

**Deland Police Department
Internal Affairs Investigation**

IA # 23-001

Subject Officer : Captain Frank Williams

**Investigator : Bill Cameron, President Bill
Cameron and Associates Consulting, Inc.**

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Investigation Introduction

On February 1st, 2023, Sgt. Justin Allen of the Deland Police Department made a report through his union representative to the Deland Police Department of issues of what he felt were improper and inappropriate comments made by police department Captain Frank Williams in his presence, and of other comments he attributed to Captain Williams which other members of the police department had shared with Sgt. Allen (see tab A).

Sgt. Allen stated that on a few occasions, Capt. Williams used derogatory words when referring to people. Most notably, Sgt. Allen claimed that while he was on a crime scene standing close to Capt. Williams, he heard Captain Williams refer to some black people standing near where he and Capt. Williams were standing as "fucking darkies". This occurred on January 30, 2023, and Sgt. Allen reported this to his supervisor Lt. Stimpson the following day.

Sgt. Allen also reported that during a recent training class being taught by Capt. Williams, Capt. Williams repeatedly used the term "faggot" during his training class which Sgt. Allen felt was inappropriate especially considering there were participants in the class from a neighboring police department.

Sgt. Allen also reported that he was present during a meeting with Lt. Tim Hughes and Capt. Williams when during that meeting Capt. Williams referred to how they did business as something like "country bumpkin". Capt. Williams further said something to effect of, "they were a bunch of dumb fuck rednecks".

Sgt. Allen further reported he was informed that during a command staff meeting, Capt. Williams referred to Det. Miller as a "faggot". Sgt. Allen also reported that he was told that Capt. Williams had also used the term "Cunt" when referring to a female police officer. Neither of these incidents occurred in the presence of Sgt. Allen.

Sgt. Allen stated in his memo that he was in fear of discipline or retaliation for reporting Capt. Williams but that he could not "turn a blind eye" to Capt. Williams' behavior.

Once the police department and city manager's office were made aware of the complaint filed by Sgt. Allen, the City Manager decided that he wanted an external investigator to conduct an investigation into the allegations due to Capt. Williams being a command officer who had a close relationship with Police Chief Jason Umberger. The City Manager did not want anyone that was involved in the Police Department to investigate the allegations made against a police captain under these circumstances. Mr. Bill Cameron of Bill Cameron and Associates Consulting, Inc. was retained to conduct the investigation for the City of Deland. Bill Cameron is a retired Florida Sheriff that has extensive experience in both criminal and internal

affairs investigations. Bill Cameron also has no personal relationships with anyone that is employed at the City of Deland or the Deland Police Department.

Captain Frank Williams met with Bill Cameron prior to the commencement of the investigation. Capt. Williams agreed to waive part of his police officer's bill of rights and allowed Bill Cameron to conduct the investigation (see tab B). Due to the nature of the allegations against Capt. Williams, the Police Chief placed Capt. Williams on paid administrative leave until the investigation could be completed.

Details of the Investigation

On February 14, 2023, Bill Cameron arrived at Deland Police Department to begin his investigation. At that time, Bill Cameron learned that prior to his arrival at the police department, several other potential witnesses who worked at the police department had come forward upon learning of Sgt. Allen's initial report with complaints of their own experiences with Capt. Williams that they felt were inappropriate. The police department supplied Capt. Williams with these additional statements.

On February 14, 2023, Bill Cameron began conducting witness interviews with those individuals who either submitted their own reports of their encounters with Capt. Williams or who were identified as witnesses to some event being reported by others. A recap of those witness statements is as follows;

Sgt. Justin Allen - Sgt. Allen testified under oath that on January 30th 2023, he personally heard Capt. Williams use the term "Fucking Darkies" in referring to black people standing near an investigation scene that he and Capt. Williams were at together. Sgt. Allen thought that Cpl. Jean Casseus who was at the same scene also heard Capt. Williams make this comment. Sgt. Allen reported this incident to his supervisor, Lt. Stimpson, the following day.

Sgt. Allen testified that he was also present at a meeting sometime around November of 2022 when he heard Capt. Williams refer to the way they did things in Florida as "Country Bumpkin Fucking Shit" and "Dumb Fuck Redneck Shit". That conversation was in reference to discussing how they had to work regarding jurisdictional boundaries between the incorporated city and the unincorporated county. Present during that meeting were Sgt. Allen, Lt. Tim Hughes, and Capt. Williams. This meeting was held in Lt. Hughes' office. Sgt. Allen said that other detectives who were not in the meeting heard these statements through the door of Lt. Hughes' office.

Sgt. Allen also testified that in February of 2023, he was again in a meeting with Capt. Williams and Lt. Stimpson at the police department when he heard Capt. Williams make sexually explicit comments about a woman Capt. Williams had seen at the Me-Strong 5K run event held in the city the Saturday prior to this meeting. The woman was a participant in the event and was somehow connected to one of the Stetson University sports teams possibly as a coach. Sgt. Allen said that Capt. Williams described to Lt. Stimpson and Sgt. Allen what this woman was wearing saying something like, "Did you see that girl with that ass?" Capt. Williams also used his own hands to mimic her breasts on his chest. Sgt. Allen found that to be offensive and did not comment back to Capt. Williams.

Sgt. Allen also testified that he had recently attended a Sergeant refresher training session taught by Capt. Williams at the police department. He said that during that training, Capt. Williams would often use

the word "Faggot" during the training exercise. Sgt. Allen felt this was an inappropriate term to use during training, especially since they had two supervisors from the Orange City Police Department in the class. Sgt. Allen said that the Orange City officers only came to the first day of the training and did not return for the second day. He thought that maybe this was the reason they did not return.

Sgt. Allen also reported he had learned that other members of the agency had heard Capt. Williams refer to a female officer as a "Cunt" but that this did not occur in his presence.

