

**VOLUSIA COUNTY SHERIFF'S OFFICE
INTERNAL AFFAIRS**

REPORT OF INVESTIGATION

REPORT NUMBER: RQ-17-056

PERIOD COVERED: November 2015 to November 2016

DATE REPORTED: November 03, 2016

INVESTIGATING OFFICERS: Lieutenant Justin G. Sawicki #7179

BASIS FOR INVESTIGATION:

On November 03, 2016, Sergeant Robert Rohm sent an e-mail to Lieutenant Bryan Barnard. The subject of the e-mail was a formal complaint on then Deputy Tammy Thoman. In his e-mail to Lieutenant Barnard, Sergeant Rohm alleged Deputy Thoman was creating a hostile work environment with not only him, but other VCSO personnel assigned to the DeLand Courthouse.

INVESTIGATIVE SUMMARY:

The e-mail complaint sent by Sergeant Rohm was forwarded to the Internal Affairs Unit. The following is a summary of the e-mail complaint:

In November of 2015, Deputy Thoman filed a formal complaint on Sergeant Rohm for causing a hostile work environment. The complaint resulted in a supervisor's inquiry being completed by Lieutenant Barnard. The outcome of the inquiry was unfounded. According to Sergeant Rohm, while the aforementioned supervisor's inquiry was being completed, Deputy Thoman "took an offensive posture" towards the sergeant as she used video surveillance cameras in the control room to spy on Sergeant Rohm. In the video, (which was reviewed and confirmed by the Internal Affairs Unit) it showed Deputy Thoman would pan the camera onto Sergeant Rohm and other courthouse employees. The camera would zoom in, specifically to faces in what is believed to be an effort to read the lips of Sergeant Rohm and the individual(s) with whom he was having a conversation. On one occasion, Deputy Thoman also manipulated the camera in an attempt to zoom the focus onto a notepad that was in Sergeant Rohm's hand. After gaining knowledge of these incidents,

supervisors in the DeLand Courthouse removed Deputy Thoman from permanent assignment in the control room.

After Deputy Thoman received a copy of Lieutenant Barnard's supervisor's inquiry, Deputy Thoman was offered an opportunity to review the document in a private location at the courthouse; however, she declined. Deputy Thoman was later assigned to the front door of the courthouse at which time she began to read the supervisor's inquiry. While working at the front door and reading the supervisor's inquiry, Deputy Thoman acted in an inappropriate manner by accusing several deputies of being liars and calling them "dirt bags." Deputy Thoman was overheard stating that Deputy (Steven) Wells would "kick Stott's ass", referring to Deputy Michael Stott.

Sergeant Rohm continued to write that since Lieutenant Barnard's investigation, numerous deputies have approached him indicating Deputy Thoman was causing a hostile work environment. Deputy Thoman had made disparaging comments to other deputies about Sergeant Rohm, and how he was causing morale to suffer within the workplace.

In July of 2016, Sergeant Rohm entered a courtroom from a backdoor. When he entered the courtroom, he observed Deputy Thoman with a cellular telephone in her hands and she appeared to be typing on the telephone. Sergeant Rohm exited the room as he was looking for a private location to speak with another employee. Approximately two weeks later, Sergeant Rohm once again observed Deputy Thoman standing in the back of a courtroom with a cellular telephone held at eye-level, and she appeared to be reading something displayed on the screen. Once Deputy Thoman observed Sergeant Rohm enter the courtroom, she quickly lowered the telephone near her waist as if she was hiding it from the sergeant (it should be noted there is a standing order that courthouse deputies will not use cellular telephones while on duty in the courtrooms). Sergeant Rohm did not address this with Deputy Thoman immediately, because there was an active murder trial in session in the courtroom. Sergeant Rohm and Sergeant Michael Campanella, at a later time, spoke with Deputy Thoman regarding the use of cellular telephones in courtrooms, and she did not deny using the telephone.

Sergeant Rohm at one point received a complaint from another courthouse deputy alleging that Deputy Thoman was driving her personal vehicle on US-92 when she was supposed to be on duty.

Sergeant Rohm informed Sergeant Campanella of the complaint, which was later unfounded as Deputy Thoman was on duty manning the front door of the courthouse.

Deputy Thoman filed a grievance of a quarterly evaluation in which she accused Sergeant Rohm of fabricating her usage of the cellular telephone during the murder trial. Deputy Thoman also wrote in her grievance that Sergeant Rohm fabricated the complaint of her driving her personal vehicle in an effort to lower her evaluation; however, the complaint was unfounded and nothing was formally documented on the issue.

Sergeant Rohm wrote that Deputy Thoman's husband, then Lieutenant Patrick Thoman, has repeatedly interjected himself in courthouse affairs. Lieutenant Thoman made numerous comments on social media that were deemed unprofessional and inappropriate towards Sergeant Rohm and other courthouse personnel.

