



Brevard County Sheriff's Office  
Titusville, Florida

**To:** Chief Michael J. Lewis  
**From:** Agent Linda McLaughlin, Staff Services Unit (Handwritten initials)  
**Date:** April 17, 2017  
**Re:** Command Inquiry 2017-CI-005

**I. Allegation:**

On March 15, 2017, Major Hibbs was contacted by [REDACTED] with the Palm Bay Police Department. He advised that PBPB was working a criminal case on [REDACTED] who is currently incarcerated in the Brevard County Jail. Lt. Fisher stated that [REDACTED] who is [REDACTED] is a potential suspect in their case and is currently serving farm time on an unrelated criminal matter. He stated that their office was attempting to make contact with [REDACTED] to ascertain [REDACTED]

PBPB Crime Analyst Jessica Hinchman sent an email, dated March 10, 2017, to BCSO analyst requesting how a detective could make contact with [REDACTED]. The email was then forwarded to Inmate Records Manager Jessica Vanatta asking for assistance with the request. Ms. Vanatta then forwarded the email to ATIP Assistant Crystal Paul to address the issue and provide PBPB Crime Analyst Hinchman the information she requested.

On the same date, Ms. Paul responded to the email asking for the name of the inmate. Ms. Hinchman replied in an email on March 11, 2017, [REDACTED]. Ms. Paul replied in an email back, [REDACTED] is scheduled every [REDACTED]. A complete copy of the email chain is enclosed with this report.

[REDACTED] then stated that on March 14, 2017, he was listening to jail telephone calls between [REDACTED] and [REDACTED]. Per his complaint, the jail call was of the following in summary:

[REDACTED]

[REDACTED]

[REDACTED] stated that detectives from PBPD have not yet made contact with [REDACTED]. They believe the actions of Ms. Paul may have compromised their ongoing investigation concerning [REDACTED] possible involvement or knowledge of their case.

Major Hibbs completed a memorandum detailing [REDACTED] concerns and forwarded it to Chief Michael J. Lewis 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*

*400.16 - Association with Criminals*

*400.24- Compromising Criminal Investigations*

## III. Witnesses

[REDACTED]

On March 21, 2017, Agent LaRoche and I made contact with [REDACTED] at the Sheriff's Office work farm in reference to this investigation. In a sworn, audio recorded, interview [REDACTED] advised the following:

I asked [REDACTED] how long she has been sentenced to the farm [REDACTED]. She stated she was sentenced for twenty days and has been serving [REDACTED] for the past twelve weeks.

I then asked [REDACTED] if she normally talks with Ms. Paul while on breaks or just in the mornings when they report for [REDACTED]. [REDACTED] stated that the only time she really sees Ms. Paul is when the [REDACTED] come into one of the buildings to clean or if she has to report to the office for some reason.

I then asked [REDACTED] if Ms. Paul mentioned an email from another agency requesting to know when [REDACTED] was working at the farm. [REDACTED] stated she did remember that conversation. [REDACTED] was talking among other [REDACTED] in the office about a warrant

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she was expecting to be served for “noncompliance” with the conditions of her Community Control. She said Ms. Paul then mentioned that she had received an email about her, but it wasn’t a warrant, it was just someone asking what days she served her [REDACTED] time.

I then asked [REDACTED] if she asked Ms. Paul who it was. [REDACTED] said she did ask her, but Ms. Paul said she wasn’t sure.

I then asked [REDACTED] if she relayed that information to anyone else. She stated she told [REDACTED] when she picked her up that day. She also told [REDACTED] she thought PBPD was probably looking for her.

I asked her why she thought it was PBPD and she replied, “[REDACTED] is going through some [REDACTED] thing right now, and I think it was with the Palm Bay police department. So my thought on it was probably the Palm Bay Police Department asking me if I knew anything about it, which [REDACTED]”

[REDACTED] stated she also shared this information with [REDACTED] who is currently incarcerated. She stated that Ms. Paul didn’t tell her who the agency was that sent the email, however [REDACTED] assumed it was someone looking for information about [REDACTED] so she wanted to give [REDACTED] a heads up.

[REDACTED] confirmed that Ms. Paul only told her someone had sent an email asking about her, but didn’t tell her who that person was or what it was in reference to.