Sgt. Allen also testified that he was working the Christmas parade in downtown Deland in December 2022. Sgt. Allen was working at an intersection with Det. Sanchez and Det. Miller. Sgt. Allen stated that Capt. Williams drove up to them at the intersection and rolled his window down and "shot them a bird" with his middle finger. Sgt. Allen said that his back was turned and he personally did not see Capt. Williams make the hand gesture, but when the captain drove away the other two detectives told him what Capt. Williams had done.

Lt. David Stimpson - Lt. Stimpson testified under oath to being present during the meeting with Sgt. Allen and Capt. Williams after the Me-Strong 5K event and hearing Capt. Williams refer to the woman he saw from the college in a sexually explicit way when describing her clothing and her body. Lt. Stimpson also recalled Capt. Williams using his hands to mimic the woman's breasts on his chest. Lt. Stimpson also did not comment back to Capt. Williams regarding this woman.

Lt. Stimpson also stated that on another occasion, Capt. Williams had pointed out a woman who was in the police department lobby and motioned with his hands to Lt. Stimpson that this woman had a nice body. Again, Lt. Stimpson did not comment back to Capt. Williams.

Lt. Stimpson also testified that he and Capt. Williams were having a meeting over the field training officers grading of new recruits. They were specifically talking about female training officer Shannon Watts being an especially tough grader on new recruits and Lt. Stimpson was commenting that he needed to work with her on her grading standards. Lt. Stimpson stated that Capt. Williams said to him, "She is being a fucking cunt." Only Lt. Stimpson and Capt. Williams were in the room at the time Capt. Williams made this comment to him.

Lt. Stimpson also testified that he was present at the command staff meeting on January 18, 2023. He was seated near Capt. Williams and Lt. Hughes at that meeting. Chief Umberger was running the meeting and was bringing up a request that had been made by Det. Miller for a water cooler to be added to the Investigations Unit. Lt. Stimpson said that Capt. Williams immediately turned to him and Lt. Hughes and said "He's a fucking faggot" referring to Det. Miller regarding his request for a water cooler.

Lt. Tim Hughes - Lt. Tim Hughes testified in a sworn statement to being present at the command staff meeting on January 18, 2023 when a request that had been made by Det. Miller for a water cooler to be added to the investigations unit was brought up for discussion. Lt. Hughes was seated near Capt. Williams and Lt. Stimpson at that meeting. Lt. Hughes said that Capt. Williams turned toward him and said "He's a faggot" referring to Det. Miller.

Lt. Hughes also confirmed that Sgt. Allen had reported an incident to him in which Sgt. Allen heard Capt. Williams refer to black people at a scene as "Darkies" and Lt. Hughes reported that up the chain of command to Capt. Dice.

Captain Prurince Dice - Capt. Dice testified under oath to being informed by his Lieutenant, Lt. Stimpson, that Sgt. Allen had reported an incident in which Capt. Frank Williams referred to black people at an investigation scene as "Darkies" and that Cpl. Casseus was possibly a witness to this event. (NOTE: Capt. Dice and Cpl. Casseus are black males). Capt. Dice stated that he personally called Cpl. Casseus and asked him if he had heard Capt. Williams make this comment at the investigation scene. Cpl. Casseus told Capt. Dice that he did not hear the comment. Capt. Dice also stated that he was informed by Lt. Hughes about the comment Capt. Williams made at the staff meeting, referring to Det. Miller as a "faggot", but he did not personally hear the comment. Capt. Dice reported these incidents to the Deputy Chief.

Capt. Dice also stated that he was present at another staff meeting in which the Chief's administrative assistant Rebecca Ackerman brought up a topic for discussion regarding employees and what he thought was something about pay. Rebecca Ackerman had referred to one of the civilian animal control officers. Capt. Dice heard Capt. Williams respond to her point by saying that he did not view "Dog Walkers" in the same light as sworn officers. Capt. Dice said that this comment greatly upset Rebecca Ackerman and she left the meeting crying. After the meeting, Capt. Dice checked on Rebecca Ackerman and he said she was very upset about how Capt. Williams referred to the civilian employees in such a negative way. Capt. Dice then met with the Chief and Capt. Williams, and Capt. Dice told Capt. Williams that Rebecca was upset and that Williams needed to go apologize to Rebecca. Capt. Dice said that Capt. Williams told Dice that he would go apologize to Rebecca. But Capt. Dice doesn't know if Capt. Williams ever apologized.

Rebecca Ackerman – Rebecca Ackerman is the Chief's assistant. Rebecca Ackerman testified in a sworn statement that she was at a command staff meeting and she brought up a topic for discussion regarding civilian employees and the policy of them not being allowed to work from home when sworn members were being allowed to work from home. She specifically brought up an animal control officer named Jenny Fiore as her example. Rebecca said that Capt. Williams made a derogatory statement about Jenny Fiore by saying that he didn't consider a "Dog Walker" equivalent to a sworn officer. The comment greatly upset Rebecca Ackerman and she took it that Capt. Williams was being derogatory to all civilian employees. Rebecca left the meeting crying and went back to her office. She said that Capt. Dice came to her and asked her if she was okay. Capt. Williams however, never said anything to Rebecca and never apologized for his comment.

Detective Joseph Sanchez - Det. Joseph Sanchez testified under oath that on December 4, 2022, he was present at the Christmas parade when Capt. Williams drove up next to him and the other officers he was working with at the intersection of Georgia St. and Woodland Av. Det. Sanchez said that Capt. Williams rolled down the window of his assigned SUV and he randomly "shot them a bird" and then drove off. Captain Williams was also working the parade and was wearing his full uniform on this date.

Sergeant Jackson Miller (formerly Detective Miller) - Sgt. Miller testified under oath that he was working the Christmas parade and was at the intersection of Georgia St. and Woodland Av. when Capt. Williams drove up to him and the other officers at the intersection. Sgt. Miller said that he saw Capt. Williams roll down the window of his SUV and "Shoot them a bird" with his middle finger.

