

**VOLUSIA SHERIFF'S OFFICE  
INTERNAL AFFAIRS**

**REPORT OF INVESTIGATION**

**REPORT NUMBER: IA 21-014**

**PERIOD COVERED:** July 7, 2021 to October 27, 2021

**DATE REPORTED:** October 23, 2021

**SUBJECT(S) NAME:** Deputy Brant Lickiss #8316

**INVESTIGATING OFFICER:** Sergeant Andrew Calkins #7929

**BASIS FOR INVESTIGATION:**

On October 22, 2021, Deputy Brant Lickiss reported an injury to Sergeant Cody Held and was reassigned to light duty at the Communications Center. On the same date, Barbara Enterkin from Human Resources sent an email to Deputy Lickiss instructing him to report to the Communications Center on October 23, 2021, at 0800 hours, and contact Lieutenant Justin Sawicki to request time off or if he was unable to report for work. On October 23, 2021, Deputy Lickiss did not report for his assigned shift at the Communications Center and failed to notify Lieutenant Sawicki of his absence. At approximately 1200 hours that same day, Deputy Lickiss contacted Lieutenant Sawicki and advised he did not report to work because he had a family emergency and rushed his child to the hospital in Altamonte Springs. During the conversation, Lieutenant Sawicki ordered Deputy Lickiss to provide a doctor's note and contact him directly with any further related work issues. Deputy Lickiss advised he would obtain a note and promptly provide it to Lieutenant Sawicki.

Over the next week, Deputy Lickiss failed to provide the doctor's note for the medical emergency and subsequently met with Captain Marino on October 28, 2021. Captain Marino ordered Deputy Lickiss to present the doctor's note a second time, which he ultimately never provided.

In addition, on October 24, 2021, and October 27, 2021, Deputy Lickiss was scheduled to work the Communications Center at 0800 hours. Deputy Lickiss arrived to work late both days and failed to notify Lieutenant Sawicki, subsequently violating the direct order.

Lastly, Sergeant Christy Sturup conducted an audit of Deputy Lickiss' Body-Worn Camera (BWC) recordings to ensure Deputy Lickiss was activating and tagging his recordings per General Orders. At that time, she observed several General Order violations.

On October 28, 2021, Chief Deputy J. Gallagher initiated an internal affairs investigation due to the nature of the allegations.

**OFFENSES:**

**Volusia Sheriff's Office General Orders:**

**GO-026-02.IV.B.3** – Any other conduct or action, on-duty or off-duty, of such seriousness that disciplinary action is considered warranted.

**GO-026-02.IV.C.5.g – Failure to Follow General Order, Standard Operating Procedure, or Order** – Employees shall adhere to all official general orders, standard operational procedures, and orders and shall faithfully execute all the duties and responsibilities of their assigned position.

**GO-026-02.IV.C.3.a – Absence from Duty without Proper Notification** – Employees shall report for duty in accordance with their assigned work schedules and shall not be absent from duty without supervisor's authorization or having made proper notification. Employees who are unable to report for duty due to illness or other emergency shall cause notification of their supervisor not less than one hour prior to scheduled reporting time, whenever possible.

**GO-026-02.IV.C.3.c – Tardiness** – Employees shall promptly report for duty properly prepared at the time and place required by assignments or orders.

**GO-026-02.IV.D.8.a – 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.

**GO-026-02.IV.E.2.d – Compliance with Direct Order of a Superior or Competent Authority** – Employees shall comply with the direct orders or instructions given by a supervisor or superior officer and shall not refuse to comply when such orders or instructions are lawful and proper.

**GO-026-02.IV.G.1.a – General Proficiency** – VSO personnel are required to maintain the job knowledge, skills and abilities required for the performance of the duties and responsibilities attendant to their positions.

**GO-026-02.IV.G.1.d – General Proficiency** – Incompetent or unsatisfactory performance of duties, as deemed by the Sheriff or designee, shall result in disciplinary actions.

**GO-026-02.IV.G.2.b – Knowledge of Official General Orders and Pertinent Standard Operating Procedures** – Frequent, or repeated violation of policies and procedures established by general orders and standard operating procedures shall be deemed as indicative of careless disregard by the employee.

**GO-026-02.IV.D.9.p – Use of Equipment: BWC** – Employees shall ensure proper maintenance and utilization of the VSO BWC (body-worn cameras) for its intended purpose and in accordance with general order GO-041-20 Body-Worn Cameras.

### **INVESTIGATION:**

On October 28, 2021, Chief Deputy Joseph Gallagher assigned the above incident to the Internal Affairs Unit. This report details the Internal Affairs investigation conducted by Sergeant Andrew Calkins.

On October 29, 2021, Deputy Lickiss was served with a Notification of Internal Investigation, along with a copy of the Florida Law Enforcement Officer’s Bill of Rights.

Sergeant Calkins reviewed the supervisory inquiry (SI 21-069) authored by Sergeant Cody Held and observed the following information:

Deputy Lickiss reported an injury to Sergeant Held on October 22, 2021, and was placed on light duty. On the same date at 1515 hours, Barbara Enterkin, with Human Resources, sent an email to Deputy Lickiss, Sergeant Held, Sergeant Sturup, Lieutenant Sawicki, Lieutenant Brian Cobb, and the administrative chain of command. The email was as follows:

*Good Afternoon Deputy Lickiss,*

*I hope you are feeling better. Please report to Supervisor Eggers on Saturday morning at 8:00 AM, 10/23/21 at the Communications Center. The Communications Center is located at 3825 Tiger Bay Road, Daytona Beach, FL 32124.*

- Your hours will be 8 am to 4 pm with a half an hour paid lunch. Your schedule will be Saturday, Sunday, Wednesday, Thursday and Friday.*
- If you request days off or cannot work your scheduled light duty shift contact your **Lieutenant.***

- Please contact Andy Conklin at Fleet regarding your patrol vehicle. If Fleet does not have any light duty vehicles available to assign to you then you will need to drive your personally owned vehicle (POV) for your light duty assignment.

**Make sure you adhere to your restrictions while on your light duty assignment:**

**No bending, no climbing, no Kneeling, no squatting, no twisting – Admin work only – may stand as needed; sit as tolerated.**

*If you have any questions, please feel free to contact me. Please acknowledge you received this email.*

*Again, I hope you feel better.*

*Thanks  
Barbara*

On October 23, 2021, at 0652 hours, Sergeant Held and Sergeant Sturup received a group text message from Deputy Lickiss advising he would be absent from work at the Communications Center. A series of text messages transpired between Sergeant Held, Sergeant Sturup, and Deputy Lickiss. The text messages are as follows:

Time	From	Message
0652 Hours	Deputy Lickiss	My email from HR said anytime im not going to make my shift toet my assigned LT know. Seeing as it is not only Saturday. But I am not going to skip my chain of comman, I have not slept. And have been unable to get out of bed due to my hips since 0340. Seeing as I am unable to get up and do the basics, I will not be in to communications today
0654 Hours	Sergeant Sturup	Who's your assigned LT?
0735 Hours	Deputy Lickiss	D4 LT
0735 Hours	Deputy Lickiss	Not sure if that is Cobb or Sawicki
0800 Hours	Sergeant Sturup	U need to follow ur directed instructions and get with LT and the comm supervisor
0801 Hours	Sergeant Held	I'd say Sawicki
0802 Hours	Deputy Lickiss	Word

At 0849 hours, Sergeant Held, Sergeant Sturup, and Lieutenant Sawicki received an email from Communications Supervisor Thomas Eggers advising Deputy Lickiss did not report for his light duty assignment, as scheduled by VSO Human Resources staff. Furthermore, at 0854 hours,

Eggers sent a follow-up email clarifying Deputy Lickiss did not notify the Communications Center that he would not be in for his scheduled light-duty shift.

At 0913 hours, Lieutenant Sawicki contacted Sergeant Held and Sergeant Sturup, stating Deputy Lickiss had failed to contact him about his absence. Deputy Lickiss also failed to contact the Communications Center and was considered absent without leave.

Lieutenant Sawicki had both Sergeant Held, and Sergeant Sturup respond to Deputy Lickiss' residence and attempt to make contact with him. Sergeant Held and Sergeant Sturup were to order Deputy Lickiss to contact Lieutenant Sawicki immediately.

At 0925 hours, Sergeant Held and Sergeant Sturup arrived on the scene at Deputy Lickiss' residence. Sergeant Held noticed AC condensation, close to the roadway, where it appeared a vehicle was previously parked and running. Deputy Lickiss' marked patrol car was the only vehicle in the driveway. Sergeant Held knocked two separate times on the front door and rang the doorbell but received no answer.

At 0946 hours, Sergeant Sturup attempted to call Deputy Lickiss, but it went straight to voicemail. Sergeant Sturup left a voice message on Deputy Lickiss' voicemail advising him to contact her as soon as possible.

At 0947 hours, Sergeant Held attempted to call Deputy Lickiss again, with no contact other than Deputy Lickiss' voicemail.