Sergeant Rohm concluded the e-mail complaint by asking for an investigation to take place, and he indicated throughout his career, his veracity and supervisory skills have never been questioned. Furthermore, he felt that Deputy Thoman's actions were undue and caused a hostile work environment for him and other VCSO courthouse personnel.

Interview with Sergeant Robert Rohm

On December 09, 2016 Lieutenant Sawicki conducted a recorded sworn interview with Sergeant Robert Rohm at the Volusia County Courthouse (VCC) in DeLand, FL. The following is a summary of that interview:

Sergeant Rohm advised he was reassigned to the VCC in June of 2015 as supervisor of courthouse security. Sergeant Rohm confirmed the e-mail provided to the Internal Affairs Unit via the Chain of Command was accurate, as well as the document he drafted and sent to Lieutenant Barnard. Sergeant Rohm provided Lieutenant Sawicki with a DVD copy of the video surveillance in which Deputy Thoman manipulated cameras to track the sergeant and people he had conversations with in the VCC.

Sergeant Rohm informed Lieutenant Sawicki that the decision to remove Deputy Thoman from the control room was not made by him, it was made by courthouse Command Staff. The sergeant made Lieutenant Barnard aware of the surveillance camera incidents; it was after this that she was removed from control room duties. It should be noted, that prior to the camera incident, Sergeant Rohm established a rule in which on certain days, Deputy Thoman would handle other functions than just solely the control room. The sergeant said this was because Deputy Thoman worked the control room fulltime for the last nine years. Sergeant Rohm wanted to cross-train Deputy Thoman with other courthouse functions and also cross-train other deputies in the control room. There were three fulltime deputies for the control room and Sergeant Rohm began a rotation of all three deputies being cross-trained in other functions throughout the control room. Sergeant Rohm stated he did not single out or isolate Deputy Thoman, in regards to the cross-training.

After Lieutenant Barnard completed his supervisor's inquiry in 2015 (when Deputy Thoman made a hostile work environment complaint on Sergeant Rohm, in which the findings were that her complaint was unfounded) Sergeant Rohm, Lieutenant Barnard, and Captain Westfall requested to VCSO administration that Deputy Thoman be transferred to another courthouse. The administration however, declined to transfer Deputy Thoman, and in his opinion, this allowed the issue leading to this complaint to perpetuate and worsen over time. Sergeant Rohm informed Lieutenant Sawicki that when Deputy Thoman read Lieutenant Barnard's supervisor's inquiry at the front door of the courthouse, she lashed out and caused a scene in front of co-workers and the public. Sergeant Rohm said a supervisor's inquiry was completed; however, after it was drafted by Sergeant Campanella, the memorandum was downgraded to a white paper that was merely kept in a folder at the VCC. No discipline was rendered to Deputy Thoman for the incident at the front door.

Sergeant Rohm stated numerous deputies in the VCC have approached him and complained about Deputy Thoman's behavior and her inappropriate relationship with Deputy Steven Wells. Sergeant Rohm described Deputy Thoman's interaction with Deputy Wells as flirtatious and "grab-assing." The "grab-assing" between Deputy Wells and Deputy Thoman occurred several times in the control room in which Deputy Rodriguez and Deputy Shaffer witnessed the behavior. Sergeant Rohm stated this flirtatious behavior made both Deputy Rodriguez and Deputy Shaffer feel very uncomfortable, and they felt it was inappropriate for the workplace.

Sergeant Rohm brought up how Deputy Thoman was found to be using a cellular telephone while a trial was in session. Sergeant Rohm informed his chain of command regarding the issue, and he was instructed to brief Sergeant Campanella (Deputy Thoman's direct supervisor). Sergeant Campanella requested Sergeant Rohm sit in on a meeting with Deputy Thoman as a witness when Deputy Thoman was spoken to about the use of her telephone. Sergeant Rohm said during the meeting, Deputy Thoman "*offered no denial whatsoever in-fact she said she received an important text...*". Sergeant Campanella informed Deputy Thoman not to use a telephone in open court again, and if she receives an important message or call, she was directed to request a deputy relieve her to handle the telephone correspondence. Sergeant Rohm was later informed that Deputy Thoman in a meeting with Major Paul Adkins denied the use of her cellular telephone in a courtroom and implied that Sergeant Rohm lied about the incident. Sergeant Rohm provided Lieutenant Sawicki with a photograph that was taken in a courtroom by Deputy Oscar Rodriguez of Deputy Thoman on her cellular telephone.

Sergeant Rohm was asked how Deputy Thoman's behavior affected his ability to be a supervisor. Sergeant Rohm stated when he asked Deputy Thoman to complete tasks, she would follow his instructions/orders; however, her behavior made many employees feel uncomfortable. The sergeant elaborated, saying the majority of deputies at the VCC do not trust Deputy Thoman and they felt she was out to get them "*in trouble.*" It was believed that Deputy Thoman would take notes, video, and photograph other deputies at the workplace. Sergeant Rohm stated the deputies in the courthouse exhibited lower morale due to Deputy Thoman's behavior and the lack of action by administration to solve the problem.