Sgt. Matthew Salmon - Sgt. Salmon testified under oath that he was present at the recent Sergeant refresher training course taught by Capt. Williams. Sgt. Salmon stated that he heard Capt. Williams use the word "Faggot" several times during the training course during the training scenarios.

Sgt. John Rutherford - Sgt. Rutherford testified under oath that he was present at the recent Sergeant refresher training course taught by Capt. Williams. Sgt. Rutherford stated that he heard Capt. Williams use the word "Faggot" several times during the training course during the training scenarios.

Sgt. Josh Santos - Sgt. Santos testified under oath that he had attended the recent sergeant refresher training course taught by Capt. Williams. Sgt. Santos stated that during the training scenarios, Capt. Williams used terms like "Fucking faggot" and "Stop being a pussy" as examples during the training. Sgt. Santos said that he felt this was objectional language towards gay men and should not have been used during training. Sgt. Santos also stated that at one point, the class was on a break and people were just talking when Capt. Williams entered the room and made a comment something to the effect of, "Did you say you were going to take it in the ass?", Sgt. Santos said he was right near Capt. Williams when he made this comment.

Sgt. Santos also stated that on another occasion he was with Capt. Williams when he heard Capt. Williams refer to Jessica Paugh, former director the Daytona School of Emergency Services, as a "Cunt" and said "she must have slept her way to the top".

Sgt. Tony Tagle – Sgt. Tagle testified in a sworn statement that sometime near the end of 2022, he was sitting in Sgt. Santos' office talking with Sgt. Santos, when Capt. Williams entered the room. Sgt. Tagle said that he heard Capt. Williams make a homosexual comment by saying something along the lines of "taking it in the ass". The comment confused Sgt. Tagle as it did not have any relevance to what he and Sgt. Santos were talking about. Sgt Tagle stated that the statement made him feel uncomfortable. Sgt. Santos did not recall hearing Capt. Williams make that statement at that time.

Det. Anthony Luis Bota – Det. Bota testified under oath that he was present in the detective division office when he overheard a loud meeting in Lt. Hughes' office. During this meeting Det. Bota heard Capt. Frank Williams use a term like "Hillbilly dumbfuck redneck bullshit". Det. Bota was not part of the meeting but could clearly hear Capt. Williams make comments like these.

██████████ also stated that Capt. Williams frequently uses foul language in the office and in her presence. ██████████ said Capt. Williams has used the word "Cunt" in her presence and that he frequently uses the word "Fuck".

██████████ stated that she never told Capt. Williams that she didn't want to be touched, and didn't want Capt. Williams to refer to her as kid or her husband as her sweetie. ██████████ did however report it to Human Resources on February 10, 2023, which was the same day Capt. Williams was put on administrative leave due to this investigation.

Detective Adam Cosens - Detective Adam Cosens testified in a sworn statement that he was present at a field training officer meeting when Capt. Williams had used him as an example of how not to do things. Det. Cosens said that Capt. Williams said something like "don't be like Cosens" and that Capt. Williams used profanity using the word "Fuck" quite a bit.

Interview with Capt. Frank Williams

On Monday April 3rd, 2023 at 2:45 pm, Bill Cameron conducted an interview with Capt. Frank Williams at the Deland Police Department. Prior to the interview, Capt. Williams had been given the opportunity to read all of the statements of the witnesses mentioned previously. Capt. Williams came to the police department on Friday March 31st and began reading the statements. Capt. Williams concluded reading the statements on Monday April 3rd prior to the interview with Bill Cameron.

At the beginning of the interview, Capt. Williams acknowledged that he was aware of his police officers bill of rights and of his Garrity rights. Capt. Williams also acknowledged that he had voluntarily waived part of his police officers bill of rights to allow Bill Cameron to conduct the investigation for the City of Deland. Lt. Juan Milan placed Capt. Williams under oath prior to the interview beginning.

During the interview, Bill Cameron went down the list of statements made by the witnesses one by one and asked Capt. Williams to respond to each allegation by each witness. A recap of Capt. Williams' response to each allegation is as follows:

Allegation #1 - Sgt. Justin Allen said that Capt. Williams used the word "Darkies" when referring to black people at the scene of an investigation.

Capt. Williams denied ever using the term Darkies and stated that he wasn't even familiar with that term. Capt. Williams stated that he had never heard black people referred to as "Darkies". Capt. Williams did not know why Sgt. Allen would make this claim, but felt that maybe it had something to do with Sgt. Allen being disciplined back in April of 2022.

Allegation #2 - Sgt. Justin Allen and Lt. Dave Stimpson said that Captain Williams made sexually explicit comments and gestures with his hands about a female Stetson College representative after seeing her at the Me-Strong 5k run event. Both Sgt. Allen and Lt. Stimpson were witnesses to this incident.

Capt. Williams stated that he never made any sexually explicit comments or actions when talking to Sgt. Allen and Lt. Stimpson about the female in question. Capt. Williams stated that he had merely commented to Sgt. Allen and Lt. Stimpson that this female would make a good recruit for working at the police department and that they needed to recruit and hire more physically fit females to the police department.

Bill Cameron conducted a follow up interview with both Sgt. Allen and Lt. Stimpson on April 10, 2023 to ask them if they remembered Capt. Williams make any comments about the woman being a good candidate to recruit into the police department. Both men said that at no time during that meeting did Capt. Williams ever say anything about recruiting that woman or any woman to work at the police department.

Allegation #3 - Lt. Dave Stimpson said that Capt. Williams once drew his attention to another woman standing in the lobby of the police department and used his hands to imply that she had a nice body.

Capt. Williams denied that he ever did that. There were no other witnesses to this event besides Lt. Stimpson.

Allegation #4 - Sgt. Justin Allen stated that during a meeting with Lt. Tim Hughes and Capt. Williams, Capt. Williams referred to how they did business as "country bumpkin" and that they were a "bunch of dumb fuck rednecks".

Capt. Williams denied ever using terms like that during that meeting. This event was witnessed by Det. Ramkissoon and Det. Bota who both stated that they heard Capt. Williams from outside the office make statements like that during that meeting.

