



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

**To:** Chief Michael J. Lewis  
**From:** Agent Linda McLaughlin, Staff Services Unit  
**Date:** April 27, 2017  
**Re:** Command Inquiry 2017-CI-003

**I. Allegation:**

On February 27, 2017, a verbal altercation occurred between Corrections Technician Patrick Sickler and Food Services Crew Supervisor Ana Govea. Ms. Govea alleged that Mr. Sickler used profane and derogatory language towards her during the verbal altercation.

Food Service Manager Teresa Revel completed a memorandum detailing the allegations and forwarded it via chain of command for review. After reviewing the complaint, Chief Michael J. Lewis 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*

**III. Witnesses**

**Teresa Revel**  
**Food Service Manager**  
**Brevard County Sheriff's Office Jail Complex**

On March 10, 2017, Agent LaRoche and I made contact with the Food Service Manager, Ms. Teresa Revel, at the Brevard County Jail Complex in reference to this case. In a sworn audio recorded interview, Ms. Revel advised the following in reference to this inquiry:

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Ms. Revel stated she learned of the incident between Corrections Technician Patrick Sickler and Food Services Crew Supervisor Ana Govea on the evening of February 28<sup>th</sup>. Ms. Revel said Mr. Sickler came to her immediately upon his arrival to work and asked to speak with her. She said Mr. Sickler told her that on the previous shift Ms. Govea got very angry with him when he told her that her numbers were wrong. He explained to her that the kitchen received call backs for cake and juice. He then told her that Ms. Govea ran her numbers at 1600 hours and they push out chow at 0300 hours, but Ms. Govea was adamant that her numbers were right. Ms. Revel said she told Mr. Sickler she would speak with Ms. Govea.

Ms. Revel then met with Ms. Govea outside of the facility in the parking lot. She stated that Ms. Govea told her she wanted to come speak with her, however Mr. Sickler got to her first. Ms. Govea then told Ms. Revel that she could not work with Mr. Sickler and she didn't need him. Ms. Govea explained to Ms. Revel that Mr. Sickler messed with her paperwork on the previous shift and told her that her numbers were wrong. She then said Mr. Sickler was so angry that he screamed at her. Ms. Govea described to Ms. Revel that Mr. Sickler lifted the keyboard from the desk and shoved it as he said he was done with this and called her a "fucking Mexican." Ms. Revel said she asked Ms. Govea who else was present when this occurred. Ms. Govea told her just the inmates.

Ms. Revel said Ms. Govea told her it wasn't the first time she heard Mr. Sickler say something like that. She recalled one other time when Mr. Sickler referenced another employee who made the hiring decisions and said she kept hiring "fucking Mexicans." Ms. Revel said she asked Ms. Govea who else may have heard him say this, and Ms. Govea told her it was Corrections Technician Seversen, Corrections Technician Stoneback, and Food Services Crew Supervisor Miller.

Ms. Revel said Ms. Govea became emotional and stated if she had to continue working in that environment with Mr. Sickler then she would have to go. Ms. Revel said she told Ms. Govea she would speak with her and Mr. Sickler together to resolve this issue.

Ms. Revel advised that she first reviewed the video cameras which covers the inmate work stations, and was able to view a portion of the office. She said she only had a glimpse of Mr. Sickler and Ms. Govea standing at the corner of the desk near the kitchen door. Ms. Revel stated she could see the lower portion of them and they were in close proximity, however she couldn't see behind the computer or if there was the action of shoving the keyboard or what Mr. Sickler was doing with his hands.

I asked Ms. Revel if she could describe the close proximity she observed between Mr. Sickler and Ms. Govea, which she replied was as close as we were sitting at the table. It should be noted Ms. Revel was seated adjacent to me at the corner of a conference table with approximately one foot in between. Ms. Revel then stated that Mr. Sickler could be rather boisterous and she understands how that could come off to someone as being

screamed at Ms. Revel stated that Mr. Sickler is not a soft spoken person and does speak with his hands.

Ms. Revel said she requested Sgt. Davenport and Sgt. Otranto to be witnesses to her conversation with Ms. Govea and Mr. Sickler. She explained to them what Mr. Sickler and Ms. Govea shared with her. Ms. Revel and the two sergeants then met with Mr. Sickler and Ms. Govea in the kitchen office. Ms. Revel advised Mr. Sickler and Ms. Govea on how to resolve the first issue with the inmate count which they both agreed.

Ms. Revel then stated that the second issue was what Ms. Govea brought to her attention about Mr. Sickler's behavior and comments. She asked Ms. Govea to restate what she said had occurred. Ms. Revel said Ms. Govea retold her side of the story verbatim and re-enacted Mr. Sickler's actions of shoving the keyboard and cursing at her. Once Ms. Govea explained herself in the presence of the sergeants and Mr. Sickler, Ms. Revel asked Mr. Sickler if that was what occurred. Mr. Sickler told her "No." She then asked him if he said any of what Ms. Govea relayed, and he replied to her, "No I did not. I don't know what she's talking about. Why would I say that? Why would I risk my job? I know what the policy and procedures say. Why would I call her a fucking Mexican, I know she's Cuban."

Ms. Revel stated she then explained to them the importance of working together as a team. She was aware they were upset with each other at that time and told them she would have a discussion with the sergeants and lieutenants then be back to speak with them. Ms. Revel said she spoke with Lieutenant Maggie about the incident and requested to have someone else switch assignments with Mr. Sickler for the remainder of their shift.

She then went back to the office and asked Ms. Govea if she wanted to file a formal complaint against Mr. Sickler, or just have him reassigned out of the kitchen. Ms. Revel said Ms. Govea just wanted him to go. Ms. Revel said Ms. Govea further stated that Mr. Sickler already apologized to her when Ms. Revel and the sergeants left the office, and that he was being polite and more helpful. Ms. Revel was then advised by Lt. Maggie that no one was available to switch with Mr. Sickler.