Sergeant Rohm stated throughout the period of his complaint, he did not suffer a professional loss. Sergeant Rohm stated he felt Deputy Thoman created a hostile work environment, because she had referred to him (Sergeant Rohm) as a liar, she has "*bad mouthed*" the sergeant to a point where he believed she was attempting to divide deputies in the courthouse.

The sergeant stated that when he was transferred to the courthouse, he was informed of the issues with Deputy Thoman by numerous deputies. He however, did not take immediate action; rather, he wanted to witness her behavior first hand to make proper personnel decisions.

For the last 20 years, Sergeant Rohm has held the rank of sergeant with the VCSO. The sergeant said in his 20 years as a supervisor, he has never been found to treat subordinates disparagingly, nor has he been disciplined for anything other than a traffic crash.

Interview with Deputy Tammy Thoman

On December 09, 2016 Lieutenant Sawicki conducted a recorded sworn interview with Deputy Tammy Thoman at the Sheriff's Administrative Offices in DeLand, FL the following is a summary of that interview:

Deputy Thoman stated at the conclusion of Lieutenant Barnard's investigation in 2015, she was treated differently than other deputies in the VCC. Deputy Thoman stated she felt the supervisor's inquiry completed by Lieutenant Barnard did not handle her complaint on Sergeant Rohm; rather, it *"was more about morale and a rumor of an inappropriate relationship"* between Deputy Wells and Deputy Thoman. Deputy Thoman stated the purpose of her complaint was due to the way Sergeant Rohm treated her at the workplace. Deputy Thoman alleged Sergeant Rohm called her *"bitchy"* during a counseling regarding a suspicious vehicle. Deputy Thoman stated she did not agree with the outcome of Lieutenant Barnard's supervisor's inquiry; however, she accepted it and felt the working environment might improve, thus she did not pursue the complaint further.

Deputy Thoman referred to the allegation of her cellular telephone use in a courtroom. Deputy Thoman stated she walked into a witness room at the rear of Courtroom 4C to check her telephone for e-mails. At this time, Sergeant Rohm entered the courtroom. Deputy Thoman said the door to the witness room was partially ajar and Sergeant Rohm asked her if everything was all right. Deputy Thoman informed the sergeant everything was fine and Sergeant Rohm exited the room. Deputy Thoman said she was later counseled on the usage of her cellular telephone in a courtroom by Sergeant Campanella in the presence of Sergeant Rohm. According to Deputy Thoman, during the informal counseling she attempted to explain herself; however, Sergeant Campanella *"abruptly"* told her to stop talking. When Deputy Thoman received her third quarter evaluation for 2016, the overall rating was meets standards, and the incident regarding the telephone was memorialized in the narrative section of the evaluation. Also memorialized in the narrative of the evaluation was an incident in which Deputy Thoman discovered a firearm in a purse during a hand

search at the Historical DeLand Courthouse for a civil trial. Deputy Thoman said she sent Sergeant Campanella an e-mail to formally grieve her evaluation, as she did not agree with the content nor the overall rating. Deputy Thoman denied using her cellular telephone during a murder trial and stated she only used it when she was out of sight in the witness room connected to Courtroom 4C. During the grievance cycle, Deputy Thoman met with Major Paul Adkins. During her meeting with Major Adkins, she stated that she believed Sergeant Rohm was lying about her usage of a cellular telephone in the murder trial in an effort to “*continue to harass*” her via Sergeant Campanella. The outcome of the grievance was that Deputy Thoman’s overall rating would be changed to exceed standards, and the words “during a murder trial” were stricken from the narrative portion.

Deputy Thoman denied that she actively took notes on other deputies assigned to the VCC. She also advised that she was informed when deputies observed her meeting with Major Adkins, a rumor circulated that she was formally complaining on other deputies. The alleged rumor began when Deputy Thoman had her meeting regarding the grievance of her evaluation, and she stated she was not making a complaint on her coworkers.

Deputy Thoman was asked if she felt there was favoritism involving the supervisors at the VCC. Deputy Thoman said each sergeant has their selected “favorites.” Deputy Thoman said she has spoken with several people who have witnessed this behavior with Sergeant Rohm throughout the years. Deputy Thoman however, was unable to provide any evidence to support this; rather, she speculated as to hearsay in which a deputy’s spouse worked for Sergeant Rohm at the communications center and she ultimately lost her job, allegedly due to an “incident involving” Sergeant Rohm. Deputy Thoman also provided an example of when she was first employed by the VCSO; she was in the Field Training phase of training and one of her Field Training Officers (FTO) was assigned to Sergeant Rohm’s shift. According to Deputy Thoman, she and her FTO were called into Sergeant Rohm’s office nightly, and he “critiqued” everything they did during the shift. According to Deputy Thoman, the end result was the FTO lost their position as a FTO with the VCSO.