Allegation #5 - Sgt. Justin Allen stated that Capt. Williams had recently taught a sergeant's refresher training and during that training, Capt. Williams used the word "Faggot" several times during the training in different scenarios. Sgt. Allen said that two supervisors from Orange City Police attended the first day of the training but did not come back to the second day. Sgt. Allen was concerned that they did not come back because of Capt. Williams' language.

Capt. Williams stated that he did in fact use some foul language and did use the term "Faggot" during the training class, but only in the context of a training scenario. Capt. Williams would use this language as an example as to what two equally ranked officers may say to each other that would not be appropriate for a supervisor to use around lower ranking officers. This event was also witnessed by Sgt. Salmon, Sgt. Rutherford, Sgt. Tagle, and Sgt. Santos.

Bill Cameron did contact the Lieutenant from Orange City Police and asked him if he and his Sergeant did not return to the training on the second day because of anything Capt. Williams had said during the training. He said no. He said he did not have any problems with any part of the training and that his sergeant was only able to attend the first day of the training from the beginning. And he did not return because he got busy with something else and could not attend.

Allegation #6 – Lt. Dave Stimpson and Lt. Tim Hughes both stated that during a staff meeting on January 18, 2023, they heard Capt. Williams refer to Det. Miller as a “Fucking Faggot” or a “Faggot”.

Capt. Williams stated that he never referred to Det. Miller as a faggot at that meeting and never said anything like that to Lt. Hughes or Lt. Stimpson. Capt. Williams said that what he did say in response to Det. Miller’s request for a water cooler in their office was that “If he gets a water cooler, I want a cappuccino machine in my office”.

Bill Cameron conducted follow up interviews with Lt. Stimpson and Lt. Hughes and asked them if they remembered Capt. Williams making a comment about a cappuccino machine. Both men said that they did in fact remember Capt. Williams make some comment about a cappuccino machine in addition to making the faggot comment about Det. Miller. When Bill Cameron asked both Lt. Hughes and Lt. Stimpson about how certain they were about the faggot comment that Capt. Williams made about Det. Miller, both men said they were absolutely certain about hearing Capt. Williams refer to Det. Miller as a faggot.

Allegation #7 – Lt. Dave Stimpson said that he was present at a meeting with Capt. Williams when they were discussing one of their training officers named Officer Shannon Watts. When Lt. Stimpson was talking about Officer Watts being a strict rater in her grading of her trainees and that he had to work with her on that, Capt. Williams stated that he thought she was “being a fucking cunt”.

Capt. Williams stated that he never made that comment about Officer Shannon Watts and that he does not ever use that word. There were no other witnesses to this event.

Allegation #8 – Det. Joseph Sanchez and Det. Jackson Miller both stated that while they were working traffic control at the 2022 Christmas Parade in downtown Deland, Capt. Williams drove up to them, rolled down the window of his agency issued car, and shot them both a bird with his middle finger. Capt. Williams was in full uniform at the time and was within eyesight of many of the citizens and families that were there to see the parade. Sgt. Allen was also present but was not looking in the direction of Capt. Williams at the time he shot them a bird. Sgt. Allen said that the other two officers told him what they saw after Capt. Williams drove away.

Capt. Williams explained this event by stating that he did not actually shoot the officers a bird. He claimed what he did was extend his hand toward the officers and displayed his index and middle finger together toward the officers while shaking his hand in what he called a hand sign he learned in the Coast Guard which meant “get to work”. When Capt. Williams was asked if the officers had a similar background in the military and would understand the “get to work” hand sign he claimed he was displaying. Capt. Williams said he did not know. Capt. Williams also showed Bill Cameron a series of three photographs depicting Prince William of Great Britain. In the first picture, it appeared that Prince William was shooting a bird at a crowd of people. The second photo was of the same event but from a different angle in which the picture now showed Prince William extending two fingers. And the third picture from yet another angle showed Prince William was actually extending three fingers. Capt. Williams provided these photos as an example of people seeing the same event from different angles and seeing something different implying that the officers did not see what they thought they saw.

Bill Cameron conducted follow up interviews with Det. Sanchez and Det. Miller and asked them if there was any chance that Capt. Williams actually used a different hand sign with two fingers instead of what they thought was him shooting them a bird. Both officers said absolutely not. They were both absolutely certain that what they saw was Capt. Williams extend his arm toward them with his middle finger extended, shooting them a bird.

Allegation #9 – Sgt. Jason Floryance stated that during an informal meeting during Hurricane Ian in which they were discussing whether they were going to sleep at the police department one more night or go home, Capt. Williams entered the room and started “messaging” with Sgt. Floryance. Sgt. Floryance said that Capt. Williams was acting like a gay man and said to Sgt. Floryance, “I will stay over if you will Jason” while reaching his hand toward Sgt. Floryance. Sgt. Floryance also stated that Capt. Williams teased him like that again at the Christmas parade by saying to him, “Jason, you know you are my favorite.”

Capt. Williams denied ever making either of those statements and does not remember ever being at the hurricane meeting that Sgt. Floryance was talking about.

Allegation #10 – Det. Adam Cosens stated that he was present at a training officer meeting when Capt. Williams singled him out at the meeting and used the word “fuck” constantly while talking to the group and that Capt. Williams told the group “not to be like Cosens”.

Capt. Williams did recall the event that Det. Cosens was referring to. Capt. Williams stated that Det. Cosens was being disrespectful at the meeting and every time the person conducting the meeting was telling the training officers how he wanted them to document their trainee’s progress and training, Det. Cosens would say things like, “I’m not fucking doing that.” After Det. Cosens making several comments like that, Capt. Williams said he had had enough of his disrespect and he spoke up and called Det. Cosens out for his actions. Capt. Williams did admit that he used profanity toward Det. Cosens because Det. Cosens was using profanity and was being very disrespectful, especially with a Captain in the room. Capt. Williams said this occurred when he was fairly new to the organization and he was letting Det. Cosens know that he would not stand for that kind of disrespect.