Ms. Revel stated that she felt comfortable leaving Mr. Sickler in place to work the remainder of his shift since Ms. Govea stated he apologized to her. Ms. Revel spoke with Major Tomblin the following morning and he made the decision to move Mr. Sickler from the kitchen to a new assignment.

I asked Ms. Revel if she supervised Mr. Sickler directly to observe his behavior with coworkers and the inmates prior to this incident being brought to her attention. She stated that he was a Food Services Crew Supervisor before becoming a Corrections Technician. When she first started working at the jail complex as the Food Services Manager, Mr. Sickler was already assigned there to the kitchen. Ms. Revel explained that he came off as a very strong disciplinarian towards the inmates. Ms. Revel had received several grievances from the inmates reference Mr. Sickler swearing at them or mistreating them in

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some way. She stated she counseled him and told him she didn't want to get any more grievances on him from inmates. Since then he moved on as a corrections technician.

I asked Ms. Revel if she heard of any other complaints or issues with Mr. Sickler and his interactions with coworkers and inmates. Ms. Revel stated she's had to talk to him several times about his use of profanity, other than that he knows his job. She stated he was dependable to show up to work and do his job very thoroughly.

I then asked Ms. Revel if she was notified of a recent inmate complaint against Mr. Sickler. She stated one of the inmates, inmate Santana, informed the lieutenant or sergeant of a grievance against Mr. Sickler. Ms. Revel asked Lieutenant Maggie about it and he told her they already spoke with the inmate who stated Sickler violated his personal space, and that it was being handled.

Agent LaRoche asked Ms. Revel how long Mr. Sickler and Ms. Govea worked together. Ms. Revel stated they worked together for approximately one month. Ms. Revel had nothing further to add. This concluded the audio recorded interview.

**Joshua Dryer**

**Inmate**

On March 10, 2017, Agent LaRoche and I made contact with inmate Joshua Dryer at the Brevard County Jail Complex in reference to this case. In a sworn audio recorded interview, inmate Dryer advised the following:

Inmate Dryer is currently sentenced to the Brevard County Jail and has been assigned to trustee status on kitchen duty for approximately three to four weeks. I asked if he recalled a verbal altercation between CT Sickler and Food Services Crew Supervisor Ana Govea on February 27, 2017. Inmate Dryer said he was standing at the sandwich line which faces the office when he heard yelling from the office and observed Mr. Sickler and Ms. Govea arguing. He said the door was closed so he couldn't hear what was being said, but could see into the office. Inmate Dryer stated, "Patrick obviously was irate, blatantly yelling. He got up in her face and was making hand motions." Inmate Dryer stated he could tell that Ms. Govea was speaking back to Mr. Sickler, but wasn't yelling. He said she was talking and backing away from him. After that Ms. Govea came out and Mr. Sickler left the office.

I asked Inmate Dryer if he or anyone else asked Ms. Govea what the confrontation was about. Inmate Dryer stated he didn't ask because it's not his business being an inmate. He said he didn't recall if anyone else asked either.

I then asked Inmate Dryer if he observed any other interactions between Mr. Sickler and Ms. Govea. He stated the only other incident he's observed was when Mr. Sickler had the inmates loading the food trays in the trucks and one of the inmates asked if he wanted them

to take the trash out when they took out the tray holders. He said Mr. Sickler replied in a "snippy" manner stating, "No, that's not my problem. Let her deal with that (referring to Ms. Govea). I'm not in charge."

I then asked inmate Dryer what Mr. Sickler's demeanor was towards the inmates. Inmate Dryer stated he was uncomfortable around Mr. Sickler in a few situations. Agent LaRoche asked Inmate Dryer if there was ever a reason for Mr. Sickler to get short with him or have an attitude. Inmate Dryer responded, "Personally I avoided the guy. Like I said you could tell there's tension, you could feel it in the air, so anytime he talked to me I was like 'alright man cool' and went my own way."

Inmate Dryer then mentioned how Mr. Sickler seemed to pay a lot of attention to one inmate named Santana. Inmate Dryer explained that Mr. Sickler would follow inmate Santana around and lean into his personal space. Agent LaRoche asked if the attention was in good way or a bad way. Inmate Dryer replied, "In a bad way. Like pushed up too close, and pretty much Santana felt like the guy touched him." Inmate Dryer stated that Santana submitted a complaint against Mr. Sickler reference that incident.

Inmate Dryer had nothing further to add. This concluded the audio recorded interview.

### **Mitchell Underwood**

#### **Inmate**

On March 10, 2017, Agent LaRoche and I made contact with inmate Mitchell Underwood at the Brevard County Jail Complex in reference to this case. In a sworn audio recorded interview, inmate Underwood advised the following:

Inmate Underwood was assigned to trustee status in the kitchen on February 28, 2017. Inmate Underwood stated he passed the office window and observed Mr. Sickler standing in close proximity to Ms. Govea, and in what appeared to him as a heated argument. Inmate Underwood stated he felt like Ms. Govea was being disrespected by Mr. Sickler because of the way he was speaking with his hands and standing too close to her. He described Mr. Sickler as being at least a foot taller than Ms. Govea which made it appear he was standing over her yelling, however he didn't know what was being said.

I then asked inmate Underwood if he observed any other incidents with Mr. Sickler during his time assigned to the kitchen. He stated that Mr. Sickler didn't really help Ms. Govea unless their boss, Ms. Teresa, was there. He also stated that Mr. Sickler seemed to focus on one inmate named Santana. He said that from the first day Mr. Sickler came to work there he tried to "cut up" with Santana.

Inmate Underwood stated there was other things occurred, and the way Mr. Sickler handled himself, the things he said and did, was unprofessional. Agent LaRoche asked for an

example. Inmate Underwood stated, "A lot of queer jokes. I understand we're in jail and there's a lot of people with a lot of stupid jokes. But he wouldn't let up. It's like he was looking for more acceptance or friendship than he was in carrying himself especially wearing a badge on his shirt."