Deputy Thoman said she felt she was the subject of a hostile work environment, because of the extreme stress levels she was experiencing from the job. Deputy Thoman stated she no longer volunteers to work extra hours, due to the stress from the job. Deputy Thoman alleged that Deputy

Oscar Rodriguez referred to her as a snitch for speaking to Internal Affairs regarding other deputies. Deputy Thoman said there were other deputies that felt the same way as her, however she was unsure if they would come forward due to fear. Deputy Thoman provided information that she was told Sergeant Rohm had mistreated Deputy Hernandez on several occasions.

In her opinion, Deputy Thoman, felt her quarterly evaluations were unfair and she received unjust performance ratings. Deputy Thoman filed a grievance for her second and third quarter evaluations, in which her ratings were ultimately changed. Deputy Thoman added, that she felt her supervisors were creating a hostile work environment, because of the scrutiny they placed on her work product.

Members of the VCSO Internal Affairs Unit conducted separate sworn and recorded interviews with the management team of the VCC. Below is a summary of those interviews:

Sergeant Michael Campanella

Sergeant Campanella believes Deputy Thoman has created a hostile work environment at the VCC. The sergeant stated on numerous occasions deputies that work at the VCC have approached him and voiced concerns with Deputy Thoman's attitude and behavior. The sergeant was asked to provide evidence of the hostile work environment.

Sergeant Campanella said in December of 2015, he was instructed to complete a supervisor's inquiry into Deputy Thoman's behavior at the front door while she read Lieutenant Barnard's supervisor's inquiry. Sergeant Campanella informed detectives he completed the inquiry and it was sent to upper-management; however, when upper-management received the inquiry, they refused to address the findings. Sergeant Campanella said the supervisor's inquiry he completed was returned to him and remained in a file.

The sergeant stated other issues with Deputy Thoman regarding her and her husband's use of Social Media. After reading some of the social media posts from the Thomans, some VCC deputies expressed to Sergeant Campanella that they felt threatened and as though they were constantly being watched by the Thomans.

According to Sergeant Campanella, what has led to the hostile work environment was when Sergeant Rohm wanted to cross-train Deputy Thoman and remove her from the control room.

When both sergeants would attempt to correct or counsel Deputy Thoman, she would be adversarial in the meetings. Sergeant Campanella informed detectives, Deputy Thoman was removed from the control room when it was discovered she manipulated the surveillance cameras to read the lips of Sergeant Rohm and other VCC personnel.

At one point Judge Zambrano asked Sergeant Campanella to ban Deputy Thoman from being in the area of his chambers and working in his courtroom, because the deputies that worked with the judge were worried about her behavior. The sergeant also noted that the judge's judicial assistant was uncomfortable with Deputy Thoman being in the chambers, because she would tend to be loud.

Sergeant Campanella said many of the VCSO personnel at the courthouse always feel they need to be on guard when around Deputy Thoman. According to the sergeant, Deputy Thoman frequently mentions her husband who is a lieutenant with the VCSO and she has referred to her co-workers as "dirt bags" and "liars."

When the sergeants would want to discipline Deputy Thoman, Sergeant Campanella said, "It was always shot down by above my captain." Sergeant Campanella said he feels this has negatively affected morale, because deputies feel that if they behaved like Deputy Thoman, they would be disciplined. The lack of discipline has impacted other deputies, because they perceive the lack of action has "emboldened" Deputy Thoman to persist in her behavior.

Sergeant Campanella re-affirmed that most of the issues between Deputy Thoman and her supervisors began when Sergeant Rohm asked her to change her attitude. Sergeant Campanella informed detectives he was present the vast majority of the time when Sergeant Rohm counseled Deputy Thoman. Sergeant Campanella said when he would counsel Deputy Thoman she would "pushback", and she felt she never "did anything wrong." Sergeant Campanella stated all the counseling of Deputy Thoman was done informally and privately.

When Sergeant Rohm was transferred to the VCC many deputies were excited. Sergeant Campanella described Sergeant Rohm as a strong supervisor that holds his people accountable. Sergeant Campanella informed detectives that since Sergeant Rohm had transferred to the VCC, he has learned a lot from Sergeant Rohm.

Sergeant Campanella said Sergeant Rohm conceived the idea to cross-train all deputies in the VCC and rotate the fulltime control room deputies out several times a week to understand the operations of the courthouse. The cross-training and rotation was not just geared toward Deputy Thoman, rather, all deputies at the VCC.

In regards to discipline, Sergeant Campanella stated the procedure for issuing discipline is in the spirit of progressive discipline. Contingent upon the egregiousness of an issue, supervisors prefer to merely informally counsel deputies and typically a mistake isn't repeated.

Sergeant Campanella informed detectives of an incident in which Deputy Thoman received a letter/note from her husband (Lieutenant Thoman assigned to Major Case/CID) regarding a murder trial. Without notifying her chain-of-command, Deputy Thoman entered Judge Zambrano's chambers and gave the document to the judge. Sergeant Campanella said the information in the document should have been disseminated through her chain-of-command, because certain security issues may have arisen from the information found therein. Sergeant Campanella informed detectives Deputy Thoman was counseled on this matter and not formally disciplined.