Allegation #11 – Rebecca Ackerman stated that at a staff meeting when she brought up a concern that she had about unequal treatment between some sworn officers and civilian employees who work in the animal control unit, Capt. Williams was disrespectful toward her and said that he did not view sworn officers and “dog walkers” in the same light. Rebecca Ackerman was very upset by Capt. Williams’ comments and she left the meeting in tears.

Capt. Williams stated that he did make a comment about not viewing these employees in the same light but that he referred to the animal control employees as “Dog Catchers”, not dog walkers. Capt. Williams said that he was not trying to be disrespectful he was just making a comment that he did not view sworn officers and civilian animal control officer equally for the topic at hand. Capt. Williams stated that he realized Rebecca was upset by the meeting, so the next day he went to her office and apologized to her and made sure they were good with each other. Capt. Williams said that Rebecca said they were fine.

Bill Cameron conducted a follow up interview with Rebecca Ackerman. Rebecca told Bill Cameron that Capt. Williams never came to her office and never apologized to her. Rebecca also said that she was positive that the term Capt. Williams used to describe the animal control officers was "dog walker".

Allegation #12 - ██████ stated that she is Capt. Williams' assistant and he is her immediate supervisor. ██████ stated that Capt. Williams refers to her as "Kid" or "Kiddo" instead of by her name. ██████ also stated that Capt. Williams refers to ██████ husband, Officer ██████ as her "sweetie" or "honey" or "man toy". ██████ said she does not like this, but she never told Capt. Williams that she does not like this. ██████ claimed that Capt. Williams put his hands on her on two different occasions which she did not like. Once while she was seated in a chair, Capt. Williams came up from behind ██████ and put his hands on her shoulders. And a second time Capt. Williams put his arm around ██████ as they were both walking down the hallway. ██████ also stated that Capt. Williams frequently uses the "F" word around her and around the office and that she has heard him use the word "Cunt" around the office before. Capt. Williams never called ██████ that word, she just heard him say it before.

Capt. Williams admitted that he did refer to ██████ as Kid and that he did make funny comments about ██████ husband, but he did not know ██████ did not like that. Capt. Williams also admitted to using the "F" word on occasion, but said he never used the word "Cunt". Capt. Williams said that even ██████ uses curse words occasionally around the office and that she even has a drawing of a curse word coin jar on her white board in her office as a joke. (NOTE: Bill Cameron did see this drawing on ██████ white board in her office). Capt. Williams stated that he does not remember ever touching ██████ as she claimed he did.

Allegation #13 – Rhonda Rountree stated that Capt. Williams told her that he was sent to the Investigations Unit to "baby sit" the unit. She also stated that Capt. Williams stamped the word "Denied" all over a training request submitted by Sgt. Allen.

Capt. Williams stated that he never said anything about baby sitting the Investigations Unit. Capt. Williams did admit that he stamped denied all over Sgt. Allen's training request, but only as a joke. Capt. Williams had made a copy of the training request and stamped the copy, not the original. Capt. Williams had actually approved the training request.

Allegation #14 – Sgt. Josh Santos stated that he was present with Capt. Williams when Capt. Williams referred to Jessica Paugh, Director of the Daytona School of Emergency Services, as a "Cunt". Jessica Paugh was not present to hear this comment.

Capt. Williams stated that he never said that about Jessica Paugh.

Allegation #15 - Sgt. Josh Santos stated that while attending the sergeant refresher training class, the class was on a break and people were just talking when Capt. Williams entered the room and made a comment something to the effect of, "Did you say you were going to take it in the ass?"

Sgt. Tagle stated that he was once sitting in Sgt. Santos' office when Capt. Williams entered the room and made a similar homosexual comment by saying something along the lines of "taking it in the ass".

Capt. Williams stated that he never made any such comments to anyone.

Findings/Conclusions

Allegation #1 – Capt. Frank Williams used the word "Darkies" in the presence of Sgt. Allen when referring to black people at an investigation scene.

Violation of policy# 2.10.2 "Employees shall not make offensive or derogatory comments to any person either directly or indirectly based on race, color, ethnic background, national origin, gender, gender identity, sexual orientation, religion, socioeconomic status, age, disability, political status, or any other legally protected characteristics".

Finding : Not Sustained

Conclusion: There was only one witness to Capt. Frank Williams making this comment about black people. Sgt. Justin Allen reported hearing Capt. Williams use the word "Darkies" but Capt. Williams denied ever saying that. The only other potential witness, Cpl. Casseus, stated that he did not know if Capt. Williams made that statement or not, but he did not personally hear Capt. Williams make this statement. Sgt. Justin Allen had also reported at least two other events involving Capt. Williams making other remarks at different times that were witnessed and confirmed by other people which Capt. Williams also denied saying. It is probable based on Sgt. Allen's reliability as a witness that Capt. Williams likely made this comment as reported, but the degree of uncertainty by having only one witness to the event makes the finding of this allegation at best **Not Sustained**.

Allegation #2 - Capt. Frank Williams made sexually explicit comments to Sgt. Allen and Lt. Stimpson regarding a female member of the Stetson College that he saw at the Me-Strong 5k run event.

Violation of policy# 1.2.1 – Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.

Finding: Sustained

Conclusion: Both Sgt. Allen and Lt. Stimpson witnessed Capt. Frank Williams make sexually explicit comments and gestures about the woman he saw at the Me-Strong 5K run event. Both men thought the comments and gestures were improper. Capt. Williams stated during his sworn interview that the comments he made about the woman were in regards to wanting to recruit her for employment at the police department only.

Bill Cameron conducted follow up interviews with both Sgt. Allen and Lt. Stimpson. Both men stated that there was never any conversation or comments made by Capt. Williams at the meeting regarding recruiting the woman to work at the Police Department.

Allegation #3 - Capt. Frank Williams drew Lt. Stimpson's attention to a woman standing in the lobby of the police department and used his hands to imply that she had a nice body.

Violation of policy# 1.2.1 – Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.