Agent LaRoche then asked inmate Underwood if he ever heard Mr. Sickler use racial slurs. Inmate Underwood stated he never heard anything racial, it was more homosexual comments. Inmate Underwood stated several of the inmates were uncomfortable around Mr. Sickler because of his comments.

I asked inmate Underwood if Mr. Sickler worked with any other jail personnel in the kitchen besides Ms. Govea. He stated the only other person was Ms. Miller who seemed to get along with Mr. Sickler. I then asked inmate Underwood if he had any confrontations with Mr. Sickler which he stated he did not.

Inmate Underwood had nothing further to add. This concluded the audio recorded interview.

**John Civil**

**Inmate**

On March 10, 2017, Agent LaRoche and I made contact with Inmate John Civil at the Brevard County Jail Complex in reference to this case. In a sworn audio recorded interview, inmate Civil advised the following:

Inmate Civil was assigned to trustee status in the kitchen on February 28, 2017. Inmate Civil said he observed the confrontation between Mr. Sickler and Ms. Govea in the office, but couldn't hear what they were saying because of the noise from the kitchen. He described Mr. Sickler as being in very close proximity to Ms. Govea. Mr. Sickler was using his hands to speak and seemed to be upset with Ms. Govea.

I asked inmate Civil if Mr. Sickler's demeanor towards Ms. Govea was ever directed towards anyone else. He stated, "Not like of anger wise, but he would say inappropriate stuff." I asked inmate Civil to give an example which he replied, "He'd come across like a homosexual and trying to see if you're on the same page he is."

Agent LaRoche asked inmate Civil if Mr. Sickler gave any particular inmate special attention. Inmate Civil laughed and stated, "Yeah, Santana. A lot." Inmate Civil stated that Mr. Sickler seemed to focus on inmate Santana wherever he was assigned in the kitchen. He mentioned a recent incident where Mr. Sickler got too close behind inmate Santana and violated his personal space. Inmate Civil stated he was pulled out by a sergeant and questioned about it that same night, but doesn't recall anything further.

I then asked inmate Civil if he observed Ms. Govea have issues with any of her other coworkers. He stated not that he could recall. I then asked inmate Civil if he observed Mr. Sickler have issues with any of his other coworkers. He stated no, and the only other person Mr. Sickler worked with was Ms. Miller.

Inmate Civil had nothing further to add. This concluded the audio recorded interview.

**Michael Santana**

**Inmate**

On March 13, 2017, Agent LaRoche and I made contact with inmate Michael Santana at the Brevard County Jail Complex in reference to this case. In a sworn audio recorded interview, inmate Santana advised the following:

Inmate Santana was assigned to trustee status in the kitchen on February 28, 2017. Inmate Santana stated he and some of the other inmates were sitting adjacent to the west side of the office where it is surrounded by windows. He said he noticed Mr. Sickler and Ms. Govea were in a heated argument, and Mr. Sickler was getting too close to Ms. Govea to where she had to step back. Inmate Santana was flailing his arms as he described Mr. Sickler's actions towards Ms. Govea during the verbal altercation. He then said the argument lasted approximately five minutes until Mr. Sickler walked out of the office and slammed the door.

Inmate Santana said he and inmate Underwood approached Ms. Govea as she came out of the office and asked if she was alright. He said she told them she was fine. Inmate Santana said he told her they saw everything is she needed to tell someone.

I then asked inmate Santana if there were any other incidents between Mr. Sickler and Ms. Govea that night. He stated the only other interaction he observed was when Ms. Govea grabbed a piece of paper out of the trash and walked towards Mr. Sickler by the ovens. He said she told Mr. Sickler to please not touch her stuff. Inmate Santana said Mr. Sickler replied to Ms. Govea, "I'm done with you," and walked away from her.

I asked inmate Santana if he remembered the names of the other inmates assigned to the same area in the kitchen that night. He stated it was himself and inmate Underwood, then inmate Civil on the other side of the table that were all in view of the verbal altercation.

I then asked inmate Santana to describe Ms. Govea's demeanor towards the inmates. Inmate Santana stated Ms. Govea is a nice lady, but commands respect. He stated she talks to them in a way that she gets respect, and never yells.

I then asked inmate Santana to describe Mr. Sickler's demeanor towards the inmates. Inmate Santana stated CT Sickler talks a little "off color". He stated Mr. Sickler tells a lot

of homosexual and racist jokes. I asked inmate Santana to explain what race Mr. Sickler would tell jokes about. He stated it was usually black people. I then asked inmate Santana if he ever heard Mr. Sickler use profanity which he immediately replied, "All the time." Inmate Santana then stated that Mr. Sickler's homosexual jokes were, "all the time, gay jokes about suitcase and markers, and things like calling one of the inmates 'tootsie roll'. I don't know if he's going out of his way or not to just fit in, but most of the jokes I just ignore."

Inmate Santana then mentioned that he and Mr. Sickler have "gotten into it a couple of times." I asked inmate Santana what issues he has had with Mr. Sickler. He stated, "Just one where he's invaded my personal space as well. He would stand right behind me and I'd turn around and he'd be right there." Inmate Santana held his hand very close to the back of his neck and side of his face as he described Mr. Sickler's proximity to him at that time.

Agent LaRoche asked inmate Santana if Mr. Sickler's behavior towards him was in the same manner as the verbal altercation with Ms. Govea. Inmate Santana stated, "Not angry, no, no, no, no. Just right there. He knows where the cameras are because he works the controls. He comes up behind me, like right behind, and with his arms he reaches like that," inmate Santana demonstrated with his arms coming out in front of him almost in a bear hug motion, but not touching. He stated that inmate Underwood was witness to this incident.

