

**VOLUSIA SHERIFF'S OFFICE  
INTERNAL AFFAIRS**

**REPORT OF INVESTIGATION**

**REPORT NUMBER: IA 20-003**

**PERIOD COVERED:** April 1, 2020  
**DATE REPORTED:** April 6, 2020  
**SUBJECT NAME:** TC Jeanne Meyers #6948  
**INVESTIGATING OFFICERS:** Detective Andrew Calkins #7929

**BASIS FOR INVESTIGATION:**

On April 6, 2020, Sheriff's Office Command Staff received a supervisor's inquiry drafted by TC Cristina Crane; the subject of the inquiry was untruthfulness and knowledge of official directives in regards to a Facebook post made by TC Jeanne Meyers.

**OFFENSES:**

This investigation is relevant to an alleged violation of Department Standards Directives and Volusia County Merit Rules and Regulations:

**Volusia County Merit System Rules and Regulations 86-453.** *This violation may be sufficient grounds for disciplinary action ranging from oral reprimand to dismissal, depending on the seriousness of the offense and other circumstances related to the situation.*

- RE:** (9) Any conduct, on or off duty, that interferes with effective job performance or has an adverse effect on the county
- (14) Any conduct, on or off duty, that reflects unfavorably on the county as an employer.
- (22) Any other conduct or action of such seriousness that disciplinary action is considered warranted.

**26.2.106 Veracity- Untruthfulness** - Employees shall not knowingly make false or untrue statements except as authorized in the performance of duties and as necessary to maintain covert operations during investigation of criminal activities. *(Violation subject up to dismissal)*

**26.2.134 Knowledge of Official Directives:** VSO personnel are required to possess a sound working knowledge of the policies and procedures established by the Standards Directives. *(Violation subject up to a 5-day suspension)*

**26.2.135 Knowledge of Official Directives:** Frequent, or repeated violation of these policies, procedures and Directives shall be deemed as indicative of careless disregard by the employee.

**INVESTIGATIVE SUMMARY:**

On April 20, 2020, Chief Deputy Joseph Gallagher assigned the above incident to the Internal Affairs Unit. This report details the internal affairs investigation conducted by Detective Andrew Calkins.

On April 27, 2020, TC Meyers was served with a Notification of Internal Investigation.

According to the Supervisor's Inquiry, on April 1, 2020, TC Meyers made a Facebook post in reference to being quarantined due to being sick. In the original post made by TC Meyers, she mentioned being infected at work. Supervisor Shonna Swartzfager contacted TC Meyers about the post and asked about being infected at work. TC Meyers provided her an edited post excluding the comment of being infected at work. TC Meyers advised Supervisor Swartzfager that the edited post was the original.

Detective Calkins reviewed the materials that were attached to the supervisor inquiry. Detective Calkins observed there was a screenshot of the post made by TC Meyers on Facebook. The post stated *"Not gonna LIE or sugar or sugar coat...KNOWING I'm quaranteed till April 11 and NOT ONE co worker reaching TODAY SUCKS...i WAS infected at WORK...BLESSED and KNOW LOVED THOSE i LOVE MOST...MATTER MOST. N'uff said."* Detective Calkins additionally observed screenshots of a text message conversation involving TC Meyers and Supervisor Swartzfager dated August 2. The following is an excerpt of the messages:

**Supervisor Swartzfager:** *"Allegedly you posted that you are in quarantine and got sick at central and nobody has reached out to you."*

**TC Meyers:** *"NOPE...I sent YOU exactly what I posted"*

TC J. Meyers sent a screenshot to Supervisor Swartzfager of a post, which stated, *"Not gonna lie... Being home quarantine 2 weeks making me fell useless and totally defeated... Glad to KNOW LOVED. Those who've reached out and LOVE me AS IS...THANK YOU. KNOW BLESSED...always FAITHFUL... These guys...SO comforting"*

**TC Meyers:** *“My post EXACTLY what I told u”*

### **Shonna Swartzfager**

On May 1, 2020, Detective Calkins and Lieutenant Sawicki conducted a sworn recorded interview with Shonna Swartzfager at the Communications Center, Daytona Beach. The following is a summary of the interview:

Shonna Swartzfager is a telecommunications supervisor and is currently assigned to Delta shift. Supervisor Swartzfager advised TC Meyers is on her shift however, she is not her direct supervisor.