Finding: Not Sustained

Conclusion: There was only one witness to this event. Capt. Williams denied he ever did this. Lt. Stimpson had also reported at least two other events involving Capt. Williams making other remarks at different times that were witnessed and confirmed by other people which Capt. Williams also denied saying. It is probable based on Lt. Stimpson's reliability as a witness that Capt. Williams likely made this gesture as reported, but the degree of uncertainty by having only one witness to the event makes the finding of this allegation at best **Not Sustained**.

Allegation #4 - Capt. Frank Williams referred to how they did business at Deland Police Department as "country bumpkin" and that they were a "bunch of dumb fuck rednecks".

Violation of policy# 1.2.25 – Members shall not publicly, departmentally, or to other city employees, criticize or ridicule the police department, its policies or its members...

Violation of policy# 1.2.1 – Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.

Finding: Sustained on both policy violations

Conclusion: Sgt. Allen witnessed Capt. Williams make these comments during a meeting he was attending in Lt. Hughes' office. Capt. Williams denied making these derogatory comments. Two Detectives confirmed that they too heard Capt. Williams make the derogatory comments from outside the Lieutenant's office door. Capt. Williams is a command officer and the officers who witnessed this event were lower ranking subordinate officers.

Allegation #5 - Capt. Frank Williams used the word "faggot" several times while conducting a training course during the Sergeant refresher training session. This training was attended by members of a neighboring police department in addition to Deland Police members.

Violation of policy# 1.2.1 – Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.

Finding: Exonerated

Conclusion: This event was witnessed by several sergeants with the Deland Police Department and by two members of the Orange City Police Department. The sergeants felt the use of that word was inappropriate. Capt. Williams admitted that he used the word "faggot" several times during a training scenario exercise as an example of the kind of language that fellow officers could use when talking to each other during friendly banter, but that would be inappropriate for supervisors or higher-ranking officers to use when talking to subordinate officers in their agency. The members of the Orange City Police Department were not offended by the captain's use of the word faggot. The word faggot was offensive to some of the participants in the class and may not have been the best word to use during this training. Capt. Williams could have substituted another word during training that may have been less offensive, but the use of slang for the purposes of a training example in itself would not constitute a violation of policy as long as it was merely presented in the form of a training example.

Allegation #6 – Lt. Stimpson and Lt. Hughes both stated that during a staff meeting on January 18, 2023, they heard Capt. Williams refer to Det. Miller as a "Fucking Faggot" or a "Faggot".

Violation of policy# 2.10.2 *"Employees shall not make offensive or derogatory comments to any person either directly or indirectly based on race, color, ethnic background, national origin, gender, gender identity, sexual orientation, religion, socioeconomic status, age, disability, political status, or any other legally protected characteristics".*

Finding: Sustained

Conclusion: Lt. Stimpson and Lt. Hughes were both adamant that they clearly heard Capt. Williams refer to Det. Miller as a "Faggot" during the staff meeting where Det. Miller's request for a water cooler was being discussed. Capt. Williams stated that he did not call Det. Miller a faggot and that he merely said something to the effect of, "If he gets a water cooler, I want a cappuccino machine."

Both Lt. Stimpson and Lt. Hughes were interviewed again in response to Capt. Williams' claims about what he really said. Both Lt. Hughes and Lt. Stimpson said that Capt. Williams did in fact make some other comment about a cappuccino machine, but that was in addition to calling Det. Miller a faggot. Both men were positive that they heard Capt. Williams refer to Det. Miller as a faggot.

Allegation #7 – Capt. Frank Williams referred to female officer Shannon Watts as a "Cunt" when talking to Lt. Stimpson about her.

Violation of policy# 1.2.1 – *Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.*

Finding: Sustained

Conclusion: While this event was witnessed only by Lt. Stimpson, it is not the only time Capt. Williams was accused of referring to a woman as a Cunt. Sgt. Santos reported hearing Capt. Williams refer to another woman named Jessica Paugh as a Cunt. And Rachel Rioz stated that she had heard Capt. Williams

say the word cunt before. Capt. Williams denied ever referring to Officer Watts as a cunt and stated that he doesn't even use that word, but three independent witnesses in this investigation claimed to witness Capt. Williams use that term. The totality of the witness statements lends credence to the probability that Capt. Williams did in fact use that term in all three occasions.

Allegation #8 - Capt. Williams drove up to Det. Sanchez and Det. Miller at the Christmas parade, rolled down the window of his agency issued car down, and shot them both a bird with his middle finger.

Violation of policy# 1.2.1 – *Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.*

Finding: Sustained

Conclusion: This event was witnessed by two officers. A third officer was present but did not witness the event. The third witness saw Capt. Williams drive up but was not looking at him when he shot them the bird with his middle finger. The third officer was told what happened when the captain drove away by the other two officers. Capt. Williams said that he did drive up to the officers and he did make a hand gesture to them, but the gesture was not shooting them a bird. Capt. Williams claimed that the hand gesture was something he learned in the Coast Guard which meant "get to work".

Bill Cameron conducted a follow up interview with the two eye witness officers and asked them if there was any possibility that what they saw was a different hand gesture and not Capt. Williams shooting them a bird. Both officers stated with absolute certainty that they saw Capt. Williams extend his middle finger only and shoot them a bird.

Capt. Williams' attempt to explain this incident away made little sense considering the officers that witnessed the event would have no idea what the "get to work" hand sign would mean. And his attempt to use photographs of Prince William as an example of witnesses seeing different things from different angles would not even apply to this situation as the officers were pretty close to the car window and had a perfect view of Capt. Williams and his hand as it was extended toward them.

Allegation #9 - Sgt. Floryance stated that during an informal meeting during Hurricane Ian, Capt. Williams entered the room and started "messaging" with Sgt. Floryance. Sgt. Floryance said that Capt. Williams was acting like a gay man and said to Sgt. Floryance, "I will stay over if you will Jason" while reaching his hand toward Sgt. Floryance. Sgt. Floryance also stated that Capt. Williams teased him like that again at the Christmas parade by saying to him, "Jason, you know you are my favorite." Capt. Williams denied ever making either of those statements.