I asked inmate Santana if Mr. Sickler said anything to him as that occurred. He stated, "Like coming on to me or anything like that? No." I then clarified and asked if he said anything to him, such as racial or joking. Inmate Santana replied, "That's just the thing, I don't know if he's joking or not because he does those type of things and says these jokes, and he's looking for a reaction from you."

Inmate Santana then mentioned a previous inmate that Mr. Sickler would mess with a lot and follow him everywhere around the kitchen. Inmate Santana stated that after the inmate bonded out Mr. Sickler turned his attention to him which everyone noticed. Inmate Santana was unable to identify the inmate other than the name Wang. A subsequent search of the inmate database yielded negative results for Wang as a first or last name.

I then asked inmate Santana if he ever observed Mr. Sickler act in this manner towards inmates Underwood, Civil, and Dryer, who were white males that were assigned to the kitchen also. Inmate Santana stated, "No, I don't know why, if it's because they're harder criminals or whatever, but he never messed with them at all. I'm just easy going and I let it go."

I then asked inmate Santana how long he was assigned to the kitchen. He stated since November (2016). He stated he recently changed assignments and is now in tent one on the chain gang. I asked inmate Santana if he requested the change because of the incident



with Mr. Sickler. Inmate Santana stated that he had been requesting it for a long time and was not due to Mr. Sickler.

I then asked inmate Santana if he observed Mr. Sickler's interactions with other employees besides Ms. Govea. Inmate Santana stated he had not.

Inmate Santana had nothing further to add. This concluded the audio recorded interview.

**Ana Govea  
Food Service Crew Supervisor  
Brevard County Sheriff's Office Jail Complex**

On March 13, 2017, Agent LaRoche and I made contact with Food Services Crew Supervisor Ana Govea at the Brevard County Jail Complex. In a sworn audio recorded interview, Ms. Govea advised the following:

On February 27, 2017, Ms. Govea arrived to work for her night shift at 1800 hours. I asked Ms. Govea who she was working with during that shift. She stated she was working only with Mr. Sickler, and they had sixteen trustees assigned to the kitchen.

I then asked Ms. Govea to explain what occurred between her and Mr. Sickler. Ms. Govea stated that at approximately 0100 hours she went to the staff dining. She said when she returned she saw her paperwork had a note on it. She said she then requested to speak with Mr. Sickler in the office and asked if he was the one who wrote the new population count on the note. She said he replied to her, "Yes, because the population is crazy." She said she told him, "I know, I know the population was crazy at midnight, but we're working with another paperwork with another count and everything is okay." She said he then yelled at her, "Whatever! I'm over this. Fuck Mexicans." She said Mr. Sickler was very close in her personal space when he was screaming at her, then when he said "fucking Mexicans" he picked up the computer keyboard from the desk then slammed it back down. She said he then walked out of the office and slammed the door.

Ms. Govea said some of the inmates had observed what occurred and approached her afterwards asking if she was okay. She stated she told them she was fine then she walked outside to do her work. Ms. Govea said when she returned back to her office she went to get the note Mr. Sickler had written and found it in the garbage. She said she then went to Mr. Sickler and asked him if he messed with her paperwork. She said he replied, "Whatever," and walked away from her. She said she went back to her duties and they didn't speak with each other the rest of the night.

Ms. Govea stated that on the following day when she arrived at work she went to speak with her supervisor, Ms. Revel, but saw Mr. Sickler already speaking with her. Ms. Govea left to start her duties and when she was on her way back to the kitchen she met with Ms.

Revel to tell her what happened. Ms. Govea said that when Ms. Revel confronted Mr. Sickler about it in front of her and the other supervisors, he denied saying any of it.

Ms. Govea mentioned that this incident was the second time she heard Mr. Sickler make the comment, "Fucking Mexicans." I asked Ms. Govea when was the first time she heard him make the statement. She said it was a few days or more prior to this incident when she was talking among other food crew supervisors in the office where she heard him state, "All she hires now are fucking Mexicans." Ms. Govea said she was uncertain who Mr. Sickler was referring to that does the hiring. The other people she claimed to be in the office at the time were Ms. Stoneback, Mr. Severson, and Ms. Miller.

Ms. Govea then said that on another day, Mr. Sickler had a cellular phone with him and he took a photograph of one of the inmates. I asked which inmate she observed Mr. Sickler photograph. She stated it was inmate Santana. I asked how long ago this occurred. Ms. Govea stated it was just recent on February 14<sup>th</sup>. She stated Mr. Sickler kept following inmate Santana around the kitchen and invading his personal space. She witnessed Mr. Sickler brush up very close behind inmate Santana on that same day. After that occurred it was approximately 0100 hours when she observed Mr. Sickler use his phone to take the photograph of the inmate.

Ms. Govea said she walked out of the office and the inmate approached her saying he didn't like Mr. Sickler taking a picture of him and didn't give him permission to do so. Ms. Govea stated she told inmate Santana he would have to file the grievance. She said when Ms. Revel confronted him about it in front of the sergeants and lieutenant, Mr. Sickler denied taking the photograph.

Ms. Govea stated she has had trustees assigned in the kitchen before who have also made grievances against Mr. Sickler. She doesn't remember if they filed any of the grievances, but didn't believe them because she knows trustees will try to manipulate the staff. She stated the reason she believed inmate Santana is because she directly observed Mr. Sickler's behavior towards him.

I then asked Ms. Govea if any of her other coworkers have had issues with Mr. Sickler. Ms. Govea stated that the only other worker is Ms. Miller who is also a food services crew supervisor. She's told trustees to go to Ms. Miller for some of their issues with Mr. Sickler, and they would tell her no because Ms. Miller doesn't do anything about it. Ms. Govea went to her Corporal who advised that if the inmates have an issue they have to submit a grievance.