Supervisor Swartzfager was asked about the original Facebook post made by TC Meyers. Supervisor Swartzfager stated she was shown the original post by Supervisor Shannon Sibley. Detective Calkins showed Supervisor Swartzfager a copy of the original post, which she acknowledged, was the post she observed. After being made aware of the post, Supervisor Swartzfager contacted TC Meyers via text message to check on her. Supervisor Swartzfager stated

*“So I reached out to her because she is a friend of mine just not on Facebook but I reached out to her and asked her how she was doing how she was feeling and everything and she was you know told me that she didn’t feel good and whatever and then I asked her I said, “apparently there was some post on Facebook where you’re trashing us?” and she was like, “no I never did anything like that” and I was like oh ok and I said well I’m just you know I just that was the only point that we talked about, that post, because I just kept telling her I just want to know if you need anything you know are you ok do you need anything, if you’re sick I can come deliver something to your doorstep you know. I’m concerned about you as a person I’m not, I just brought that up you know type of thing.”*

Detective Calkins showed Supervisor Swartzfager the text messages between herself and TC Meyers. Supervisor Swartzfager confirmed they were the text messages sent on April 2. In the messages, Supervisor Swartzfager asked TC Meyers about what she posted in the original message. TC Meyers response to Supervisor Swartzfager was *“She told me that she didn’t trash anybody and she sent me a post that she said was the original post that didn’t say anything about being infected here”* Detective Calkins asked Supervisor Swartzfager about the screenshot which Supervisor Swartzfager stated *“...did not match what Shannon had showed me.”* Detective Calkins asked if the post caused any undue stress in the workplace. Supervisor Swartzfager stated *“Not that I know of.”*

### **Shannon Sibley**

On May 6 2020, Detective Calkins and Detective Burke conducted a sworn recorded interview with Shannon Sibley at the Communications Center, Daytona Beach. The following is a summary of the interview:

Supervisor Sibley has been with the Volusia Sheriff's Office for approximately 17 years and a supervisor for the last 10 years. Supervisor Sibley was Jeanne Meyers supervisor at the time the Facebook post was made about the Volusia Sheriff's Office. Supervisor Sibley was asked how she saw the post, to which she stated,

*"There was a conversation in the kitchen. I was working overtime and somebody had said that there was a Facebook post that somebody put out there about catching the Coronavirus at work and I was like "oh well who did it?" and then they said, "oh it was Jeanne Meyers" and I was like oh, I said well I went on there because I had heard about it at first and I went to check her Facebook..."*

Supervisor Sibley advised she wasn't "friends" with Jeanne Meyers on Facebook so she was unable to see the post. Supervisor Sibley advised she heard Supervisor Jessica Wagers had a screenshot of the post. Supervisor Sibley went to Supervisor Wagers who provided her a copy. Supervisor Sibley advised she didn't have any conversations with Jeanne Meyers about the post. The same night Supervisor Sibley was notified about the post she was working with Supervisor Swartzfager and showed her the post. Supervisor Sibley advised Supervisor Swartzfager was going to reach out to Jeanne Meyers to check on her. Supervisor Sibley was asked how her coworkers reacted to the Facebook post. Supervisor Sibley stated,

*"Oh they were all everybody was upset about it because they were thinking that oh she caught it then she was sitting next to everybody else so then it was like this mad thing and everybody was oh I'm gonna get it now."*

Supervisor Sibley advised the post definitely created undue stress to the work environment given the issues surrounding the Coronavirus.

On March 25, 2020, an email was sent from Chief Gallagher to All VCSO. The subject of the email was COVID-19 Update. In the content of the email, Chief Gallagher ordered, "If you are feeling ill, immediately notify your supervisor and STAY home."

Detective Calkins contacted the Information Technology Department (IT) who was able to verify that Jeanne Meyers received the email from Chief Gallagher. The email shows unread, however, was placed in "Delta Days" folder, which was a subfolder of "My Stuff" under the sent items folder. The IT Department verified there were no rules assigned to the email account, which would place the email in the folder automatically.