During a murder trial, Deputy Thoman was observed using her personal cellular telephone. Sergeant Campanella documented this in a quarterly evaluation. Deputy Thoman later grieved the evaluation. The result of the grievance was that the word murder would be stricken from the evaluation.

Sergeant Campanella recalled a civil trial in which Deputy Thoman was working security at the Historic Courthouse in DeLand. An individual came to the courthouse with a firearm in their purse. In lieu of investigating the possession of the firearm and the individual carrying said firearm, Deputy Thoman merely told the person to return the firearm to their vehicle. According to Sergeant Campanella, Deputy Thoman generated an incident report for the issue, however it was plagued with errors.

Lieutenant Bryan Barnard

Lieutenant Barnard said he received a hostile work environment complaint from Sergeant Rohm via e-mail regarding Deputy Thoman's behavior. Lieutenant Barnard stated he has witnessed

behavior from Deputy Thoman for over a year that has led to “conflict and its led to a decline in morale...” Lieutenant Barnard said he did not feel the work environment was hostile, however it was “toxic.”

Over the course of a year, it was revealed that Deputy Thoman’s relationship with Deputy Wells was making courthouse personnel feel uncomfortable at the workplace. Furthermore, Deputy Thoman was found to be monitoring her supervisors while in the control room by attempting to read lips on video surveillance cameras.

Lieutenant Barnard said supervisors, specifically Sergeant Rohm and Sergeant Campanella have had issues with Deputy Thoman. When asked to describe the issues, the lieutenant said that she is “averse to any corrective counseling. She’s non-receptive. She never takes ownership. She doesn’t believe she did anything wrong. She’s always got an excuse.” Lieutenant Barnard informed detectives he has witnessed this behavior from Deputy Thoman firsthand as he has been present during some of the counseling sessions. Lieutenant Barnard described Deputy Thoman’s demeanor as “argumentative.”

When Lieutenant Barnard completed his supervisor’s inquiry in which Deputy Thoman filed a harassment complaint against Sergeant Rohm, a lot of issues came to light that he and courthouse command staff were unaware of. Lieutenant Barnard said during his inquiry, a number of issues with Deputy Thoman were brought to his attention through the courthouse deputies’ interviews. The results of the inquiry were unfounded and the lieutenant said he felt Deputy Thoman’s complaint was “hypersensitive, exaggerated, and unnecessary.” Lieutenant Barnard does not feel that the issues have gotten better since the completion of his inquiry. Lieutenant Barnard said when Deputy Thoman received a copy of his inquiry, she “was very displeased and her comment to me was, “I should have never let you investigate this”. The lieutenant said he provided Deputy Thoman with the opportunity to read the inquiry in a private area of the courthouse, however she chose to read the document in the front public area of the VCC. Sergeant Campanella later came to the lieutenant and informed him that Deputy Thoman had an outburst of rage while she read the inquiry in a public setting. Lieutenant Barnard ordered Sergeant Campanella to complete a supervisor’s inquiry into Deputy Thoman’s behavior. When the subsequent inquiry reached upper-management it was downgraded from a formal supervisor’s inquiry to a white paper summary.

Lieutenant Barnard stated that he and Captain Westfall have made numerous suggestions to upper-management on how to correct the issues with Deputy Thoman, however “they chose to go a different route.”

According to Lieutenant Barnard, when Sergeant Rohm was reassigned to the VCC he felt morale improved and his opinion was reinforced when he interviewed deputies during his supervisor’s inquiry. A majority of the deputies when interviewed by the lieutenant said they liked Sergeant Rohm’s supervisory style better than past supervisors. Lieutenant Barnard said the only deputy that had an issue with Sergeant Rohm during his interview was Deputy Wells who referred to Sergeant Rohm as a bully, however he could not provide specific examples or evidence to support his beliefs. Lieutenant Barnard described Sergeant Rohm’s supervisory style as “...by the book. Firm but fair.”

Sergeant Rohm approached Lieutenant Barnard asking for approval to rotate the fulltime control room deputies out and cross-train them in other areas of the VCC. The purpose of this was to give them a better perspective of other deputies’ job functions, in the hopes they would have a better understanding of what the deputies do.

Lieutenant Barnard said when it comes to discipline, the management team at the VCC follows the guidance of the directives manual and they coach and counsel, rather than formally disciplining deputies unless it is a repetitive or egregious violation of directives.

The command staff (sergeants, lieutenant, and captain) at the courthouse relayed Deputy Thoman’s deficiencies to upper-management. Lieutenant Barnard said the decision to not formally discipline Deputy Thoman for the issues/directive violations came from upper-management and not the courthouse command staff.