I asked Ms. Govea if Mr. Sickler said anything to her when Ms. Revel and the other supervisors left the office after being confronted about his behavior and comments. Ms. Govea said Mr. Sickler was like another person and polite working with her for the remainder of the shift.

Ms. Govea had nothing further to add. This completed the audio recorded statement.

**Stacey Stoneback**  
**Corrections Technician**  
**Brevard County Sheriff's Office Jail Complex**

On March 14, 2017, Agent LaRoche and I made contact with Corrections Technician Stacey Stoneback at the Brevard County Jail Complex. In a sworn audio recorded interview, Ms. Stoneback advised the following:

Ms. Stoneback works day shift at the jail and stated she has limited interaction with Sickler. I asked Ms. Stoneback if she ever heard Sickler use any racial slur about Mexicans. She stated no. I then asked Ms. Stoneback if she ever observed his demeanor towards any of the inmates. Ms. Stoneback stated she doesn't work with him and only sees him for five or ten minutes in passing at shift change.

I then asked Ms. Stoneback if she heard anything in reference to the incident between Govea and Sickler. She stated yes, she overheard rumors that Sickler called Ms. Govea a "dirty Mexican." I asked Ms. Stoneback who she heard this from. She stated a lot of people were talking about it, both staff and inmates. She didn't recall who specifically said it.

I then asked Ms. Stoneback if she ever had any issues with Ms. Govea. She stated no. I then asked Ms. Stoneback if she ever had any issues with Sickler. She stated no.

This concluded the audio recorded interview with Ms. Stoneback.

**Rebecca Miller**  
**Food Services Crew Supervisor**  
**Brevard County Sheriff's Office Jail Complex**

On March 14, 2017, Agent LaRoche and I made contact with Food Services Crew Supervisor Rebecca Miller at the Brevard County Jail Complex. In a sworn audio recorded interview, Ms. Miller advised the following:

Ms. Miller previously worked with Ms. Govea and Sickler in the kitchen. She moved to day shift on February 27, 2017. I asked Ms. Miller if she heard about the incident between Ms. Govea and Sickler that occurred the night of February 27, 2012. She stated yes, she heard the two of them argued over the way the numbers were done. When Sickler showed Ms. Govea that the numbers had changed she got in his face and started screaming and pointing her finger at him. Ms. Miller said she heard about the incident from Sickler.

I then asked Ms. Miller if any of the inmates ever complained to her about Sickler's behavior or use of profanity towards them. Ms. Miller stated she had a couple of inmates tell her that Sickler has made perverted comments to them, however she never heard it and thought it was just the inmates trying to go against Sickler. She said if Sickler would use profanity when speaking with her she would just tell him to stop. Ms. Miller said she has never heard Sickler say "fucking Mexicans" or any other racial slur pertaining to an ethnic group.

I asked Ms. Miller if she had any issues working with Sickler. She stated no and that they've always gotten along fine. Ms. Miller explained that when she first started as a food crew supervisor she was trained by Sickler before he moved to a Correction Technician position.

This concluded the audio recorded interview with Ms. Miller.

**Brock Maggie**  
**Lieutenant**  
**Brevard County Sheriff's Office Jail Complex**

On April 24, 2017, I made contact with Lieutenant Brock Maggie at the Brevard County Sheriff's Office Jail Complex in reference to this investigation. In an audio recorded interview, Lt. Maggie advised the following:

Lt. Maggie was informed by Ms. Revel of the incident between Sickler and Ms. Govea after she spoke to them with Sgt. Davenport and Sgt. Otrano in the office. Ms. Revel told him that an argument occurred between Ms. Govea and Sickler, and Sickler made a derogatory statement, "dirty Mexican," about Ms. Govea's ethnicity. Lt. Maggie was directed by Major Tomblin to interview the inmates present in the kitchen on the night of the incident. He said the inmates confirmed they witnessed the argument, but didn't hear what was said. Lt. Maggie did not record the interviews. A memorandum detailing the incident was forwarded by Ms. Revel via chain of command to Major Tomblin.

I asked Lt. Maggie if he was aware of the incident that occurred in the kitchen between inmate Santana and Sickler. He stated that Sgt. Davenport was approached by the inmate who explained that Sickler invaded his personal space. Lt. Maggie stated he and Sgt. Davenport questioned the inmate about the incident. He said the inmate changed his story a few times during their interview from alleging Sickler touched him to Sickler just invaded his personal space. Lt. Maggie stated he and Sgt. Davenport also spoke with the other inmates who claimed they witnessed the incident between Sickler and inmate Santana. They all stated Sickler came in close proximity of inmate Santana, however they never actually saw Sickler physically touch him.

I asked Lt. Maggie if he worked around Sickler in any capacity to observe his demeanor. Lt. Maggie stated that as a supervisor he has had to speak with Sickler once before in reference to Sickler's tendency to get hot tempered. He stated he had received complaints from corporals in the pods about Sickler speaking to them over the intercom from the control room and then cutting them off. Sickler would then be heard yelling in the control room, apparently upset at being told to do something. There was no particular incident that Lt. Maggie could remember. The issue was more in the way he talked to the inmates and corporals, in a degrading tone. He stated there was one other incident with Sickler when he first started working at the jail as a food crew supervisor. Lt. Maggie had called the kitchen for something and Sickler apparently thought he had hung up the phone but had not, he then started complaining about the CO's. Lt. Maggie was on the phone at this time and heard Sickler in the background. Lt. Maggie stated he called Sickler back and spoke to him about watching his tone and to be professional when told to do something.

I asked Lt. Maggie if he knew Sickler to be loud or use his hands when speaking. Lt. Maggie stated that when Sickler speaks to supervisors he is very polite and very calm. He stated he has never heard Sickler say anything derogatory or racial.

This concluded the audio recorded statement with Lt. Maggie.

