of appropriate corrective action.

Based on a review of the facts of this matter, and in consideration of the hearing afforded to you on November 21, 2016, I am sustaining the following violations of Policies and Procedure: **200.10 Agency Owned Vehicles; 400.00 General Professional Responsibilities; 400.04 Substandard Performance; 500.15 Field Reporting Procedures; 500.33 In-Car Video Cameras and 500.56 Evidence Collection and Storage.**

The corrective action for this incident will be a **forty (40) hour suspension without pay** and the enactment of a **Disciplinary Last Chance Agreement**. The executed **Agreement** waives any grievance and/or appeal rights, thus the **forty (40) hour suspension** may commence consistent with the operational needs of the South Precinct.

In order to try and assist and support you in every way possible, you have already been provided with information on how to access our Employee Assistance Program (EAP). If you should need additional assistance in accessing this program please contact Human Resources Manager Lisa Gillis for that assistance.

As we discussed during your hearing, your continued employment is entirely dependent on your dedication to the position responsibilities of a deputy sheriff. I shall have no tolerance for continued misconduct or substandard performance.

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

C: Commander Vic DeSantis
Personnel Manager Lisa Gillis
CFO Greg Pelham
2016-CI-024