Lieutenant Barnard was asked if he felt there was favoritism at the VCC between supervisors and deputies. The lieutenant responded by stating, “Deputy Thoman’s been given, in my opinion, a very wide latitude. I could only speculate why that is but there are concerns that she’s been given favoritism based on her husband’s position within the agency.” Lieutenant Barnard stated when comparing Deputy Thoman’s behavior to that of other courthouse deputies, he said her violations are “...pretty egregious incidents in my opinion and I haven’t seen anybody else in my career get away with what she’s (Deputy Thoman) got away with.” Lieutenant Barnard provided an example

of when Deputy Thoman was working security at the historic courthouse in DeLand for a civil trial in which a female had a firearm in a purse. In lieu of investigating the incident, Deputy Thoman merely had the female return the firearm to her vehicle unattended. Deputy Thoman received no discipline for this incident. Lieutenant Barnard compared this incident to another deputy in the past that did the same thing but instead of a firearm,, it involved a belt knife and that deputy was suspended without pay after an internal affairs investigation.

Lieutenant Barnard believes Deputy Thoman's husband has inappropriately interjected himself into courthouse affairs by making Facebook posts and filing complaints on deputies at the VCC.

Captain Eric Westfall

Captain Westfall informed detectives he does not believe there is a hostile work environment at the VCC, nor has he witnessed any behavior that would constitute a hostile work environment.

Captain Westfall stated there have been concerns with Deputy Thoman's performance and failing to handle incidents appropriately. Captain Westfall said most of the deficiencies were addressed through informal counseling and/or documented in Deputy Thoman's evaluations. Captain Westfall said on several occasions he requested to upper-management that Deputy Thoman receive formal discipline. Upper-management held the documents and at the time of his interview, Captain Westfall stated that the documents were still being "held." In some cases, it took weeks to receive a response from upper-management and by the time a decision was rendered, Captain Westfall felt the incidents and any corresponding discipline were stale.

Captain Westfall was asked if Deputy Thoman's behavior has caused a negative impact on morale. The captain informed detectives that Deputy Thoman's behavior has caused "a sense of fear. There's people who feel uncomfortable around Tammy." According to Captain Westfall, a judge (Judge Zambrano) made an informal complaint in which he did not want Deputy Thoman present in his courtroom, because she was a distraction to other deputies.

Captain Westfall was asked if he witnessed or heard about Deputy Thoman's reaction when she read Lieutenant Barnard's supervisor's inquiry. The captain stated he was not present when Deputy Thoman read the document, because upper-management requested he meet with her husband,

Lieutenant Thoman to inform him of the findings in the supervisor's inquiry. Captain Westfall said he didn't know why he was asked to meet with Lieutenant Thoman since he (Lieutenant Thoman) was not the complainant nor involved in the supervisor's inquiry. Captain Westfall said prior to his meeting with Lieutenant Thoman, he was contacted and informed of Deputy Thoman's reaction when she read the inquiry. Due to her reaction, Captain Westfall canceled the meeting with Lieutenant Thoman and returned to the VCC. After being briefed on Deputy Thoman's outburst when she read the inquiry, Captain Westfall informed upper-management of the incident, however the captain was not provided with clear direction on how to handle it. Captain Westfall requested through Lieutenant Barnard that a secondary supervisor's inquiry be completed by Deputy Thoman's sergeant (Campanella).

After the incident at the front of the courthouse, Captain Westfall requested through upper-management that Deputy Thoman be transferred to a different courthouse. The request was denied, allegedly because the County Legal Department said she could not be transferred. Captain Westfall stated he was "dumbfounded" by upper-management's inability to address the issue with Deputy Thoman. Captain Westfall felt he wasn't getting the needed support from upper-management to create a positive working environment and it made him feel powerless in his attempts to do so.

Captain Westfall said when Sergeant Rohm was transferred to the VCC, he did not implement immediate changes. Sergeant Rohm observed daily operations and when he witnessed issues, he corrected them accordingly. Captain Westfall said the only deputy that complained about Sergeant Rohm's supervisory style and the changes he implemented was Deputy Thoman. Captain Westfall described Sergeant Rohm as a supervisor who wants people to be more productive and not lazy.

Captain Westfall said Sergeant Rohm requested that Deputy Thoman and all other deputies in the VCC receive cross-training on all job functions in the courthouse. The purpose of the cross-training was so all deputies would have a better understanding and be more empathetic to deputies that performed different tasks throughout the courthouse. It wasn't until it was discovered that Deputy Thoman was manipulating the video surveillance cameras to read lips and observe contents on notepads that she was moved out of the control room on a permanent basis.