Violation of policy# 1.2.1 – *Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.*

Finding: Not Sustained

Conclusion: Sgt. Floryance is the only witness to these events. While it is probable that these events occurred as Sgt. Floryance stated, the finding of this allegation is, at best, **Not Sustained** due to the lack of other independent witnesses.

Allegation #10 – Det. Adam Cosens stated that he was present at a training officer meeting, when Capt. Williams singled him out at the meeting and used the word “fuck” constantly while talking to the group and that he told the group “not to be like Cosens”.

Violation of policy# 1.2.1 – *Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.*

Finding: Exonerated

Conclusion: Det. Cosens’ report of the event in question left out details that show this event in its proper context. Capt. Williams admits to using some foul language when addressing Det. Cosens in order to get Det. Cosens’ attention and compliance to orders being given to the training officers at the meeting. Det. Cosens’ was being disrespectful during the meeting and was using foul language himself, which resulted in a memo being sent out by another commander throughout the agency warning of using foul language which Det. Cosens agreed occurred. Capt. Williams’ decision to use strong language to Det. Cosens to get his attention at that meeting may not have been absolutely necessary, but was understandable given the circumstances.

Allegation #11 – Rebecca Ackerman stated that she brought up a concern that she had about unequal treatment between some sworn officers and civilian employees that work in the animal control unit. Rebecca felt that Capt. Williams was disrespectful toward her and other civilian employees when he said that he did not view sworn officers and “dog walkers” in the same light.

Violation of policy# 2.10.1- *No employee shall either explicitly or inexplicitly ridicule, mock, deride, or belittle any person.*

Violation of policy# 1.2.1 – *Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.*

Finding: Sustained on both policy violations

Conclusion: This event did occur. Both Rebecca Ackerman and Capt. Williams recalled the incident. But Capt. Williams stated that the term he used was “Dog Catcher”, not “Dog Walker”. Capt. Williams also said that he did not mean the statement in a derogatory way and did not intend to upset Rebecca or any employee. Capt. Williams said that after the meeting Capt. Dice told him that he had upset Rebecca and that he needed to apologize to her. Capt. Dice had witnessed this event. Capt. Williams stated that he went to Rebecca’s office that next day and apologized to her and made sure they were “okay” with each other. Capt. Williams said that Rebecca said that they were okay and the matter was over.

Bill Cameron conducted a follow up interview with Rebecca Ackerman. Rebecca Ackerman was absolutely positive that the term Capt. Williams used was in fact "Dog Walker" and that the spirit in which he said it was demeaning to the animal control officer and all civilian employees. Rebecca further said that Capt. Williams did not come in to her office the following day, and Capt. Williams never apologized to her as he claimed he did. Rebecca also said she never told Capt. Williams that they were "okay".

Allegation #12 - [REDACTED] stated that Capt. Williams refers to her as "Kid" or "Kiddo" and refers to [REDACTED] as her "sweetie" or "honey" or "man toy". [REDACTED] claimed that Capt. Williams put his hands on her on two different occasions. [REDACTED] also stated that Capt. Williams frequently uses the "F" word around her and around the office and that she has heard him use the word "Cunt" around the office before.

Violation of policy# 1.2.1 – Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.

Findings: Exonerated, Not Sustained, Sustained

Conclusion: Capt. Williams admitted that he often does refer to [REDACTED] as Kid or Kiddo and refers to her husband as her honey, but he did not know that [REDACTED] did not like that. She never brought that up to him before. This allegation is **Exonerated** as it occurred but there was no policy violation.

Capt. Williams stated that he does not remember ever touching [REDACTED] on the shoulder or putting his arm around her when walking down the hall. This allegation is **Not Sustained** as there are no other witnesses to these two events.

Capt. Williams admitted that he has in fact used the "F" word around the office as has [REDACTED]. Capt. Williams denied he ever used the word "Cunt" around the office and claimed he never uses this word. But [REDACTED] is one of three different witnesses to hear Capt. Williams use the word "Cunt" at three different times and events which lends credence to the likelihood that Capt. Williams did in fact use the word "Cunt" around employees. This allegation is **Sustained**.

Allegation #13 – Rhonda Rountree stated that Capt. Williams told her that he was sent to the Investigations Unit to "baby sit" the unit. Rhonda also stated that Capt. Williams stamped the word "Denied" all over a training request submitted by Sgt. Allen.

Violation of policy# 1.2.1 (X 2) – Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.

Findings: Not Sustained/Exonerated

Conclusion: There were no other witnesses to the conversation between Rhonda Rountree and Capt. Williams regarding the "baby sitting" comment. That allegation is **Not Sustained**.

Capt. Williams explained that he stamped denied on the training request as a joke and that he had actually approved the training. There is no policy violation regarding this event. That allegation is **Exonerated**.

Allegation #14 – Sgt. Josh Santos stated that he was present with Capt. Williams when Capt. Williams referred to Jessica Paugh, Director of the Daytona School of Emergency Services, as a “Cunt”.

Violation of policy# 1.2.1 – *Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.*

Finding: Sustained

Conclusion: Sgt. Santos claimed to hear Capt. Williams refer to Jessica Paugh as a “Cunt”. Capt. Williams stated that he never said that about Jessica Paugh and that he does not use that word. Sgt. Santos is one of three different witnesses to hear Capt. Williams use the word “Cunt” at three different times and during three different events which lends credence to the likelihood that Capt. Williams did in fact use the word “Cunt” when referring to Jessica Paugh when speaking to Sgt. Santos.

Allegation #15 - Sgt. Santos stated that while attending the sergeant refresher training class, the class was on a break and people were just talking when Capt. Williams entered the room and made a comment something to the effect of, “ Did you say you were going to take it in the ass?”

And Sgt. Tagle stated that he was sitting in Sgt. Santos’ office when Capt. Williams entered the room and made a homosexual comment by saying something along the lines of “taking it in the ass”.