At 1011 hours, Sergeant Held attempted to contact Deputy Lickiss' wife and emergency contact, listed in Volusia Sheriff's Office Record Management System as [REDACTED], but was met with negative results.

At 1025 hours, Sergeant Held and Sergeant Sturup drove past Deputy Lickiss' residence a second time and observed no status change, only a marked VSO patrol car in the front yard.

At 1140 hours, Sergeant Sturup attempted to call Deputy Lickiss and was met with the same voicemail system.

At 1143 hours, Deputy Lickiss returned Sergeant Sturup's call. A synopsis of what Deputy Lickiss advised is as follows:

- He had just noticed the missed calls and messages on his cellular device

- After receiving notification via text message to contact Lieutenant Sawicki and Communications Center, his wife came to him with an emergency, which prevented him from calling
- His wife advised their son was having a febrile seizure and had to be rushed to the hospital
- He drove his son to the hospital in Altamonte Springs for evaluation/treatment

Sergeant Sturup clarified with Deputy Lickiss and asked if he was in Deltona or Orange City hospital. Deputy Lickiss again confirmed he was at a hospital in Altamonte Springs.

At 1146 hours, Sergeant Sturup contacted Lieutenant Sawicki and apprised him of the recent contact with Deputy Lickiss. Sergeant Sturup advised Lieutenant Sawicki that Deputy Lickiss would be calling him.

At 1151 hours, Lieutenant Sawicki contacted Sergeant Sturup and advised her to contact Deputy Lickiss again and give him a direct order to call Lieutenant Sawicki by 1200 hours.

At 1153 hours, Sergeant Sturup attempted to call Deputy Lickiss but was met with the voicemail system. Sergeant Sturup left a voice message ordering Deputy Lickiss to contact Lieutenant Sawicki by 1200 hours.

At 1153 hours, Sergeant Sturup followed up the voicemail with a text message within the same group chat mentioned earlier. Deputy Lickiss responded to Sergeant Sturup's text message as follows:

Time	From	Message
1153 Hours	Sergeant Sturup	Direct order from LT Sawicki- you have until noon to call him.
1157 Hours	Deputy Lickiss	I'm about to call him, getting an update from my wife...

At 1200 hours, Lieutenant Sawicki contacted both Sergeant Held and Sergeant Sturup. Lieutenant Sawicki advised Deputy Lickiss called him, and the following conversation ensued:

Deputy Lickiss explained he did not contact Lieutenant Sawicki because he wanted to follow the chain of command. Lieutenant Sawicki ordered Deputy Lickiss to provide a work excuse (doctor's note) from the hospital during the telephone conversation. Deputy Lickiss was ordered to give the work excuse to Lieutenant Sawicki by 0800 hours on October 25, 2021. In addition, Lieutenant Sawicki ordered Deputy Lickiss to contact him before anyone else with any work-related correspondence.

At 1215 hours, Sergeant Held and Sergeant Sturup responded to Deputy Lickiss' residence. Sergeant Held observed two vehicles in the driveway, a dark-colored SUV and a black-colored truck. The two cars were not present earlier, and the marked patrol car was in the same position as previously mentioned.

On October 24, 2021, at 0859 hours, Sergeant Held received an email from Communications Supervisor Gary Bittle stating Deputy Lickiss called into the Communications Center to advise he would be tardy to work due to his wife getting off late from her overnight shift. The email indicated Deputy Lickiss arrived to work at approximately 0851 hours. Sergeant Held contacted Lieutenant Sawicki, who advised Deputy Lickiss failed to call him per his order.

On October 27, 2021, at 0825 hours, Sergeant Held received an email from Communications Supervisor Thomas Eggers. The email was forwarded and contained Deputy Lickiss' email to Eggers stating he would be late due to the extended drop-off line at his daughter's school. The email said Deputy Lickiss arrived at the Communications Center at approximately 0920 hours for his 0800 shift.

Deputy Lickiss failed to notify Lieutenant Sawicki that he would be late on both occasions.

Based on the information in the Supervisors Inquiry, Sergeant Calkins conducted investigative research. Sergeant Calkins discovered Deputy Lickiss had two registered vehicles – a Toyota pickup bearing Florida tag [REDACTED] and Buick SUV bearing Florida tag [REDACTED]. Sergeant Calkins imputed the aforementioned tags into license plate reader technology. Sergeant Calkins observed neither the Toyota pickup nor the Buick SUV was recorded leaving or entering the City of Deltona during the timeframe of the text messages on October 23, 2021. Sergeant Calkins also checked Deputy Lickiss' patrol vehicle tag, with negative results.

During further investigation, Sergeant Calkins observed on October 22, 2021, at 2314 hours, Deputy Lickiss' truck triggered the license plate reader at [REDACTED], leaving the City of Deltona. Sergeant Calkins observed his truck then triggered the license plate reader on October 23, 2021, at 0331 hours, near [REDACTED], while traveling eastbound into Deltona. The time Deputy Lickiss' truck triggered the license plate reader is similar to when he advised that he could not get out of bed, according to the text messages he sent to Sergeants Sturup and Sergeant Held.

Sergeant Calkins contacted Volusia Sheriff's Office Human Resources and reviewed Deputy Lickiss' health insurance benefit summaries. Sergeant Calkins observed Deputy Lickiss had three dependents listed on his health insurance coverage. Sergeant Calkins reviewed recent medical insurance claims for Deputy Lickiss and his dependents. Sergeant Calkins noted that no insurance

claim was made on October 23, 2021. Sergeant Calkins observed other insurance claims made in October but none specifically on October 23, 2021.

Sergeant Calkins noted two Employee Performance Tracking Charts attached to the supervisor inquiry. Deputy Lickiss signed both tracking charts on October 5, 2021. The first tracking chart was for tardiness, which Sergeant Held completed. Sergeant Held documented numerous instances where Deputy Lickiss failed to log on for his shift at 0600 hours. The second tracking chart was for BWC violations, which Sergeant Sturup completed. On October 5, 2021, Sergeant Sturup received an email from Amy Walker with the State Attorney's Office advising Deputy Lickiss failed to tag photographic evidence. Walker had reached out to Deputy Lickiss several times to rectify the issue but had not received any response or assistance. Sergeant Sturup reviewed Deputy Lickiss BWC videos and located nine (9) videos, which he never tagged. Sergeant Sturup documented the deficiencies in the tracking chart.

Sergeant Calkins further reviewed Deputy Lickiss BWC videos and found numerous other violations. Sergeant Calkins noted twenty-two (22) violations in addition to the nine already documented by Sergeant Sturup. The documented BWC violations are as follows:

AXON Flex 2 Video 2021-07-08 1928	No Tag 21-12661
AXON Flex 2 Video 2021-07-12 0237	No Tag 21-12874
AXON Flex 2 Video 2021-07-21 0038	No Tag 21-13538
AXON Flex 2 Video 2021-07-21 0044	No Tag 21-13538
AXON Flex 2 Video 2021-07-31 0209	No Buffer
AXON Flex 2 Video 2021-08-16 0448	No Tag 21-15214
AXON Flex 2 Video 2021-08-16 0511	No Tag 21-15214
AXON Flex 2 Video 2021-08-19 1928	Buffer 49 Seconds
AXON Flex 2 Video 2021-08-22 2245	Late Activation
AXON Flex 2 Video 2021-08-24 0246	Late Activation
AXON Flex 2 Video 2021-08-27 0116	No Buffer (Going Code)
AXON Flex 2 Video 2021-08-29 0445	No Tag 21-16130
AXON Flex 2 Video 2021-08-29 1857	No Buffer
AXON Flex 2 Video 2021-08-30 0035	Late Activation
AXON Flex 2 Video 2021-09-12 1108	No Tag 21-17060
AXON Flex 2 Video 2021-09-15 1626	No Buffer (Going Code)
AXON Flex 2 Video 2021-09-16 0809	Buffer 6 Seconds
AXON Flex 2 Video 2021-10-04 1353	Buffer 27 Seconds
AXON Flex 2 Video 2021-10-04 1420	Late Activation
AXON Flex 2 Video 2021-10-05 1747	Late Activation
AXON Flex 2 Video 2021-10-18 0757	No Buffer
AXON Flex 2 Video 2021-10-18 1015	Late Activation



### Interview with Sergeant Cody Held

On November 10, 2021, at approximately 0929 hours, Sergeant Calkins conducted a sworn recorded interview with Sergeant Held. The interview was conducted at 123 West Indiana Avenue, DeLand, at the Sheriff's Office Administration Building. Present for the interview was Sergeant Held, Sergeant Calkins, and Detective Morgan. Below is a synopsis of the audio-recorded interview:

Sergeant Held stated he is assigned as a supervisor to District 4 Alpha shift and supervises Deputy Lickiss. Sergeant Held authored the supervisor inquiry (SI 21-069) and notice of injury (NOI 21-137) for Deputy Lickiss. Sergeant Held stated that on October 22, 2021, Deputy Lickiss reported an injury to him, which he documented in BlueTeam through the chain of command. On the same day, Sergeant Held received an email from Barbra Enterkin with Human Resources advising that Deputy Lickiss was placed in light-duty status and reassigned to the Communications Center.