**Michael Davenport**  
**Sergeant**  
**Brevard County Sheriff's Office Jail Complex**

On April 24, 2017, I made contact with Sergeant Davenport at the Brevard County Sheriff's Office Jail Complex in reference to this investigation. In an audio recorded interview, Sgt. Davenport advised the following:

Sgt. Davenport stated Sickler came to him about the argument he had with Ms. Govea in the kitchen. Sgt. Davenport and Sgt. Otrano spoke to both of them about how to pull the numbers correctly and that they needed to work together as a team. The following shift Ms. Revel asked him and Sgt. Otrano to be present when she spoke to Ms. Govea and Sickler together in the office. At this time he heard Ms. Govea allege that Sickler called her a "dirty fucking Mexican." Sgt. Davenport stated Sickler immediately responded to that with, "Why would I call you a dirty fucking Mexican when I know you're not from Mexico?" Sgt. Davenport stated this was the only time during Ms. Govea's statement that Sickler spoke up. He stated Sickler didn't deny arguing with Ms. Govea or being in close proximity to her, however he stated he did not make any racial comments.

Sgt. Davenport said when he interviewed the inmates who observed the argument they all stated they couldn't hear what the argument was about, but they could tell by the facial expressions and hand gestures that Sickler and Ms. Govea were upset with each other. Sgt. Davenport said the altercation between Ms. Govea and Sickler appeared to be a "she said/he

said” and the inmates used the tension between the two to try and get Sickler out of the kitchen because they didn’t like him.

I then asked Sgt. Davenport about the incident between Sickler and inmate Santana that occurred prior to the argument with Ms. Govea. Sgt. Davenport stated he didn’t recall what date it occurred, however while doing his final knife check in the kitchen inmate Santana told him that Sickler had touched him inappropriately. Sgt. Davenport informed Lt. Maggie of the incident. They then interviewed inmate Santana who advised while preparing food the inmate felt a presence and turned to see Sickler standing very close to him in his personal space. Sgt. Davenport said the inmate changed his story multiple times. I asked Sgt. Davenport if they interviewed any of the other inmates who stated they saw this happen. He said three inmates who initially said they observed Sickler do this to inmate Santana changed their stories when questioned by him and Lt. Maggie.

I asked Sgt. Davenport if they spoke to Sickler about the incident with inmate Santana. He stated they did speak with him about it and Sickler said he did not touch the inmate. Sgt. Davenport stated they tried to review video surveillance of the incident, however it only retains three hours of footage until it starts over. He explained that the video feed is primarily for the officers to keep a view of the kitchen in the event the staff needs assistance.

Sgt. Davenport said he and Sgt. Otrano spoke to Sickler about his use of profanity and telling inappropriate jokes. They explained to him that he needs to act professional and not belittle or degrade the inmates. I asked Sgt. Davenport who made the complaints about inappropriate jokes. He stated it was from other inmates working in the kitchen saying Sickler was telling jokes that were homosexual in nature.

I asked Sgt. Davenport if he knew Sickler to speak very loudly or with his hands. Sgt. Davenport stated that Sickler was always very respectful when speaking to him or other supervisors. He stated he has heard stories from other personnel before he moved to this shift in January about how Sickler would be loud and talk down to them, however Sgt. Davenport has not observed this behavior.

This concluded the audio recorded interview with Sgt. Davenport.

**Richard Otrano**  
**Sergeant**  
**Brevard County Sheriff’s Office Jail Complex**

On April 24, 2017, I made contact with Sergeant Otrano at the Brevard County Sheriff’s Office Jail Complex in reference to this investigation. In an audio recorded interview, Sgt. Otrano advised the following:

Sgt. Otrano and Sgt. Davenport spoke with Ms. Govea and Sickler the night of their verbal altercation over the numbers being pulled too early in the shift. At that time the sergeants were unaware of any racial comment Ms. Govea alleged Sickler had said. On the following shift Ms. Revel asked him and Sgt. Davenport to be present as witnesses when she spoke to Ms. Govea and Sickler in the office. Sgt. Otrano said Ms. Govea alleged Sickler called her a "fucking Mexican." He said Sickler immediately responded, "Why would I call her an f'ing Mexican when I know she's Cuban?"

Sgt. Otrano is Sickler's current supervisor, and he said Sickler came to him concerned about Ms. Govea's allegation. Sgt. Otrano said he told Sickler, "If you didn't say it, then you didn't say it." He said he didn't speak further with Sickler about it since Ms. Revel was handling the complaint.

Sgt. Otrano admitted he has heard Sickler use profanity in the control room before, but has never heard him use any racial slurs. He stated he has been around Sickler quite a bit at work and has never heard him make racist remarks.

I asked Sgt. Otrano if he had to speak with Sickler about using profanity or telling derogatory jokes with the inmates. Sgt. Otrano stated that Mr. Sickler doesn't joke with inmates when he is working the control room. If anything he is very by-the-book and the inmates don't care for him. The only time Sickler interacted directly with the inmates was his temporary assignment back in the kitchen.

Sgt. Otrano was advised by Sgt. Davenport of the allegation from inmate Santana that Sickler may have touch him inappropriately. He and Sgt. Davenport spoke with the inmate who changed his story several times. Sgt. Otrano stated that Sgt. Davenport and Lt. Maggie spoke with the other inmates who said they witnessed the incident, however they all said Sickler didn't touch inmate Santana.

Sgt. Otrano stated he has spoken to Sickler about his temper and stress, and suggested he use EAP. Sgt. Otrano said he has since observed a big improvement in Sickler's general work performance and attitude.

This concluded the audio recorded interview with Sgt. Otrano.

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

**Patrick Sickler**  
**Corrections Technician**  
**Brevard County Sheriff's Office Jail Complex**

On March 13, 2017, I met with Corrections Technician Patrick Sickler and provided him with a "Notice of Administrative Investigation." I explained the allegations and informed

him to contact a representative of his choice if he desired to have one with him during his interview.