## **Shannon Sibley (Interview #2)**

On May 14, 2020, at approximately 1532 hours, Detective Calkins conducted a second interview with Supervisor Sibley. Detective Calkins contacted Supervisor Sibley via phone and conducted a sworn recorded interview. Supervisor Sibley confirmed she was Jeanne Meyers direct supervisor at the time of the Facebook post. Supervisor Sibley advised at no time did Jeanne Meyers come to her and report her illness as directed by Chief Gallagher's email. It should be noted this was the second phone interview with Supervisor Sibley. The initial phone interview on May 11, 2020, with Supervisor Sibley had a malfunction while recording the call.

## **Jeanne Meyers**

On May 29, 2020, at approximately 1004 hours, Detective Calkins along with Detective Burke conducted a sworn recorded interview with Jeanne Meyers. The interview took place at the Volusia Sheriff's Office Administration located at 123 West Indiana Avenue, DeLand. Ms. Meyers acknowledged she made the Facebook post on April 1, 2020, indicating she was under quarantine and that she got infected at work. After making the initial post, Ms. Meyers indicated Pam Sanders messaged her and told her to delete it. Ms. Meyers advised when she received the message a few hours after making the post and immediately deleted it.

The next day, Ms. Meyers advised Shonna Swartzfager contacted her in reference to the Facebook post. Ms. Meyers indicated she didn't remember making the initial post when confronted about being infected at work. Ms. Meyers stated she believed Shonna was asking about her second post, with the picture of her dogs, that she made just a few hours before Shonna contacted her. Detective Calkins indicated to Ms. Meyers that the message from Shonna clearly asked about the post where she mentioned being infected at work. Ms. Meyers responded, *"I didn't remember, I didn't remember."* Detective Calkins asked Ms. Meyers if the second post would accurately reflect the initial post to which she stated *"no."* Ms. Meyers stated *"And nothing was ever meant to be malicious about any of this it was just me being sick and alone and not being able to talk to or see anybody and medicated and whatever."*

Ms. Meyers stated at the time of the post Shannon Sibley was her direct supervisor. Ms. Meyers was asked if she read, the email from Chief Gallagher on March 25 reference the COVID-19 Update. Ms. Meyers stated, *"Oh, I saw it when we got it yeah I saw it when we got it."* Ms. Meyers stated she did not contact Supervisor Sibley directly because she does not have her personal number. Ms. Meyers stated she called central and notified the supervisor on duty that she was sick and was in quarantine. Ms. Meyers was unable to advise whom she spoke to on duty.

Ms. Meyers stated she began feeling ill on March 28. On March 29, Ms. Meyers contacted Cigna Telehealth who advised she had flu like symptoms. Ms. Meyers was provided a note to be excused

from work from March 29 to April 11 through MD Live. Ms. Meyers indicated she sent an email with the excuse from work to Tina Crane, Shannon Sibley, and Claudine Boring. Ms. Meyers advised that upon her return to work her supervisors wanted a note that she was cleared. Ms. Meyers advised she contacted an urgent care who told her that they wouldn't provide her a note since she was already in quarantine for two weeks. Ms. Meyers advised the two-week quarantine documentation was sent to Ms. Molly Hudson (Director of HR) who contacted her directly to check on her wellbeing. Ms. Meyers provided her medical documentation to Detective Calkins. At the conclusion of the interview Ms. Meyers stated *"you asked me questions I answered and you know did it appear that I blatantly lied to her there yeah it does. I didn't remember."*

Ms. Meyers indicated she's had previous disciplines for violating the social media policy.