On October 23, 2021, Sergeant Held stated Deputy Lickiss texted him and Sergeant Sturup in a group text saying he was unable to get out of bed since 0340 hours and would not be coming into work. Sergeant Held directed Deputy Lickiss to contact Lieutenant Sawicki per the previous email from Human Resources. Lieutenant Sawicki later told Sergeant Held that Deputy Lickiss never contacted him.

Sergeant Held stated Lieutenant Sawicki directed him and Sergeant Sturup to respond to Deputy Lickiss' residence and attempt to contact him. Sergeant Held stated, *"So we got to Deputy Lickiss' residence there was only his marked patrol car in the front yard. There were no vehicles in the driveway. We knocked on the door, rang the doorbell a couple of times, and we met with no answer on all attempts. There was a fresh puddle of condensation at the end of the driveway, which would be consistent with a vehicle being parked there for some time. And we also contacted neighbors and tried to take video footage because at this point, he's AWOL, and it's a well-being check and we had no idea what was going on with him. We were met with negative results as well."*

Sergeant Held stated that he and Sergeant Sturup attempted to contact Deputy Lickiss by phone multiple times, but we met with negative results. At 1025 hours, they both responded back to the residence again but could not make contact.

Sergeant Held stated at 1143 hours, Deputy Lickiss called Sergeant Sturup and spoke to him via speakerphone. Sergeant Held was asked about the context of the conversation, and Sergeant Held stated, *"He [Deputy Lickiss] said he had just, he was in a hurry and he just got to his phones and observed the missed calls and messages on his cellular phone. And after receiving notification to contact Lt. Sawicki and the Communications Center, which would lead me to believe would be the 8:00 text message that he responded to, his wife came to him with an emergency which prevented*

*him from calling. His wife advised their son was having a febrile seizure and had to be rushed to the hospital. He had to load up his son and drive him to Altamonte Springs hospital. Sgt. Sturup had asked Dep. Lickiss if he was at a hospital in Deltona or Orange City, and he said no that he was at Altamonte Springs.” Sergeant Calkins clarified if Deputy Lickiss stated he was currently in Altamonte Springs, to which Sergeant Held stated, “Correct.”*

After speaking with Deputy Lickiss, Sergeant Held contacted Lieutenant Sawicki to update him that Deputy Lickiss would call him immediately. After failing to hear from Deputy Lickiss promptly, Lieutenant Sawicki contacted Sergeant Held again and told him to contact Deputy Lickiss and order him to call him by noon. Sergeant Held and Sergeant Sturup attempted to contact Deputy Lickiss but were unsuccessful. Sergeant Sturup sent a text message to Deputy Lickiss ordering him to contact Lieutenant Sawicki. At 1157 hours, Deputy Lickiss sent a text back stating, *“I’m about to call him, getting an update from my wife...”*

At 1215 hours, Sergeant Held went back to Deputy Lickiss' residence and observed both of his vehicles in the driveway. Sergeant Held thought it was peculiar that both cars were back home due to Deputy Lickiss stating he was in Altamonte Springs just eighteen (18) minutes prior. Sergeant Held utilized Google Maps and noted that the drive from the hospital in Altamonte Springs to Deputy Lickiss' residence was approximately forty (40) to forty-three (43) minutes. Sergeant Held also found it odd that Deputy Lickiss would be receiving an update from his wife since he indicated he was at the hospital in Altamonte. Sergeant Held stated Deputy Lickiss never responded to work on October 23, 2021.

On October 24, 2021, Sergeant Held received an email from Supervisor Bittle stating Deputy Lickiss was late to work his shift at the Communications Center. Deputy Lickiss said he was tardy due to his wife getting off work late from her overnight shift.

It should be noted Sergeant Calkins later obtained Deputy Lickiss' wife, [REDACTED]'s work schedule and observed [REDACTED] was not scheduled nor working overnight on October 23-24, 2021.

On October 27, 2021, Sergeant Held received another email about Deputy Lickiss' tardiness. Supervisor Eggers stated Deputy Lickiss sent him an email advising he would be late due to the drop of line at school.

Sergeant Held added that Deputy Lickiss has past issues with arriving to work on time. It was such an issue that Deputy Lickiss signed an Employee Performance Tracking Chart on October 5, 2021, documenting instances where he failed to report for work.

At the conclusion of the interview, Sergeant Held stated Deputy Lickiss had not personally provided him a doctor's note.

It should be noted, at the time of Sergeant Held's interview, Deputy Lickiss was assigned to light duty at the District 4 office, and there was no discernable reason why Deputy Lickiss could not provide a doctor's note to any supervisor while working there.

### **Interview with Sergeant Christy Sturup**

On November 10, 2021, at approximately 1005 hours, Sergeant Calkins conducted a sworn recorded interview with Sergeant Sturup. The interview was conducted at 123 West Indiana Avenue, DeLand, at the Sheriff's Office Administration Building. Present for the interview was Sergeant Sturup, Sergeant Calkins, and Detective Morgan. Below is a synopsis of the audio-recorded interview:

Sergeant Sturup stated she is assigned as a supervisor to District 4 Alpha shift and supervises Deputy Lickiss. Sergeant Sturup reiterated the information previously mentioned in the supervisor inquiry and obtained in Sergeant Held's sworn statement.

Sergeant Calkins asked Sergeant Sturup about her conversation with Deputy Lickiss on speakerphone with Sergeant Held present. Sergeant Sturup stated, *"He's, he stated that after shortly after texting us, his wife rushed into the bedroom and told him that his child was having a febrile, febrile seizure, and that they needed to rush to the hospital, and which is what they did. He I asked him if he was at the hospital locally, or 802 [Advent Health Fish Memorial in Orange City]. And he said, no, he was an Altamonte. And I said, okay, he needed to get a hold of, Lieutenant Sawicki."*

Sergeant Calkins asked if there was any further conversation about how Deputy Lickiss arranged to go to the hospital. At that time, Sergeant Sturup stated, *"He never went into detail as to how they got there. But he said that him, his wife, and the child went to the hospital."*

Sergeant Sturup said when she went back to Deputy Lickiss' residence; she also observed his two personal vehicles parked in the driveway. Sergeant Sturup stated, *"...If one subject has to maintain a child to rush into the hospital, it they shouldn't be driving in separate vehicles."* Sergeant Sturup found it odd that they would have taken two different cars to the hospital.

Sergeant Sturup stated she also found Deputy Lickiss's last text about the update from his wife odd due to the timeframe. Sergeant Sturup stated, *"...being that he was indicating initially that he was with his wife at the hospital, but yet now he's asking for an update from his wife. So we weren't sure if he left the hospital if he was outside the hospital. He's in the room with her he shouldn't have to get an update."*

Due to Deputy Lickiss being evasive and vague, Sergeant Sturrup, through her training and experience, perceived that he “...was trying to figure out what to say.”

Sergeant Sturrup had similar concerns about Deputy Lickiss’ whereabouts, like Sergeant Held. When Sergeant Sturrup spoke with Deputy Lickiss at 1143 hours, Deputy Lickiss said he was in Altamonte Springs. She observed the travel time was not consistent with the time they observed the vehicle at his residence at 1215 hours.

Sergeant Calkins asked Sergeant Sturrup about the BWC violations she documented in an Employee Performance Tracking Chart. Sergeant Sturrup stated she received an email from the State Attorney’s Office advising that Deputy Lickiss did not tag photographic evidence. Sergeant Sturrup conducted an audit of Deputy Lickiss’ BWC videos and observed nine (9) violations where Deputy Lickiss did not tag his BWC videos. Sergeant Sturrup documented the deficiencies in the tracking chart, which he signed on October 5, 2021.

At the conclusion of the interview, Sergeant Sturrup stated she also had not received a doctor’s note from Deputy Lickiss.

#### **Interview with Lieutenant Justin Sawicki**

On November 16, 2021, at approximately 1301 hours, Sergeant Calkins conducted a sworn recorded interview with Lieutenant Justin Sawicki. The interview was conducted at 123 West Indiana Avenue, DeLand, at the Sheriff’s Office Administration Building. Present for the interview was Lieutenant Sawicki, Sergeant Calkins, and Lieutenant Shivers. Below is a synopsis of the audio-recorded interview:

Lieutenant Sawicki advised he is currently assigned to District 4, Deltona as the assistant commander. Lieutenant Sawicki stated Deputy Lickiss is under his chain of command. On October 22, 2021, Lieutenant Sawicki received the previously mentioned email from Barbara Enterkin advising Deputy Lickiss was reassigned to light duty at the Communication Center. Lieutenant Sawicki stressed that in the body of the email, in bold and highlighted color, Deputy Lickiss was to contact him with any work-related issues.

Lieutenant Sawicki stated on October 23, 2021; he received an email from Supervisor Eggers saying Deputy Lickiss failed to show up for work. Lieutenant Sawicki advised Deputy Lickiss never contacted him before his absence. Lieutenant Sawicki contacted Sergeant Sturrup and Sergeant Held and was told that Deputy Lickiss had reached out to them via text and was told by the sergeants to contact him. Lieutenant Sawicki directed both sergeants to respond to Deputy Lickiss’ residence to conduct a well-being check due to the inability to contact him.