On March 24, 2017, Agent LaRoche and I made contact with CT Sickler and his PEA representative, Al Boettjer, at the Staff Services office. Prior to asking CT Sickler any questions he was given the opportunity to review the case file. He was then read the Administrative Investigation Warnings, which he acknowledged he understood and signed. CT Sickler also waived the right to be questioned by only one investigator at a time. The following is a summary of the interview:

CT Sickler stated that on the evening of February 27th into the morning of February 28<sup>th</sup> he was assigned to work the kitchen due to them being short staffed. Around 0030 hours Ms. Govea had gone up to staff dining to get her dinner meal. He said the inmates were sitting at their tables eating their meals so he went into the office and noticed that Ms. Govea's numbers (pertaining to the meal count) had changed. He said he took it upon himself to review the numbers to make sure they had enough food going out at 0300 when they feed chow for the whole jail. When he ran the numbers he noticed there was a big discrepancy compared to the numbers she pulled, so he wrote it on a scrap sheet of paper and set it back neatly on her desk.

Mr. Sickler said when Ms. Govea came back from staff dining she asked him about the note he left on her paperwork. They disagreed on the process to get the numbers, and he stated that during the argument they came in close proximity. He then stated, "As you can see I speak with my hands, and I'm very animated. So I can see how they may take that per the prior recordings, as me getting physical with her. I did not. So once I realized she wasn't going to listen to what I was telling her I said, 'okay fine. I'm done.' I turned around, I walked out the front door to the office."

Mr. Sickler then stated approximately an hour and a half later Ms. Govea came out with the paperwork and said, "You don't touch my paperwork. This is not yours." He stated instead of getting in a conflict with her in front of the inmates around he just said, "Okay. Okay." Then he walked away. He stated they finished work and those were the only two incidents that happened that night.

Mr. Sickler stated he went straight to the kitchen the next day and asked Ms. Revel if he could speak with her. He said he explained to her exactly what happened between him and Ms. Govea. Ms. Revel told him she would have to go talk to Ms. Govea about it. He said when she came back with Ms. Govea she pulled them into the office with Sgt. Davenport and Sgt. Otranto. Ms. Revel had them each explain their side of what occurred. Mr. Sickler said he explained the altercation over the numbers and as far as he knew that issue was resolved. Then he said Ms. Revel told him that there were some other allegations Ms. Govea had against him. He said that's when Ms. Govea stated that he had called her a "fucking Mexican." Mr. Sickler said it was a total shock and he doesn't even like saying it.



Mr. Sickler then referred to the previous recorded statements in this investigation and stated, "Did I walk around with the other inmates? Yes. That's my job is to go from the cook's area to the baker's area to the staging area to move around and make sure that they are doing their jobs. Did I get in close proximity to a couple of them? Now that I look back, yes. Mr. Santana, very good employee at the jail for an inmate and we kind of cliqued around, but I also move around the whole kitchen as a whole. If he happened to be over in the kettle area, well I'm sorry if it looked like I was following him, but what I have to do throughout the night is move around the whole kitchen area. But we'd converse, and we'd tell stories, and we'd tell jokes. Probably yes, they were inappropriate, but like I said we we're just conversing amongst everybody trying to make the night go by."

At this time I asked Mr. Sickler if there was any other incidents between him and Ms. Govea. He stated no. I then asked him if there were any incidents between him and any other crew supervisors. He stated no, then referred to a previous incident with another corrections technician from approximately one year ago that resulted in a written counseling.

I then asked Mr. Sickler if the atmosphere in the kitchen made him feel the use of profanity and jokes were necessary. He replied, "Sometimes, yes ma'am." I then asked Mr. Sickler to explain. He said, "They all feel it's a right or privilege to work in the kitchen, and they all have certain notions about the kitchen. And what I would do is, to try and make them at ease, to make them 'oh he's just another CO', to try and build a rapport with them. I would converse with them."

I then stated that he referred to being just another "CO", but he's a Corrections Technician. I asked what his actual job was as a corrections technician. He stated when he works in the main jail he works in the control rooms. I asked him if he interacts with the inmates when he works in the control rooms. He stated no, other than opening/closing the doors. He then confirmed that the only time he has had close interaction with inmates was while he was temporarily assigned to the kitchen.

Per the statements from some of the inmates and staff members, Mr. Sickler appeared to be either trying to fit in with the inmates or was too aggressive with them. Mr. Sickler stated, "As far as being mean to them, as Ms. Revel stated in her interview, I'm very structured. We have rules and regulations and policies for a reason." He gave an example of the policy for the restroom that is only supposed to be open between a quarter- to-the-hour and closed on the hour. Mr. Sickler said he would enforce it, but the other food services crew supervisors wouldn't.

I then asked him to explain why he thought Ms. Revel stated if any of the supervisors had the option to work with him that they would prefer not to. Mr. Sickler stated there was nothing he was aware of other than he is strict on the rules.

I then reminded him that Ms. Revel stated she has had to verbally counsel him for his use of profanity. He said he has had an occasional slip come out and Ms. Revel would counsel him. He said that Ms. Revel has a strict 'no profanity' in the kitchen.

I then reminded him that he referred to himself as following the rules more strictly than some of the other employees. Mr. Sickler stated that he agreed he was in violation of the policies he had been noticed on, however he did not make any racial slurs. I then asked if he had made any jokes that may have had a racial undertone. Mr. Sickler said that the jokes may have had a racial undertone, but were not meant that way. I then asked Mr. Sickler if he, at any point, ever said "fucking Mexicans". He replied, "No ma'am."

I then asked Mr. Sickler if the jokes he told were more racial or homosexual in context. Mr. Sickler stated they were mostly "queer jokes". Mr. Sickler then stated that when Sgt. Davenport was made aware of the incident the sergeant told him that some of the jokes told outside of the jail are going to be deemed inappropriate inside the jail. Mr. Sickler stated that he was unaware of that until Sgt. Davenport told him, and has not told another joke since.