Detective Calkins asked Ms. Meyers if she violated the following Sheriff's Office Standards and Directives and Volusia County Merit System Rules and Regulations:

### **Volusia County Merit System Rules and Regulations 86-453**

(9) Any conduct, on or off duty, that interferes with effective job performance or has an adverse effect on the County – **"yes"**

(14) Any conduct, on or off-duty, that reflects unfavorably on the County as an employer. **"no"**

(22) Any other conduct or action of such seriousness that disciplinary action is considered warranted. **"no"**

### **Sheriff's Office Standards**

26.2.106 Veracity - Untruthfulness - Employees shall not knowingly make false or untrue statements except as authorized in the performance of duties and as necessary to maintain covert operations during investigation of criminal activities. ***"Yeah but knowingly, at the time it was not knowingly to me the minute I saw it I said oh yeah I remember it now."***

26.2.134 Knowledge of Official Directives - VSO personnel are required to possess a sound working knowledge of the policies and procedures established by the Standards Directives. ***"Yeah, I understand them I didn't mean to violate them and was not my intention to violate any policy this agency has."***

26.2.135 Knowledge of Official Directives - Frequent, or repeated violation of these policies, procedures and Directives shall be deemed as indicative of careless disregard by the employee.

*“Um, I guess since I had one a few years ago that I don’t even remember I guess it can be interpreted as careless regard it was certainly not my intent.”*

Detective Calkins reviewed the Computer Aided Dispatch system and located the sick call for Ms. Meyers dated 03/29/2020 at 0427 hours. Detective Calkins confirmed that the proper procedure for a sick callout would be to contact the on duty supervisor an hour before shift change.

**CONCLUSION:**

On June 11, 2020, this investigation was presented to the Sheriff and his command staff. After review, the Sheriff determined the violation of the below listed department policies to be:

**Volusia County Merit System Rules and Regulations 86-453:**

(9) Any conduct, on or off duty, that interferes with effective job performance or has an adverse effect on the county **Sustained**

(14) Any conduct, on or off duty, that reflects unfavorably on the county as an employer **Sustained**

(22) Any other conduct or action of such seriousness that disciplinary action is considered warranted **Sustained**

**26.2.106 Veracity- Untruthfulness** - Employees shall not knowingly make false or untrue statements except as authorized in the performance of duties and as necessary to maintain covert operations during investigation of criminal activities **Not Sustained**

**26.2.134 Knowledge of Official Directives** - VSO personnel are required to possess a sound working knowledge of the policies and procedures established by the Standards Directives **Sustained**

**26.2.135 Knowledge of Official Directives** - Frequent, or repeated violation of these policies, procedures and Directives shall be deemed as indicative of careless disregard by the employee **Sustained**

On June 30, 2020, Ms. Meyers was served with an Intent to Suspend. Ms. Meyers was advised she had until July 6, 2020, to make an appointment with Sheriff Chitwood to offer mitigating circumstances. On July 6, 2020, Sheriff Chitwood received written correspondence from attorney Martin White. On July 31, 2020, Ms. Meyers was served with a Final Suspension notice.

**EXHIBITS:**

- A. Report of Investigation
- B. Administration of Oath/Perjury Warning/Garrity Warning
- C. Official Correspondence/Supervisors Inquiry
- D. Official Transcript of Shonna Swartzfager
- E. Official Transcript of Shannon Sibley
- F. Official Transcript of Jeanne Meyers
- G. Miscellaneous Documents

**WITNESSES:**

Shonna Swartzfager  
Volusia Sheriff's Office  
386-736-5961

Shannon Sibley  
Volusia Sheriff's Office  
386-736-5961



Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true to the best of my knowledge and belief.

AND

I, the undersigned, do hereby swear, under the 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 suspect of the investigation of any rights contained in ss. 112.532 and 112.533, Florida Statutes.

DETECTIVE: *A Calkins* DATE: 8/3/20  
**Detective Calkins**  
**Internal Affairs Detective**

**STATE OF FLORIDA**  
**COUNTY OF VOLUSIA**

Sworn to (or affirmed) and subscribed before me by means of  physical presence or  online Notarization this 3<sup>rd</sup> day of August, 2020 by Detective Calkins

*[Signature]*  
SIGNATURE OF NOTARY PUBLIC-STATE OF FLORIDA



PRINT, TYPE, OR STAMP COMMISSIONED NAME OF NOTARY PUBLIC

PERSONALLY KNOWN OR  PRODUCED IDENTIFICATION

TYPE OF IDENTIFICATION PRODUCED

APPROVED BY: *[Signature]* DATE: 08-03-2020  
**CHIEF DEPUTY JOSEPH GALLAGHER**  
**VOLUSIA COUNTY FLORIDA**