Lieutenant Sawicki stated both sergeants responded to the residence and advised him nobody was home. Over the next few hours, multiple attempts to contact Deputy Lickiss were met with negative results. At 1146 hours, Lieutenant Sawicki received a text message from Sergeant Sturup advising they made contact with Deputy Lickiss, and he was ordered to call him by noon. Lieutenant Sawicki stated Deputy Lickiss called him at approximately 1158 hours, close to the deadline.

Lieutenant Sawicki was asked about the context of the conversation with Deputy Lickiss, to which he replied, *"Um, he really didn't have much to say, I asked him, I said, what's going on? He said that he was at the hospital with his kid; his kid had a febrile seizure. And they went to the Altamonte Hospital, which was peculiar living in Deltona to me. But he, and I did, I asked him, I said why do you go to Altamonte if your child was that gravely ill when you pass by an ER on Howland? You pass by the Halifax on Howland and 472. You have Fish Memorial, and not to mention you're, if you're going that far, why not go to the, to pediatric ER's that are in Orlando Advent and ORMC or Arnold Palmer? He didn't have an excuse for me or reasoning why. Just said we just came to Altamonte."*

Sergeant Calkins asked if Deputy Lickiss indicated his wife was with him at the hospital, and Lieutenant Sawicki replied, *"Him and his wife correct. Cos he said he left his wife with the child. And this is what was weird about his phone call with me because it was unclear whether he was still at the hospital or at home. Because he made, he alluded to the fact that he went downstairs to an outside to talk, to call me to make the phone call. And then when I said are you still at the hospital, he said no, I'm at home. And then I followed up that line of questioning with well, I thought you said you're at the hospital? He goes, no, I went outside of the hospital to call the sergeants we're are home now. So I'm like okay..."*

Sergeant Calkins called attention to the information established in the supervisor inquiry, that Sergeant Sturup spoke to Deputy Lickiss at 1143 hours, and he was physically in Altamonte Springs. Lieutenant Sawicki acknowledged the timeframe was implausible given the driving distance from the hospital to Deputy Lickiss' residence. Lieutenant Sawicki stated, *"Due to the inconsistencies I found in his statement to me, I ordered him to get a doctor's note or a note indicating they were present at the ER when he said he was, for work purposes. And I specifically made it clear to him, I'm not asking for any medical records. I'm not asking for anything indicating your child's condition all I'm asking is for a work excuse."*

Lieutenant Sawicki ordered Deputy Lickiss to provide the documentation by Monday, October 25, 2021, at 0800 hours. After not receiving the doctor's note, Lieutenant Sawicki attended a meeting with Captain Louis Marino approximately a week later. Lieutenant Sawicki advised Deputy Lickiss told Captain Marino, *"He had forgotten to get the note and that he would later get it, and he has not gotten it to me since."*

In addition to the note, Lieutenant Sawicki ordered Deputy Lickiss to contact him with any further work-related issues. Lieutenant Sawicki stated, *"I told him if he couldn't, if he anything moving forward work related per the email, he was the contact me if he was to be late. If he was to leave early. If he was to not show up. He was to contact me as though he I was I made it clear to him. I was his direct next in line chain of command. He was to skip the sergeants. Because he had and rightfully so because he wasn't at the time working for them. So I gave him the order that he would contact me and contact the comm supervisor immediately after me."*

Sergeant Calkins asked Lieutenant Sawicki if Deputy Lickiss contacted him before being late on October 24 and October 27, 2021. Lieutenant Sawicki replied "no" and that it violated his direct order.

At the conclusion of the interview, Lieutenant Sawicki stated he also had not received a doctor's note from Deputy Lickiss.

#### **Interview with Captain Louis Marino**

On November 16, 2021, at approximately 1355 hours, Sergeant Calkins conducted a sworn recorded interview with Captain Marino. The interview was conducted at 123 West Indiana Avenue, DeLand, at the Sheriff's Office Administration Building. Present for the interview was Captain Marino, Sergeant Calkins, and Lieutenant Shivers. Below is a synopsis of the sworn recorded interview:

Captain Marino advised he is currently assigned as the Commander of District 4, and Deputy Lickiss is under his span of control. On October 28, 2021, he met with Deputy Lickiss in his office to discuss why he had not followed Lieutenant Sawicki's direction to notify him of any absences or tardiness and inquire why he had not provided the doctor's note as ordered.

Sergeant Calkins asked Captain Marino if Deputy Lickiss was still working at District 4 and if he had easy access and opportunity to provide the requested doctor's note, at which time Captain Marino said, *"Yep. Yep. In fact, the meeting on the 28th was to let him know that, from that point forward, that I was going to be his direct supervisor. So he was to contact me directly in the event that he was calling in sick or he was going to be late or whatever the case is for his light duty assignment."*

Captain Marino advised Deputy Lickiss followed his order on November 16, 2021, when he contacted him to request a sick day.

Captain Marino was asked if Deputy Lickiss provided any explanation as to why he has not provided a doctor's note, to which Captain Marino replied, "...*When I expressed to him the importance of providing that note, he said something to the effect of he didn't think about that, or something. Something of that nature. So then I reminded him that note still needed to be provided. And here, it's the what November 16, and we've still yet to see that note. He's still yet to produce it.*"

### **Interview with Supervisor Thomas Eggers**

On November 22, 2021, at approximately 1500 hours, Sergeant Calkins conducted a sworn recorded interview with Supervisor Eggers. The interview was conducted at 3825 Tiger Bay Road, Daytona Beach, at the Sheriff's Communications Center. Present for the interview was Supervisor Eggers and Sergeant Calkins. Below is a synopsis of the sworn recorded interview:

Eggers advised he is the supervisor of Alpha shift at the Communications Center. On October 23, 2021, Deputy Lickiss was supposed to report to him for his light duty assignment. Eggers stated Deputy Lickiss never showed for his assigned shift and furthermore never called into Central to generate a sick employee call for service. Eggers composed an email documenting the information and forwarded it to Sergeant Held, Sergeant Sturup, and Lieutenant Sawicki.

Eggers advised on October 27, 2021, Deputy Lickiss was late for his assigned shift at the Communications Center. Deputy Lickiss sent an email to Eggers stating he would be late due to the drop-off line at his daughter's school. Eggers advised Deputy Lickiss arrived to work at approximately 0820 hours. Eggers forwarded the email from Deputy Lickiss to Sergeant Held.

### **Interview with Supervisor Gary Bittle**

On November 23, 2021, at approximately 1141 hours, Sergeant Calkins conducted a sworn recorded interview with Supervisor Bittle. The interview was conducted at 3825 Tiger Bay Road, Daytona Beach, at the Sheriff's Communications Center. Present for the interview was Supervisor Bittle and Sergeant Calkins. Below is a synopsis of the sworn recorded interview:

Bittle advised he is also a supervisor on Alpha shift at the Communications Center. On October 24, 2021, Deputy Lickiss was supposed to report to him for his light duty assignment. Bittle stated Deputy Lickiss called into the Communications Center advising he would be late due to his wife getting home late from her overnight shift. Deputy Lickiss arrived to work at approximately 0851 hours. Bittle followed up with the information by emailing Sergeant Held and Sergeant Sturup.

Sergeant Calkins obtained the recorded phone call into the Communications Center by Deputy Lickiss. Sergeant Calkins observed that the Communications Center received the phone call at approximately 0749 hours on October 24, 2021.

The information Deputy Lickiss provided over the telephone is as follows: *“This is Brant Lickiss. I was calling...I’m supposed to be there at 8 am on light duty. I don’t know who the supervisor I’m supposed to report to is, but I’m going to be a few minutes late. My wife got held up last night at the hospital.”*

As previously stated within this report, Sergeant Calkins confirmed Deputy Lickiss' wife [REDACTED] was not scheduled, nor did she work on October 23 or October 24, 2021.

### **Interview with Deputy Brant Lickiss**

On December 22, 2021, at approximately 1123 hours, Lieutenant Shivers conducted a sworn recorded interview with Deputy Brant Lickiss. The interview was conducted at 123 West Indiana Avenue, DeLand, at the Sheriff’s Office Administration Building. Present for the interview was Deputy Lickiss, Sergeant Calkins, Lieutenant Shivers, and Attorney Gary Wilson. Below is a synopsis of the sworn recorded interview:

Before conducting the interview, Deputy Lickiss signed a copy of his Garrity Warning, acknowledging his understanding of the document. This was completed in the presence of the previously mentioned personnel. Deputy Lickiss was additionally read a Volusia Sheriff’s Office Administration of Oath / Perjury Warning. Lieutenant Shivers signed this document in the presence of the same previously mentioned personnel.