Members of the VCSO Internal Affairs Unit met with Volusia County Legal and Volusia County Personnel for assistance with this investigation. It was determined the Internal Affairs Unit would interview all sworn personnel assigned to the DeLand Courthouse. With the assistance of Volusia County Legal, the following questions were created to determine if a hostile work environment per Federal and State Laws existed as alleged in Sergeant Rohm's complaint:

- In the last 14 months have you witnessed any behavior that may make for a hostile work environment and/or behavior that could be perceived as harassment based upon gender, race, religion, etc.? If so, what evidence can you provide to show this?
- Has there been any behavior at the courthouse that has negatively affected you or other VCSO employees' jobs?
- Did you or anyone else employed by the VCSO in the DeLand Courthouse suffer any professional loss (promotional, pay decreases, etc.)?
- Do you feel based upon the statutory definition of a hostile work environment, that a hostile work environment exists in the DeLand Courthouse?
- Is there any evidence that would adversely change the terms and conditions of any of the employees of the VCSO at the DeLand Courthouse?
- Do you feel there is favoritism between the command staff, front line supervisors, and the deputies at the DeLand Courthouse?
- Are deputies treated equally in regard to evaluations and discipline?
- Have you witnessed any adverse, offensive, or negative behavior between Deputy Tammy Thoman and Sergeant Robert Rohm?
- Since Sergeant Rohm was assigned to the courthouse, what if any changes to morale has occurred?
- How would you describe Sergeant Rohm's supervisory style?
- In late 2015, Lieutenant Barnard completed a supervisory inquiry regarding morale and a hostile work environment at the DeLand Courthouse. Were you interviewed by Lieutenant Barnard? (If yes, the deputy was permitted to review the interview synopsis composed by Lieutenant Barnard) Is what is written in the supervisor's inquiry true and accurate? Would you like to add anything to your prior statement?

All of the aforementioned questions were asked to all of the interviewees by the Internal Affairs Unit all interviews were sworn, recorded, and transcribed. The following is a summary of the interviews with the deputies assigned to the VCC:

Deputy Christina Chaves

Deputy Christina Chaves stated she never witnessed any inappropriate behavior from Sergeant Rohm, directed toward her or any other deputy at the VCC. Deputy Chaves stated she has witnessed inappropriate behavior since Lieutenant Barnard's inquiry from Deputy Thoman and her husband Lieutenant Thoman. Deputy Chaves stated Lieutenant Thoman made a number of Facebook posts that were obviously directed to courthouse supervisors and deputies, which were extremely negative.

According to Deputy Chaves, the issue between Sergeant Rohm and Deputy Thoman began when the sergeant removed her from fulltime duty in the control room and required all deputies be cross-trained in all operations at the courthouse. Deputy Chaves said all deputies were required to be cross-trained and Sergeant Rohm did not single Deputy Thoman out or target her. This was because Deputy Thoman was asked to do what all other courthouse deputies were asked to cross-train in the various functions at the courthouse.

Deputy Chaves said that the behavior of Deputy Thoman made her feel "on edge." When asked why, she felt the problem with Sergeant Rohm and Deputy Thoman was allowed to fester. Deputy Chaves said upper-management (administration) did not do anything to solve the problem.

The issues between Deputy Thoman and Sergeant Rohm were described by Deputy Chaves as uncomfortable and not hostile. Deputy Chaves believes Sergeant Rohm is a fair and equitable supervisor.

Deputy Steven Shaffer

Deputy Shaffer said in his time at the VCC, he has witnessed behavior that he deems inappropriate for the workplace in regards to Deputy Thoman and Deputy Wells. Deputy Shaffer described the behavior between Deputy Thoman and Deputy Wells as "horseplay." When asked to elaborate on the "horseplay", Deputy Shaffer said, "...when I say horseplay, I mean to the extent of pretty much fondling each other. Sitting on each other's laps. Hands on each other's legs acting like they're going to grab each other." Deputy Shaffer said on several occasions, Deputy Wells made attempts to grab Deputy Thoman's groin area. Deputy Shaffer said at the time, he was new to the courthouse

and tried not to pay attention to the behavior between Deputy Thoman and Deputy Wells. According to Deputy Shaffer, he and Deputy Thoman were both assigned to the control room. When asked why Deputy Wells was present in the control room, Deputy Shaffer said to “hang out” with Deputy Thoman, and that there was no further purpose; Deputy Wells would come to the control room at least three days a week for on average of 45 minutes at a time. When Sergeant Rohm found out about the “horseplay” between Deputy Thoman and Deputy Wells, he prohibited deputies that were not assigned to the control room from entering the control room.

When Deputy Thoman received a copy of Lieutenant Barnard’s supervisor’s inquiry, Deputy Shaffer was present when she read it in the area of the front door. Deputy Shaffer overheard Deputy Thoman (as she was reading the document) say, “Everybody’s fucking liars. Everybody’s going to get what they’re going to get. When I tell Steve Wells about this, he’s gonna beat Mike Stott’s ass. Wait until my husband finds out we’re getting an attorney, everybody’s heads are gonna roll.” Deputy Shaffer felt uncomfortable, so he began to reach out to other VCSO personnel in an effort to be relieved from the front door duties.

After Deputy Thoman’s outburst at the front door, Deputy Shaffer was interviewed as a witness for a subsequent inquiry into her behavior. Deputy Shaffer was not sure what the outcome of the subsequent inquiry was, however he felt it went nowhere, because no changes were made.