This concluded the audio recorded interview with [REDACTED]

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

**Crystal Paul  
ATIP Assistant  
Sheriff’s Office Work Farm**

On March 28, 2017, Agent Kraig Hupfer from Staff Services met with ATIP Assistant Crystal Paul and provided her with a “Notice of Administrative Investigation.” He explained the allegations and informed her to contact a representative of her choice if she desired to have one with her during her interview.

On April 3, 2017, Agent Hupfer and I made contact with Ms. Paul and her representative, Al Boettjer with “CJ Kristy Consultants,” at the Staff Services office. Prior to asking Ms. Paul any questions she was given the opportunity to review the case file. She was then read the Administrative Investigation Warnings, which she acknowledged she understood and signed. Ms. Paul also waived the right to be questioned by only one investigator at a time.

The following is a summary of the interview:

I asked Ms. Paul what her job duties are at the farm as ATIP Assistant. Ms. Paul stated she receives paperwork from the courts and is responsible for ATIP scheduling, she also coordinates with probation, and handles all main office duties.

Ms. Paul confirmed that she received the email and that she had responded to PBPD that [REDACTED] serves [REDACTED]

I then asked Ms. Paul how the conversation came about with [REDACTED] and the email. Ms. Paul stated that she is always there when the ATIP's sign-in in the morning and she is always there at the end of the day when they check out. She also sees the ATIPs throughout the day to spot check what they are doing. Ms. Paul said she had gone to the tool room on Tuesday, March 14<sup>th</sup>, 2017 and [REDACTED] was there with the other ATIP females. She stated she told [REDACTED] that her probation officer had emailed asking if she was reporting for her scheduled days. Ms. Paul said that was the only thing she had mentioned to her.

I then asked Ms. Paul if at any point she told [REDACTED] that Palm Bay Police Department was looking for her to interview [REDACTED] Ms. Paul stated no.

I then asked Ms. Paul if [REDACTED] said anything about a warrant coming down for her. Ms. Paul stated that in the past with her, she was scheduled to do farm time and Ms. Paul had to do a "noncompliance report" on her because she didn't show up on days she was specified to show up on. Ms. Paul added that she had to go to court twice because [REDACTED] had failed to report to the farm.

I then asked Ms. Paul if she had any questions regarding this investigation or if she felt there was anyone else we should interview. She stated no. Mr. Boettjer then asked Ms. Paul if at any time in the performance of her duties she engaged in personal conversations with the inmates. Ms. Paul stated no. He then asked her if she provided the inmates with any information that's not specifically and narrowly related to the performance of her duties. She again stated no.

This concluded the audio recorded interview with Ms. Paul.

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

I reviewed the email chain that was sent to Ms. Paul. The original email request from Palm Bay analyst, Ms. Hinchman, was sent to multiple BCSO analysts asking if there was a set schedule for individuals to report for farm duty as she was trying to see when [REDACTED] would be there for her detective. Analyst Nettles responded to all and forwarded the email

to the jail records manager who then forwarded the email to Ms. Paul. Ms. Paul responded to Ms. Hinchman and explained how the [REDACTED] are scheduled, then asked if there was a particular person of interest. Ms. Hinchman then responded with the name [REDACTED]. Ms. Paul replied that she is scheduled for [REDACTED]. That concluded the correspondence.

I then reviewed the jail phone call between [REDACTED]. At no point in the jail phone call did [REDACTED] state that Ms. Paul told her Palm Bay Police were looking for [REDACTED]. She made reference to an email Ms. Paul received about someone asking if [REDACTED] was serving her required farm dates. [REDACTED] stated she thought it was Palm Bay Police Department due to [REDACTED] incarceration.

Due to Ms. Paul's position at the farm and access to agency databases, I verified through our Information Technology department that Ms. Paul had no database activity or access outside of her normal entries for ATIPs sentenced to the Sheriff's Office work farm.