Expressly contained in the aforementioned Volusia Sheriff’s Office Administration of Oath / Perjury Warning is the following statement:

*“Any false statements about material matters given by a witness under oath will constitute perjury, which is a Third Degree Felony according to Section 837.02, Florida Statutes.*

*Do you understand that if you knowingly make material misstatements of facts to me during this investigation, you will have committed the crime of perjury?”*

Deputy Lickiss answered, *“Yes,”* acknowledging the statute and understanding.

Deputy Lickiss stated he has been employed by the Volusia Sheriff’s Office since July 7, 2014.



Deputy Lickiss confirmed he signed an Employee Performance Tracking Chart on October 5, 2021, about his failure to tag BWC videos.

Deputy Lickiss was asked about the BWC violations on October 18, 2021, located by Sergeant Calkins during his investigatory audit. Deputy Lickiss admitted he never turned on his camera to capture the buffer mode.

In reference to the second violation located on October 18, 2021, Deputy Lickiss admitted to the late activation and stated he should have started his camera before exiting his vehicle.

In reference to the other BWC videos, Deputy Lickiss stated he would not recall the reasons or explain the violations but conceded that he had no good reason or would remember the specific reasons for the violations.

Deputy Lickiss stated he was assigned to District 4 Alpha Shift until he was placed in light-duty status for an injury on October 22, 2021. Deputy Lickiss confirmed he received an email from Barbara Enterkin with Human Resources and advised he was reassigned to the Communications Center - scheduled to begin on October 23, 2021, at 0800 hours.

Deputy Lickiss was asked if he reported to the Communications Center as directed, to which he responded, *"I did not."* When asked for the reason, Deputy Lickiss stated, *"The reason for that was I was really unable to sleep the night before due to back and hip pain. And to the point that I actually had to go get a heating pad to try and get some kind of relief in the middle of the night and I had notified Sergeant Sturup of the pain and not being able to go in. There was a short communication between me and her about the, contacting the lieutenant, and just prior to contacting the lieutenant I had a another issue that I had to deal with."*

Deputy Lickiss stated he did not notify the Communications Center and instead texted Sergeant Sturup and Sergeant Held, contrary to the email direction provided to contact Lieutenant Sawicki if he was going to be late or unable to work.

Deputy Lickiss acknowledged that in the email provided by Barbara Enterkin, he was to notify his lieutenant of any work-related issues. Deputy Lickiss stated he did not contact Lieutenant Sawicki to inform him that he would be unable to respond to work. Deputy Lickiss was asked why he did not contact Lieutenant Sawicki, per the email and the direction given by Sergeant Held. At that time, Deputy Lickiss stated he had another incident arise and was unable to contact Lieutenant Sawicki.

Deputy Lickiss was asked about his vehicle triggering the license plate reader at 2314 hours, leaving the City of Deltona. Deputy Lickiss stated he went to pick up Tylenol and returned at approximately 0015 hours.

Deputy Lickiss was also asked about his vehicle triggering the license plate reader at 0331 hours, entering the City of Deltona. Deputy Lickiss stated he left his residence sometime after 0300 hours to pick up a heating pad from his mother's house in DeLand. He stated the trigger was him traveling back home from his mother's residence.

It should be noted there is no record of Deputy Lickiss' vehicle coming back into the City of Deltona after "buying Tylenol" or any record of him leaving the City of Deltona to travel to his mother's house.

Deputy Lickiss advised the following information when speaking about his whereabouts:

Lieutenant Shivers: *"You indicated in the group text to Sergeant Sturup and Sergeant Held that you couldn't report to work because you hadn't been able to get out of bed since 3:40 in the morning. But you got out of bed to go to your mother's house on Plymouth and also go to go get Tylenol just before that."*

Deputy Lickiss: *"Well, I went and got the heating pad. I laid back down."*

Lieutenant Shivers: *"Right. Well, you just also indicated that you went to go get Tylenol around 11."*

Deputy Lickiss: *"Correct."*

Lieutenant Shivers: *"And so which is it? You haven't been able to get out of bed since 3:40 in the morning or because that's what you wrote in the group text to Sergeant Held and Sergeant Sturup."*

Deputy Lickiss: *"I know that I had not been able to get out of bed since I got back to the house. I would say that was probably an assumption on the time seeing as the text message was sent almost three hours after."*

Lieutenant Shivers asked Deputy Lickiss where his wife's whereabouts were when he left the residence. Deputy Lickiss stated, *"My wife at that time was at work."*

Lieutenant Shivers asked who was at home with his kids if his wife was at work, at which time Deputy Lickiss responded, *"My sister did. My sister Brittany."*

Deputy Lickiss was asked about the incident that prohibited him from calling Lieutenant Sawicki to inform him he would not be able to respond to work on the morning of October 23, 2021. Deputy Lickiss stated that his son had a febrile seizure on October 23, 2021, so he took him to see his wife.

Lieutenant Shivers asked Deputy Lickiss where his wife was, at which time Deputy Lickiss stated, "At work" and indicated that he drove his truck to where she worked. Lieutenant Shivers asked Deputy Lickiss where his wife worked, at which time he stated, "[REDACTED]"

Deputy Lickiss confirmed his wife worked at [REDACTED].

Detectives observed no license plate reader triggers for Deputy Lickiss' truck when he indicated he traveled to Altamonte Springs. Detectives asked Deputy Lickiss to explain why neither his nor his wife's vehicle was triggered by the license plate readers leaving Deltona. Deputy Lickiss stated, "They're not that I can think of no, I mean."

Deputy Lickiss was questioned why there was no record of his child being admitted or cared for at the hospital. Deputy Lickiss stated, "It is not uncommon for us, especially with our children, to take them to the hospital and take them in just to be looked at without being registered."

Deputy Lickiss was asked if a doctor saw his child while he was at the hospital, at which time Deputy Lickiss explained, "I know my child was seen by my father-in-law who is the nurse manager in the ER."

Deputy Lickiss identified his father-in-law as Carey Kain.

It should be noted Sergeant Calkins obtained Carey Kain's work schedule, which also showed he was not at work during the timeframe claimed by Deputy Lickiss.

Deputy Lickiss was directed to Sergeant Sturup's sworn testimony, where she stated Deputy Lickiss' wife woke him up advising their child was having a febrile seizure. Deputy Lickiss claimed Sergeant Sturup "misunderstood or misheard what I said." Deputy Lickiss stated, "I read that and that was never the conversation that we had."

Deputy Lickiss advised he left the hospital after three hours and returned home in his truck. Deputy Lickiss returned home by himself, leaving his child with his wife at the hospital. Deputy Lickiss advised his wife returned home shortly after him at approximately 1210 hours. Deputy Lickiss stated he took State Road 415 back home.

It should be noted there is also no record for Deputy Lickiss truck returning to Deltona via State Road 415's license plate reader locations or any other license plate reader positions surrounding all entries into the City of Deltona.

Lieutenant Shivers asked Deputy Lickiss when he received the messages and phone calls, at which time Deputy Lickiss stated, *"When I was on my way home and realize that I didn't have my phone in my pocket, which I left it in my truck to begin with. When I was already on my way home, I looked for my phone, expecting a phone call from my wife, or to call her to see what her plans were what was going on. And that's when I saw the notifications."*

Deputy Lickiss stated he called Lieutenant Sawicki shortly before noon and was advised to provide documentation that he was at the hospital. Deputy Lickiss also said he was ordered to contact Lieutenant Sawicki with other work-related matters.

On October 24, 2021, Deputy Lickiss was scheduled to work at the Communications Center. When asked if he arrived to work on time, Deputy Lickiss stated, *"I did not."* Deputy Lickiss was asked why he was late, to which he replied, *"My wife had worked that night or the night before. Again. She had gotten home late, and I had to wait for her to get home and then left."*

It should be noted, referring back to [REDACTED]'s work schedule, it showed she was not scheduled at work during the timeframe provided by Deputy Lickiss.

Deputy Lickiss was asked if he contacted Lieutenant Sawicki to inform him, per his order, that he would be late to work. Deputy Lickiss stated, *"I did not."* Deputy Lickiss was unable to provide a reason for not contacting Lieutenant Sawicki.

On October 27, 2021, Deputy Lickiss was scheduled to work at the Communications Center. When asked if he arrived to work on time for that day, Deputy Lickiss stated, *"I did not."* Deputy Lickiss was asked if he contacted Lieutenant Sawicki that he would be late. Deputy Lickiss stated, *"I did not."*

Deputy Lickiss was again asked why, to which he responded, *"The truth behind it is he's [Lieutenant Sawicki] not very comfortable to talk to especially after our encounter on Saturday. And I felt I knew I should have contacted him but it was the, due to everything that's been going on for several months, it was kind of a level of comfort thing and just being in that mindset and kind of fog being uncomfortable with it."* Deputy Lickiss acknowledged that if he had an issue with Lieutenant Sawicki, he could have notified other individuals, including Lieutenant Cobb or Captain Marino.