I then asked Mr. Sickler what difficulties he had working with Ms. Govea. He stated he's had none prior to the one incident. Mr. Sickler agreed that during that incident he was too close to her which he now understands was in violation of her personal space. He then stated that he has since sought counselling through EAP.

There were no further questions for Mr. Sickler at this time. He was ordered not to convey any details of this active investigation to anyone other than his representative. This concluded the audio recorded interview.

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

A check of the inmate grievance database showed no active or closed grievances from inmate Santana against CT Sickler.

Photographs were taken of the kitchen office which show the approximate dimension and layout, as well as the glass windows overlooking the kitchen work area.

A check of the video surveillance was requested however due to the time lapse it had been recorded over.

#### **VI. Summary and Recommendations:**

On February 27, 2017, Food Service Crew Supervisor Ana Govea and Correction Technician Patrick Sickler were both working in the kitchen. Ms. Govea did an inmate

count early in the shift that affected the number of meals to be made. CT Sickler disagreed with the count and left a note on Ms. Govea's paperwork with the new numbers. Ms. Govea asked to speak to CT Sickler in the office at which time they began to argue over whose count was correct. Ms. Govea alleged that during this argument CT Sickler said, "fucking Mexican." CT Sickler acknowledges they argued but denied saying "fucking Mexican." He said that he walked away. Several inmates stated they saw Ms. Govea and CT Sickler argue, however they were unable to hear what was said. CT Sickler stated he did tell Ms. Miller about the argument before it was brought to the attention of his supervisor.

Ms. Govea stated that on another day while speaking among other food crew supervisors in the office CT Sickler made the comment about the person who does the hiring is only hiring "fucking Mexicans." CT Sickler denied that this occurred. Ms. Govea identified three potential witnesses, CT Stoneback, CT Severson, and FCS Miller. Each of these employees were interviewed and they stated that they never heard this comment from CT Sickler.

During the interviews with the inmates about the argument between Ms. Govea and CT Sickler, it was stated that CT Sickler uses profanity and tells inappropriate jokes that are homosexual in nature. CT Sickler's supervisors stated they have also received complaints from the inmates working in the kitchen about his use of profanity and homosexual jokes. CT Sickler's coworkers stated they have heard him use profanity as well as lose his temper on occasion when told to do something he did not agree with. His supervisors have spoken to him about this, and one supervisor suggested he seek counselling through EAP. These allegations were addressed with CT Sickler who admitted to the use of profanity and inappropriate jokes while working in the kitchen. He stated he has since sought counselling through EAP at the suggestion of his supervisor due to his temper.

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

*General Order 300.03 subsection A4 and A8, Harassment – "Sustained"*  
*General Order 400.00, General Professional Responsibilities – "Sustained."*  
*General Order 400.07, Conduct Toward Superior and Subordinate Personnel-  
"Sustained."*  
*General Order 400.08, Gossip and Criticism - "Sustained."*


## **VII. Enclosures**

- A. Memorandum from Food Service Manager Revel
- B. Authorization Memo for Case Number 2017-CI-003
- C. Notice of Administrative Investigation
- D. Administrative Investigative Warning
- E. Audio Recorded Interviews (disc copy)


F. Photographs of the kitchen office (disc copy)

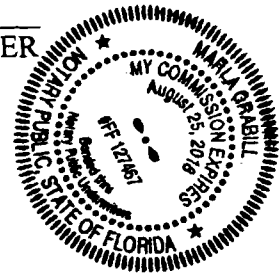
**VIII. Oath**

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  #1225  
Agent Linda S. McLaughlin #1225

Sworn to and subscribed before me, the undersigned authority, and this 27th day of April, 2017.

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





Brevard County Sheriff's Office  
Titusville, Florida

MEMORANDUM

DATE: May 11, 2017  
TO: Corrections Tech. Patrick Sickler ID1728  
FROM: Chief Michael J. Lewis *[Signature]*  
RE: Final Action  
Administrative Investigation 2017-CI-003

A TRUE COPY  
TIME 5:57 P.M.  
DATE 5/12/17  
BREVARD COUNTY SHERIFF'S OFFICE  
Received By: *[Signature]* #1728  
Signature of CT Patrick Sickler #1728  
Served by: *[Signature]* #927  
Signature of Agent/Deputy

Administrative Investigation 2017-CI-003 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-Deprivation Hearing" on May 11, 2017, I have determined that your actions were in violation of the established policies and standards of the agency. Specifically, your use of profanity and offensive jokes in the workplace is unacceptable and will not be tolerated.

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

- 300.03 section (A)4 and (A)8 – Harassment
- 400.00 – General Professional Responsibilities
- 400.07 – Conduct Towards Superior and Subordinate Personnel
- 400.08 – Gossip and Criticism

A review of your disciplinary history reveals that within the last twelve months, you received a "Written Counseling" for substantially similar conduct, refer to 2016-A-062. Because of your prior counseling on this issue, I am deeply concerned that you have established a pattern of negative behavior.

During your hearing you accepted full responsibility for your actions and acknowledged that they were clearly in violation of established agency policy and standards. You also stated that you realized your actions were inappropriate and that you had already sought professional assistance through the agency's Employee Assistance Program. Because you have recognized on your own that you have a problem and you have taken steps to improve your conduct, I feel comfortable in mitigating the corrective action in this matter.

The corrective action for this incident will be a **twelve hour (12) Suspension Without Pay**. 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. 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 Major Tomblin or his designee.

I would also encourage you to continue utilizing the resources at your disposal, such as the EAP.

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 Public Employees 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 R. Tomblin  
CFO Greg Pelham  
H.R. Manager Lisa Gillis  
Copy to file 2017-CI-003