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

In summary, Ms. Crystal Paul received an email from another agency requesting the work schedule of [REDACTED] a person of interest in a criminal case, however that information was not known to Ms. Paul. The [REDACTED] has had prior warrants for noncompliance regarding missing days at the farm. One day she mentioned she was concerned about another warrant for noncompliance, this was overheard by Ms. Paul who then told [REDACTED] she had received an email asking about her. Ms. Paul checked the email and confirmed that it was not about a warrant, it was just someone making sure [REDACTED] was reporting for her farm time. [REDACTED] stated in her sworn interview that Ms. Paul did not tell her who sent the email. [REDACTED] is the one who assumed it was Palm Bay Police Department because of a case involving [REDACTED]. Ms. Paul stated that she did speak to [REDACTED] about an email, but she stated that she had couched it as a request from [REDACTED] probation officer confirming her attendance at the farm, not as a request from law enforcement.

Though Ms. Paul did tell [REDACTED] that someone had inquired about her, there was no further information provided by her.

Although Ms. Paul should not have discussed any confidential requests that she received regarding [REDACTED] in this particular case, I find that her actions were harmless and were not done with the intent to interfere with any criminal investigation.

Based on the facts and sworn statements that were obtained during this investigation, I recommend the allegations against **Crystal Paul** be closed as follows:


*General Order 400.00, General Professional Responsibilities, – “Not Sustained.”*  
*General Order 400.16, Association with Criminals – “Not Sustained.”*  
*General Order 400.24, Compromising Criminal Investigations – “Not Sustained.”*

**VII. Enclosures**


- A. Authorization Memo for Case Number 2017-CI-005
- B. Notice of Administrative Investigation.
- C. Audio Recorded Interviews and Photographs (disc copy).
- D. Administrative Investigation Warning.
- E. Memorandum from Major Hibbs, dated 17 March 2017, with email from [REDACTED] and copy of [REDACTED]

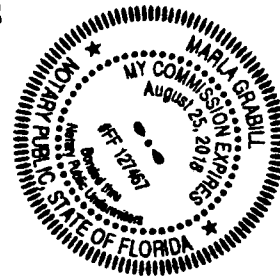
**VIII. Oath**

I, Agent Linda S. McLaughlin, do hereby swear, under penalty of perjury, that to the best of my personal knowledge, information, and belief, I have not knowingly or willfully deprived, or allowed another to deprive, the subject of the investigation of any of the rights contained in ss. 112.532 and 112.533, Florida Statutes.

Signed   
Agent Linda S. McLaughlin #1225

Sworn to and subscribed before me, the undersigned authority, and this 17th day of April, 2017.

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

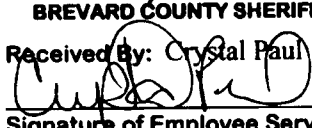
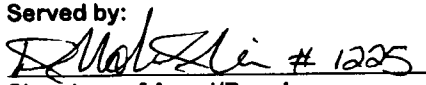




Brevard County Sheriff's Office  
Titusville, Florida

MEMORANDUM

TO: ATIP Assistant Crystal Paul  
FROM: Chief Michael J. Lewis  
DATE: April 18, 2017  
RE: Command Inquiry  
2017-CI-005

A TRUE COPY	
TIME	0838 A.M.
DATE	May 3, 2017
BREVARD COUNTY SHERIFF'S OFFICE	
Received By:	Crystal Paul
	
Signature of Employee Served	
Served by:	
	
Signature of Agent/Deputy # 1225	

Command Inquiry 2017-CI-005 was initiated in response to allegations that you may have violated Brevard County, Sheriff's Office policies and procedures. Based on the investigative report and overview, the allegation that you violated the following General Orders has been determined as:

- 400.00 General Professional Responsibilities "Not Sustained"
- 400.16 Association with Criminals "Not Sustained"
- 400.24 Compromising Criminal Investigations "Not Sustained"

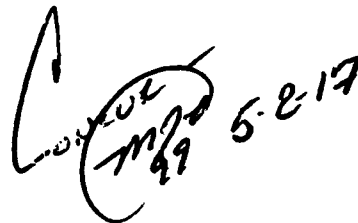
I realize that an administrative investigation can be stressful to the involved employees. However, the need to be responsive to allegations of misconduct makes it imperative that we investigation such allegations in a thorough and professional manner.

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

Attachment:

- 2017-CI-005 Investigative Report

cc: Chief Michael J. Lewis  
Investigative File 2017-CI-005

 5-2-17