Lieutenant Shivers asked Deputy Lickiss if he ever communicated to Lieutenant Sawicki that he felt uncomfortable contacting him, at which time Deputy Lickiss stated, *"I did not."*

Deputy Lickiss stated on October 28, 2021, he met with Captain Marino in his office and had the following discussion, *"The conversation there was started out letting me know my role at District Four being light duty. And then it went into the issue with the note the doctor's note, and how I needed to provide a note to, immediately to him or Lieutenant Sawicki and that any communication or any issues from that point further would be through him."* Deputy Lickiss further stated, *"I had forgotten to bring it with me. I had a doctor's note and I still do have the doctor's note that's signed."*

Lieutenant Shivers stated, *"Okay. To this date; today is December 22, have you provided any doctor's note to any supervisor within the agency?"* at which time Deputy Lickiss responded with, *"I have not."* Deputy Lickiss then acknowledged receiving at least two separate orders from Lieutenant Sawicki and Captain Marino to provide a doctor's note.

Deputy Lickiss was asked why he did not follow the orders, to which he responded, *"At that point, I was seeing what my law, my law enforcement officers' rights were. And then I was in communication with a representative and we had discussed options as far as when would be the best to provide it and who to provide it to."*

Lieutenant Shivers asked Deputy Lickiss the correlation between providing a doctor's note and the Law Enforcement Officer Bill of Rights, and Deputy Lickiss stated, *"Well, again, this this is something that I was looking into. Also prior to this with things that had been going on at work and the uncomfortable situations that I've been in."*

Lieutenant Shivers explained the following: *"Okay, it's well within the rights of management to request a doctor's note for unexcused absences. So you were asked on several occasions to do so and you failed to do so even to this day. Who is it...who your representative...who did you speak to that provided you with guidance not to not to provide a doctor's note as requested to and ordered by your command staff?"*

Deputy Lickiss then stated, *"I'd spoken with Brodie Hughes and advised him I had one. And he said okay, we'll provide it when it's necessary."*

Lieutenant Shivers asked Deputy Lickiss if he believed it became necessary when a Lieutenant ordered him to provide the note. At that time, Deputy Lickiss stated, *"I can see that it is now. Yes. I mean, I can see that it is, yes. I don't mean see it is now; I can see it is yes."*

Lieutenant Shivers asked Deputy Lickiss if he had a doctor's note, at which time Deputy Lickiss said, *"I do, yes."* Lieutenant Shivers asked when he obtained the note, and Deputy Lickiss stated, *"The doctor's note was given to me a couple days after the incident. I notified my wife of it and she got one."*

When asked by Lieutenant Shivers who signed the note, Deputy Lickiss stated, *"I'd have to ask her for the name. I don't know the actual name on it"* and, *"I believe it's a doctor."*

Lieutenant Shivers ordered Deputy Lickiss to provide the doctor's note by 1600 hours on the interview date.

Lieutenant Shivers asked Deputy Lickiss how long it took him to drive from the hospital in Altamonte Springs to his home, at which time Deputy Lickiss stated, *"Yeah, I'd say roughly a little over 20 minutes."*

Lieutenant Shivers advised Deputy Lickiss that it was concerning that neither his nor his wife's vehicle triggered any license plate readers exiting or entering the City of Deltona during the timeframes he indicated he had traveled leaving and entering the city. Deputy Lickiss did not explain the reason why.

Deputy Lickiss was asked if it was common for people to bring their children to see hospital staff and not fill out paperwork or be admitted into the hospital. Deputy Lickiss stated he has occasionally brought his children to his wife at the hospital when they are feeling sick. Deputy Lickiss said they usually are there for monitoring and evaluation, which does not require admittance to the hospital. If there were a need for medications or further testing, they would be admitted, and the hospital would complete paperwork.

Deputy Lickiss was asked if he violated the following General Orders, and his responses are detailed below –

GO-026-02.IV.C.5.g – Failure to follow an order? Deputy Lickiss responded by saying, *"Yes, I have. Again, looking at my rights and really being I guess not thoughtful in using the sense as far as following the order first and then looking up my options later. But yes."*

GO-026-02.IV.C.3.a – Absence from duty without proper notification – *"No."*

GO-026-02.IV.C.3.c – Tardiness – *"Yes...Just on the...on the tardiness thing. Because I know that was touched a little bit and the prior issues as well. I do just want to put it on record that I am awaiting referral but also seeing a doctor currently for a issue that has kind of had me in a fog for quite a few months and was just brought to light last month. So I'm taking the steps that I needed to figure out what's going on as far as losing sleep, and..."* Lieutenant Shivers asked if his "fog"

had anything to do with being tardy due to dropping his child off at school. Deputy Lickiss stated, *"No, it doesn't."* Lieutenant Shivers asked if his "fog" had anything to do with him being tardy because his wife got home from work late, and Deputy Lickiss stated, *"On those two, no, it doesn't."*

GO-026-02.IV.D.8.a – Untruthfulness – *"No."*

GO-026-02.IV.E.2.d – Compliance with a direct order – *"Yes. Because of, again, the uncomfortable situation following what I feel has been retaliation and an event during this entire window."* Lieutenant Shivers asked Deputy Lickiss what he felt he was being retaliated against for, and the following conversation exchange occurred –

Deputy Lickiss – *"For the uncomfortable situation that I was put in by a supervisor and for more or less kind of backing away and being not very responsive to as far as communicating."*

Lieutenant Shivers – *"So are you saying that Captain Lou Marino is retaliating against you?"*

Deputy Lickiss – *"Not Captain Lou Marino, no."*

Lieutenant Shivers – *"Okay. But you indicated before you didn't follow his order."*

Deputy Lickiss – *"I did not follow his order, no."*

Lieutenant Shivers – *"So what you're saying is Lieutenant Sawicki is retaliating against you because an incident that occurred?"*

Deputy Lickiss – *"I don't believe Lieutenant Sawicki either. But that, that is what has put me in an uncomfortable situation, not Lieutenant Sawicki but the prior incident that has put me in a situation of losing comfort in providing information to, to them."*

Lieutenant Shivers – *"Okay, so you're saying that Lieutenant Sawicki is not retaliating against you, however, you felt uncomfortable providing him or following his orders? Is that what you're telling me?"*

Deputy Lickiss – *"I felt uncomfortable with the entire, entire district in the entire assignment that I was at for a very long time, yes."*

Lieutenant Shivers – *"Who did you notify then of these issues that you've been having?"*

Deputy Lickiss – *“I have notif...I have not notified anybody because I don't want to stir things up that don't need to be that was that's kind of my mind set.”*

After further questioning, Deputy Lickiss felt Sergeant Sturup targeted and retaliated against him. When asked to elaborate, Deputy Lickiss stated Sergeant Sturup had an uncomfortable conversation about his sex life while on a call in Debarry. Deputy Lickiss was asked if he followed General Orders and told Sergeant Sturup to discontinue the conversation or notify anyone of the issue. Deputy Lickiss stated that he has never discussed his feelings with anyone. Lieutenant Shivers asked Deputy Lickiss what the General Orders state regarding his feelings of retaliation by a supervisor. At that time, Deputy Lickiss responded that the General Orders state to notify somebody. Deputy Lickiss then advised that he had not informed anyone of the alleged issues with Sergeant Sturup.

When asked how Sergeant Sturup retaliated against him Deputy Lickiss stated, *“I don't know, maybe she's noticed that I've kind of distanced myself or communication went from a normal conversation to very short answers. But, it just it felt like following that is when there were a lot of issues or very micromanaging. Nitpicking everything that I did, picking apart reports that have been approved, that are written basically the same. It just felt very, very being picked at following that.”*

Lieutenant Shivers asked Deputy Lickiss if he wished to make a complaint against Sergeant Sturup, at which time Deputy Lickiss said, *“As of right this second, I have to think about it before I made that decision, that's not something that I feel comfortable just jumping to right now and saying yes or no.”*

Lieutenant Shivers confirmed Deputy Lickiss understood the process of filing a complaint against Sergeant Sturup and that he did not require any assistance from Lieutenant Shivers or Internal Affairs in proceeding with a complaint.