Violation of policy# 1.2.1 – *Members and employees shall not engage in any conduct which constitutes neglect of duty, conduct unbecoming of a member or employee, or any act which is likely to adversely affect the discipline, good order, or reputation of the Department.*

Finding: Sustained

Conclusion: Both Sgt. Santos and Sgt. Tagle reported hearing Capt. Williams make similar comments about “taking it up the ass” at two different occasions. Capt. Williams denied ever making comments like this to anyone. There are two witnesses to these comments who both said that Capt. Williams’ comments were something like “taking it up the ass”.

Investigation Summary

There were 15 allegations brought against Capt. Frank Williams by at least 10 different employees, some of which made multiple reports of suspected policy violations which resulted in 20 violations findings. Of those 20 findings, **11 findings were Sustained** (*evidence/testimony proves it occurred and there is a policy violation*), **5 were Not Sustained** (*evidence/testimony was unable to clearly prove it occurred and there would have been a policy violation if proven*), and 4 were **Exonerated** (*evidence proves it occurred, but there was no policy violation*).

During this investigation, Bill Cameron of Bill Cameron and Associates Consulting, acting as an agent of Chief Umberger of the Deland Police Department, asked Capt. Williams many questions related to the allegations being made against him by employees of the Deland Police Department. Witness testimony from complainant employees of the police department is presented as evidence that Capt. Frank Williams appeared untruthful or misleading in his responses to some of the questions asked of him during his interview with Bill Cameron. During the interview, it appeared to Bill Cameron that Capt. Williams seemed to deny many of the allegations made against him that had only one witness to the event. But for events that had multiple witnesses, it appeared to Bill Cameron that Capt. Williams would often offer an alternative explanation to the event without completely denying the event occurred. Those responses are as follows:

1. Capt. Williams stated that he did not make sexually explicit comments and gestures when referring to the female Stetson University representative he saw at the Me-Strong event. But there are two eye and ear witnesses to this event. Sgt. Allen and Lt. Stimpson told identical versions of this event and were positive as to what they heard and saw. Capt. Williams further claimed that his comments about the woman were about recruiting her for employment and nothing else. Both witnesses, Sgt. Allen and Lt. Stimpson stated that Capt. Williams never made any comments to them about recruiting this woman to work at the police department.
2. When asked about making derogatory statements like "country bumpkin" and referring to police department members as a "bunch of dumb fuck rednecks" during a meeting in Lt. Hughes' office, Capt. Williams claimed he never made comments like that. There were three ear witnesses to this event. Sgt. Allen, Det. Ramkissoon and Det. Bota all heard these comments.
3. Capt. Williams claimed that he never referred Det. Miller as a "Faggot" during a staff meeting in which Det. Miller's request for a water cooler was being discussed. Both Lt. Stimpson and Lt. Hughes heard Capt. Williams make this statement to them during the meeting. Both men said they were absolutely certain that they heard Capt. Williams refer to Det. Miller as a faggot.
4. Capt. Williams stated that he never used the word "Cunt" when referring to Officer Shannon Watts, that he never used the word "Cunt" when referring to Jessica Paugh, and he never used the word "Cunt" around the office in the presence of [REDACTED]. In fact, Capt. Williams said that he never uses the word "Cunt" at all. Lt. Stimpson, Sgt. Santos, and [REDACTED] all said that they personally heard Capt. Williams use the word "Cunt" during those three events. These events occurred at different times and at different locations. The totality of these three witnesses' statements shows a pattern of use of the word "Cunt" by Capt. Williams.
5. Capt. Williams claimed that he never used his middle finger to "shoot a bird" at the officers working the Christmas parade and that he instead used a different hand gesture that meant "Get to work" that he learned in the Coast Guard. Det. Sanchez and Det. Miller both testified very positively that they personally saw Capt. Williams extend his arm and raise his middle finger at them. Both officers said there is no doubt as to what they saw and they were positive that they did not confuse any other hand gesture with what they saw. They were both absolutely positive that they saw Capt. Williams "shoot them a bird".
6. Capt. Williams stated that when he was told by Capt. Dice that he had upset Rebecca Ackerman with his comments about the animal control officer being a "Dog Walker" or as he claimed, a "Dog Catcher", he went to Rebecca Ackerman's office the following day and apologized for upsetting her. Rebecca Ackerman stated that this never happened. Rebecca Ackerman said that Capt.

Williams never came to her office the following day and never apologized to her for his comments or for upsetting her.

- 7. Capt. Williams stated that he never said any comment like "taking it up the ass" to anyone. Both Sgt. Santos and Sgt. Tagle were witnesses to Capt. Williams making such comments.

Investigator's note: It is important to note that Capt. Frank Williams is a command officer at the Deland Police Department with many years of command experience from his former employment in New Jersey. He is also a trainer for the police department in topics relative to the allegations being brought against him in this investigation. Most recently, Capt. Williams was instructing the supervisors during the sergeant refresher course on the difference between fellow officers using slang language and "locker room talk" between each other and the supervisors not being able to use the same language or engage in the same banter when talking to lower ranking subordinate officers. Yet many of the sustained policy violations brought against Capt. Williams are for using inappropriate language and gestures toward, or in the presence of, lower ranking subordinate officers and members of the police department, which would violate the very teaching point he was making to the supervisors of the police department.

Pursuant to FSS 112.533,

- 1. I verify pursuant to s.92.523 that the contents of this report are true and accurate based on my personal knowledge, information, and belief.
- 2. I do hereby swear, under penalty of perjury, that to the best of my personal knowledge, information, and belief, I have not knowingly or willingly deprived, or allowed another to deprive, the subject of this investigation of any of the rights contained in ss.112.532 and 112.533, Florida Statutes.
- 3. Under penalty of perjury, I declare that I have read the foregoing document and that the facts in it are true.



Bill Cameron, President

Bill Cameron and Associates Consulting, Inc



(Notary Seal)