Lieutenant Shivers continued with asking Deputy Lickiss if he violated the aforementioned General Orders, and his responses are detailed below –

GO-026-02.IV.G.1.a General Proficiency – *“No.”*

GO-026-02.IV.G.1.d General Proficiency – *“No.”*

GO-026-02.IV.G.2.b Knowledge of Official General Orders and Pertinent Standard Operating Procedures – *“No.”*

GO-026-02.IV.D.9.p Use of Equipment: BWC – *“Yes.”*



At this time of the interview, Lieutenant Shivers asked Attorney Wilson if he had any clarifying questions he wished to ask Deputy Lickiss, which he did. Attorney Wilson asked Deputy Lickiss if, *"...despite the whatever the tracking mechanism is on your vehicle, and your wife's not apparently revealing, or illustrating that you went to the Altamonte hospital I think it was Advent you said right? Is it still your truthful testimony that you did in fact, take your son there on that day?"* at which time Deputy Lickiss answered, *"Yes."*

Attorney Wilson asked Deputy Lickiss, *"And you do have a note in your possession that you plan to give the lieutenant before the end of today?"* Deputy Lickiss stated, *"Yeah, well, not in my possession here, but I can go get it and bring it back to him, yes."*

Attorney Wilson asked if someone from Advent Health signed the note, at which time Deputy Lickiss replied, *"Yes."* Attorney Wilson asked if the note was signed by someone who treated or simply just saw his son on that day. Deputy Lickiss responded, *"I would have to verify with my wife, but the way she the way it was presented to me is that they knew that I was there with my son that day."*

Attorney Wilson asked Deputy Lickiss, *"Do you know if the note is someone in your family or your father-in-law that signed it?"* at which time Deputy Lickiss stated, *"I don't, I wouldn't see my wife getting a signature from her from her father. But I'm assuming it was from a doctor."*

Attorney Wilson then asked Deputy Lickiss, *"And you, but you do deny the, I guess, I think is the most serious charge, and that is untruthfulness. Have you been tried to be honest and truthful throughout this entire process?"* Deputy Lickiss answered, *"Yes."*

Lieutenant Shivers interjected and asked Deputy Lickiss, *"Well, let's go further. Have you been honest throughout this process? Not tried to be?"* at which time Deputy Lickiss stated, *"Yes. I have been, yes."*

Attorney Wilson asked Deputy Lickiss, *"Okay. I mean coz you know and understand the consequences of what your're here for today, correct?"* at which time Deputy Lickiss responded, *"Correct."*

The interview then concluded at 1219 hours.

At approximately 1545 hours, Deputy Lickiss returned to the Internal Affairs Office and provided a note from Advent Health.

It should be noted, according to Google Maps, the travel time from the Internal Affairs Office, 101 North Alabama Ave, DeLand, to Deputy Lickiss' residence is 25 minutes. The total drive time to Deputy Lickiss' home and back to the Internal Affairs Office should have been approximately one hour.

Sergeant Calkins observed the note had no date, no name of the child, and no printed signature of a doctor. The note was generic and contained an Advent Health Emergency Department letterhead. By way of a check box, the note indicated that a child "May return to school."

Sergeant Calkins observed the signature on the "Physician Signature" line was indistinguishable and unreadable. The end of the physician signature line had the title "MD/DO." (See figure 1 for the actual note)

**Advent Health** **Emergency Department**  
**Return to Work/School Excuse**

May Return to:

WORK

Light Duty \_\_\_\_\_

Full Duty \_\_\_\_\_

Re-evaluate before returning to work

PE

Re-evaluate before returning to PE

SCHOOL

Re-evaluate before returning to school

Physician Signature \_\_\_\_\_ MD/DO

678-0197(4-02)MPC#90188(lsh)

Figure 1

Upon Deputy Lickiss providing the note, Sergeant Calkins asked him for the doctor's name to be authenticated and corroborated by the individual who signed it. Deputy Lickiss stated he did not know the doctor's name and needed to contact his wife to obtain the information.

Deputy Lickiss attempted to contact his wife for approximately half an hour but was unsuccessful. Sergeant Calkins ordered Deputy Lickiss to provide the doctor's name by Monday, December 27, 2021, by 0900 hours.

It should be noted Sergeant Calkins later responded to Advent Health in Altamonte Springs to authenticate the note. However, Sergeant Calkins was advised by Advent Health Human Resources that the note was issued against established protocols and should have contained the

patient's information, date, and time of the visit. The nursing staff at the hospital also advised they did not recognize the signature on the physician's signature line.

### **Interview with Sergeant Brodie Hughes**

On December 22, 2021, at approximately 1524 hours, Lieutenant Shivers conducted a sworn recorded interview with Sergeant Brodie Hughes. The interview was conducted at 123 West Indiana Avenue, DeLand, at the Sheriff's Office Administration Building. Present for the interview was Sergeant Hughes, Sergeant Calkins, and Lieutenant Shivers. Below is a synopsis of the sworn recorded interview:

Sergeant Hughes advised he is the local IUPA union president and had prior contact with Deputy Lickiss reference the Internal Affairs investigation. Sergeant Hughes had an initial conversation with Deputy Lickiss just after Deputy Lickiss was served with the Notice of Internal Investigation.

*Sergeant Hughes stated the conversation was as follows – "When he was first served his internal affairs investigation we talked about what this could possibly be related to. He thought it had to do with him not coming to work one day where his child had a seizure and that he had gone to, taken the child to the hospital. I told him that should be easy to verify just get the hospital records. We didn't have much more conversation, I told him I would hook him up with union attorney over this and at some point when they interviewed him you know this should all get cleared up if you can provide those documents."*

It should be noted Deputy Lickiss was served with the Notice of Investigation on October 29, 2021 – Six days after the alleged hospital visit.

Sergeant Hughes advised he was unsure if Deputy Lickiss had a note when they first spoke about the incident.

*When asked if he had spoken to Deputy Lickiss again, Sergeant Hughes stated, "I did. I spoke to him again on December 9. I wanted to have a little bit more of a candid conversation with him so that he understood what the magnitude of the investigation was especially with the veracity charge in there. It's not my job to judge him but it's my job to tell him what all of his options are. And during that conversation I told him, I said you know if there's any chance that you're not being truthful in this now might be a time to resign. He was adamant that he's been truthful all the way. He again reiterated his kid went to the hospital. Told him that you know you need to get some kind of a doctor's note, and he said, "No I can get a doctor's note," and I said well you need to get a doctor's note and put this to bed and that was the extent of our conversation."*

Sergeant Hughes then stated that his conversation with Deputy Lickiss led him to believe that Deputy Lickiss had not obtained any doctor's note.

On Monday, December 27, 2021, at approximately 0754 hours, Deputy Lickiss texted Sergeant Sturup and had the following conversation –

Time	From	Message
0754 hours	Deputy Lickiss	Is it Alpha today?
0754 hours	Sergeant Sturup	Yes
0755 hours	Deputy Lickiss	Ok. Are your or Cody at the office?
0755 hours	Sergeant Sturup	No. And it's just me today.  Sup
0808 hours	Deputy Lickiss	Ok. I'm gonna leave my key to my vehicle on your desk. All of my stuff is in the unmarked car. I have to catch a flight so I don't have time to stick around.
0812 hours	Sergeant Sturup	Before u leave the office. Your stuff needs to be given to the captain. That's who u report to. I'm on my way to the office
0812 hours	Deputy Lickiss	Ok, well ill come back though. But I am not going to miss this flight  I have to run a quick errand
0826 hours	Sergeant Sturup	Ok. I'm here with the Lt when you get back
0833 hours	Deputy Lickiss	I'm not going to have time to come back. I was there from before 8 to after 8. I can hand him the box when I get back if that makes everyone feel better
0834 hours	Sergeant Sturup	Box? LT Sawicki was outside and here when u came
0835 hours	Deputy Lickiss	In the black truck?
0837 hours	Sergeant Sturup	Yes
0844 hours	Deputy Lickiss	Oh well I didn't know that was him, since that is usually the CST truck. And he was not there when I got there. He had just pulled in about 5 after. But that is irrelevant since I need to report to the captain
0846 hours	Sergeant Sturup	1) Lt shivers is looking for u to call him 2) is this a formal resignation because notifications needed to be made and not just ur car parked at the district with ur stuff in it

0851 hours	Deputy Lickiss	I guess it is a formal resignation. I'm done. I'm not coming back to work, I'm done, I quit. I do not have Lt. Shivers number
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Sergeant Sturup provided Deputy Lickiss with Lieutenant Shivers' phone number; however, Deputy Lickiss did not contact Lieutenant Shivers.

On December 28, 2021, at approximately 1600 hours, Captain McDaniel responded to Deputy Lickiss's residence to provide him official correspondence from the Sheriff accepting his resignation and discovered Deputy Lickiss was at home. Deputy Lickiss' presence at his residence was contrary to his statement that he had a "*flight to catch*" and would not be able to return.

**Interview with Brittney Lickiss**

On December 27, 2021, at approximately 1158 hours, Sergeant Calkins and Sergeant Gordon responded to 1510 Red Plum Hollow Drive, DeLand, to contact Brittney Lickiss. Sergeant Calkins conducted a sworn recorded interview with Brittney Lickiss at the residence. Below is a synopsis of the sworn recorded interview:

Brittney advised she is Deputy Lickiss's sister and has stayed with him in the past. Brittney stated she usually lives with her parents, but she will move into her brother's residence in Deltona when they disagree. Brittney could not provide the exact dates she was living with Deputy Lickiss but admitted to watching his children occasionally. Brittney was asked if she recalled Deputy Lickiss taking one of his children to the hospital for a febrile seizure in October. Brittney stated "*no*" and could not recall a specific incident involving rushing to the hospital. Brittney recalled other incidents where Deputy Lickiss has taken his children to the doctor's office but not for a febrile seizure.

Sergeant Calkins asked Brittney if she ever recalled being woken up at Deputy Lickiss' residence and asked to watch the kids while they rushed to the hospital. Brittney stated, "*Not, not that I was waking up and that happening...*" During the conversation, Brittney Lickiss could not recall any instance previously provided by Deputy Lickiss under sworn testimony.

**Interview with [REDACTED]**

On December 27, 2021, at approximately 1354 hours, Sergeant Calkins and Sergeant Gordon contacted [REDACTED] by phone to inquire about providing an interview. [REDACTED] elected not to interview in person but stated she would answer any questions by phone. Below is a synopsis of the recorded interview:

█████ advised on October 23, 2021, one of her children was having a febrile seizure. Her husband, Deputy Lickiss, brought their child to her in Altamonte Springs. █████ stated she was not working at the hospital but was on her way there to complete continuing education. █████ said she was there when Brant Lickiss arrived at the hospital with their child. █████ was asked if a physician at the hospital ever saw the child. █████ refused to answer the question stating she was uncomfortable “...giving that information.”

After speaking with █████ further, she was advised that Deputy Lickiss told detectives that he took the child to the hospital to see a physician or to be monitored by a physician. At that time, █████ stated, “Mmmmm...I don't believe that's true.”

Sergeant Gordon asked █████ if she was aware of a doctor's note that was given to Deputy Lickiss for the doctor's visit that day, at which time █████ responded, “It was not given to my husband. It was a doctor's note for my child to receive therapy in a clinic so that he could receive therapy. Because he was sick and experiencing symptoms that are similar to Covid, therefore he had to have a doctor's note to return to therapy within the clinic.”

█████ then stated that she received the note on October 23, 2021. Sergeant Gordon asked █████ “Ok, so he gave, I'm assuming some staff or doctor gave you that note at the hospital?” at which time █████ stated, “Correct.”

Sergeant Gordon then asked █████ if the signature on the note was hers, at which time █████ responded, stating, “It is.” For clarification, Sergeant Gordon asked █████ if the signature on the note was hers again, at which time █████ said, “Yes, I'm authorized to sign them.”

Sergeant Gordon then had the following conversation exchange with █████ –

Sergeant Gordon – “Ok, so you signed the doctor's note...”

█████ – “Uh-huh.”

Sergeant Gordon – ...for the therapy...

█████ – “Well it's not a doctor's note.”

Sergeant Gordon – ...that your child received at the hospital?”

█████ – “It's not a doctor's note. It's a clearly stated...”

Sergeant Gordon – “It's a return to work?”

██████████ – “Correct or school.”

██████████ subsequently advised that she signed the note on October 23, 2021.

Sergeant Gordon asked ██████████ if Deputy Lickiss was with her at the hospital and if they left together, at which time ██████████ responded, “He was not with me the whole entire time, no. He left before I did.”

Sergeant Gordon attempted to corroborate Deputy Lickiss' statements that ██████████ was at work when he brought his child to the hospital. ██████████ advised she was not at work and merely left their residence before she went to the hospital to complete an online training course. ██████████ stated she did not remember the time she or Deputy Lickiss left. Sergeant Gordon attempted to narrow down the timeframe; however, ██████████ said, “Do you have any other questions that don't include your timeframe because obviously my same answer is going to be that I'm unsure.”

Sergeant Gordon asked ██████████ if she remembered why Deputy Lickiss brought their son to the hospital, and ██████████ said, “Yes. He had a high fever and he was worried that he was going to have or had or previously had a febrile seizure which is very common in children under 24 months.”

Sergeant Gordon asked ██████████ if she was working the night prior, but ██████████ stated, “I have no idea.” As Sergeant Gordon attempted to refresh ██████████'s memory about the date and advised her what Deputy Lickiss told Lieutenant Shivers during the interview, ██████████ stated, “Well, I was never at work. I was going for education.”

Sergeant Gordon began asking further questions to develop a timeline and corroborate Deputy Lickiss' statements; however, ██████████ became defensive and uncooperative, countering each question with their relevance. After several attempts to explain the relevance, ██████████ refused to answer the questions.

Sergeant Gordon asked ██████████ if her father [Carey Kain] was working when Deputy Lickiss brought their child to the hospital, at which time ██████████ stated, “No. And there's no relevance to him. He doesn't work there during the day either.” Sergeant Gordon advised ██████████ that Deputy Lickiss explained that her father took care of their child, and ██████████ responded by asking, “And you, you have that in his statement?” Sergeant Gordon informed ██████████ that it was in Deputy Lickiss' sworn recorded statement. ██████████ responded again by saying, “Mmmm. I don't believe so. I think maybe you should re-listen to that. Maybe there's confusion.”

Sergeant Gordon then inquired about what vehicles she and Deputy Lickiss were driving to the hospital and again was met with resistance by ██████████ regarding the relevance. Sergeant Gordon

explained the relevance regarding neither vehicle triggering any license plate reader leaving or entering the City of Deltona. At that time, [REDACTED] began challenging the accuracy of the license plate reader system.

To avoid a further argument with [REDACTED] and to end the conversation, Sergeant Gordon attempted to have [REDACTED] swear to her statements. [REDACTED] declined to be sworn and stated, "Thank you so much," immediately before disconnecting the call.

### **Interview with Carey Kain**

On January 5, 2022, Sergeant Calkins responded to 783 East Graves Avenue, Orange City, and contacted Carey Kain. Sergeant Calkins conducted the interview, along with Detective Morgan. Below is a synopsis of the recorded interview:

Carey advised he works at Advent Health Altamonte Springs in the emergency department. Carey stated it is common for his grandchildren to come to the hospital through a "side door" to be monitored. Carey Kain could not recall a specific incident on October 23, 2021, where his grandchild was brought in to see him. Carey was also unable to provide any information on whether or not he was scheduled or at work that day. Carey was unable to provide any further information.

It should be noted Carey's wife, Tracy Kain, was present during the interview and provided some commentary. However, she could not independently recall any specific incident nor corroborate any statements with evidence (work schedules, text messages, etc.).

On January 19, 2022, the Internal Affairs investigation was presented to Chief Deputy Joseph Gallagher and the executive command staff. Upon completion of the presentation, Chief Deputy Gallagher sustained the aforementioned General Order violations against Deputy Lickiss:

GO-026-02.IV.B.3 – Any other conduct or action, on-duty or off-duty, of such seriousness that disciplinary action is considered warranted.	Sustained
GO-026-02.IV.C.5.g – Failure to Follow General Order, Standard Operating Procedure, or Order	Sustained
GO-026-02.IV.C.3.a – Absence from Duty without Proper Notification	Sustained
GO-026-02.IV.C.3.c – Tardiness	Sustained



GO-026-02.IV.D.8.a – Untruthfulness	Sustained
GO-026-02.IV.E.2.d – Compliance with Direct Order of a Superior or Competent Authority	Sustained
GO-026-02.IV.G.1.a – General Proficiency	Sustained
GO-026-02.IV.G.1.d – General Proficiency	Sustained
GO-026-02.IV.G.2.b – Knowledge of Official General Orders and Pertinent Standard Operating Procedures	Sustained
GO-026-02.IV.D.9.p – Use of Equipment: BWC	Sustained

**EXHIBITS:**

- A. Report of Investigation
- B. Official Correspondence
- C. Supervisor Inquiry SI-21-069
- D. Body Worn Camera List / Computer-Aided Dispatch Printouts
- E. Employee Performance Tracking Chart
- F. Copy of Emails
- G. Photos of Text Messages
- H. LPR Information
- I. Cigna Claims Information
- J. Copy of the doctor's note
- K. Transcript of Interview with Sergeant Cody Held
- L. Transcript of Interview with Sergeant Christy Sturup
- M. Transcript of Interview with Lieutenant Justin Sawicki
- N. Transcript of Interview with Captain Louis Marino
- O. Transcript of Interview with Supervisor Thomas Eggers
- P. Transcript of Interview with Supervisor Gary Bittle
- Q. Transcript of Interview with Deputy Brant Lickiss
- R. Transcript of Interview with Sergeant Brodie Hughes
- S. Transcript of Interview with Brittney Lickiss
- T. Transcript of Interview with Carey Kain
- U. Transcript of Interview with [REDACTED]
- V. Digital Evidence

**WITNESSES:**

**Volusia Sheriff's Office**

**123 W. Indiana Avenue**

**DeLand, FL 32720**

**(386) 736-5961**

Sergeant Cody Held                      Sergeant Christy Sturup  
Lieutenant Justin Sawicki      Captain Louis Marino  
Supervisor Gary Bittle              Supervisor Thomas Eggers  
Sergeant Brodie Hughes

**Civilian Witnesses**

Brittney Lickiss  
1510 Red Plum Hollow Drive  
DeLand, FL 32720  
386-999-1918

██████████

[Confidential]

Deltona, FL 32738

██████████

Carey Kain  
783 East Graves Avenue  
Orange City, FL 32763

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: 3/21/22

**Sergeant Andrew Calkins**  
**Internal Affairs Sergeant**

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

Sworn to (or affirmed) and subscribed before me by means of  physical presence or  online Notarization this 21<sup>st</sup> day of March, 2022 by Sergeant Andrew 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: 03.21.2022

**CHIEF DEPUTY JOSEPH GALLAGHER**  
**VOLUSIA COUNTY, FLORIDA**