Deputy Shaffer recalled a confrontation he had with Deputy Thoman in an open courtroom. Deputy Shaffer did not have cell keys, but asked Deputy Thoman to borrow her keys so he could move inmates for her. Deputy Thoman’s response to Deputy Shaffer was, “If you knew how to do your job you’d have keys. You come in late every day.” Deputy Thoman also called Deputy Shaffer “a piece of shit” during this confrontation. Deputy Shaffer said he did not respond to Deputy Thoman; rather, he sat near the jury box and contacted Sergeant Rohm to request he be moved out of the courtroom.

One day after his shift, Deputy Shaffer was in the parking garage near his patrol vehicle when Deputy Thoman drove by with her cellular telephone in her hand. Deputy Shaffer said it appeared

that Deputy Thoman was video recording or taking photographs of him, because the way she was holding the telephone was not conducive to her texting or being on a call.

Whenever Deputy Shaffer would be scheduled to work with Deputy Thoman, he said he felt very uncomfortable, because he felt like she was always watching him. Furthermore, Deputy Shaffer felt anxious around Deputy Thoman, because she always alluded to the relationship that she and her husband had with then Sheriff Ben Johnson. Deputy Thoman would often threaten people by saying, "When Pat (Thoman) finds out people are going to lose their job."

Deputy Shaffer described the work environment at the VCC not as hostile; rather, it was uncomfortable. Deputy Shaffer elaborated by stating it was uncomfortable, because he and other deputies had to constantly "watch" their backs in regard to Deputy Thoman and Deputy Wells behavior. Deputy Shaffer believes the issues between Deputy Thoman and Sergeant Rohm began when Sergeant Rohm held Deputy Thoman to the responsibilities of her job.

Deputy Shaffer described Sergeant as follows, "He's a great guy. He's here for us. He's not here to better himself. He's here for the people that work for him." Deputy Shaffer does not believe that Sergeant Rohm or any other manager at the VCC favors certain deputies.

There have been past incidents in which Deputy Shaffer was counseled by Sergeant Rohm and/or Sergeant Campanella. Deputy Shaffer never received formal discipline; however, after the counseling session Deputy Shaffer heeded the advice of his supervisors and did not make the same mistakes again.

Deputy Shaffer has not witnessed any adverse or negative behavior between Sergeant Rohm and Deputy Thoman. Deputy Shaffer believes morale has improved "100%" since Sergeant Rohm was transferred to the courthouse.

Deputy Nathan Johnson

Deputy Johnson informed Internal Affairs detectives that morale at the VCC has improved since the arrival of Sergeant Rohm. Deputy Johnson stated the work environment was not hostile; rather, it was uncomfortable.

Deputy Johnson indicated the issues with Sergeant Rohm started when the sergeant required all deputies to cross-train in the operational functions at the VCC. Deputy Johnson stated Sergeant Rohm is a fair supervisor and he has not personally witnessed any actions or behaviors that are inappropriate between Sergeant Rohm and Deputy Thoman.

Deputy Johnson stated on several occasions he would observe Deputy Thoman and Deputy Steven Wells together “hanging out” in a discreet manner.

Deputy Johnson believes the issue has been allowed to fester; however, he did not know why or who may have allowed the issue to continue.

Deputy Daniel Jackson

Deputy Jackson stated he is aware of the issues with Sergeant Rohm and Deputy Thoman, however he stays away from the situation. Deputy Jackson believes the issues arose when Deputy Thoman was removed from fulltime duty in the control room. Deputy Jackson also feels the work environment has potential to be hostile and something needed to be done about it.

Deputy Jackson feels Sergeant Rohm is a “good” supervisor. Furthermore, he believes Sergeant Rohm is knowledgeable, stern, and fair. Deputy Jackson has never witnessed anything firsthand between Sergeant Rohm and Deputy Thoman.

Deputy John Jones

Deputy Jones said he has not personally witnessed anything that would be indicative of a hostile work environment. Deputy Jones does not believe there is favoritism between supervisors and deputies at the VCC.

Morale has been “okay” since the arrival of Sergeant Rohm to the VCC. Deputy Jones had no issues with Sergeant Rohm requiring all deputies be cross-trained in all positions at the VCC. According to Deputy Jones, Sergeant Rohm is “easy to get along with.”

Deputy Donna Murchison

Deputy Murchison does not feel there was a hostile work environment at the VCC. She stated she felt the supervisors were fair and there was not favoritism with evaluations or discipline.

In Deputy Murchison’s opinion, she felt Sergeant Rohm is fair and supportive of the deputies as long as they are doing their jobs.

Deputy Kyle Powell

Deputy Powell said he does not believe there to be a hostile work environment at the VCC. He has never witnessed anything hostile between Deputy Thoman and Sergeant Rohm.

In his opinion, Deputy Powell believes there is no favoritism amongst the supervisors at the VCC. Morale is good in regard to Sergeant Rohm, for the personnel who want to do their jobs, however “lazy” people may not like Sergeant Rohm. Deputy Powell agreed with Sergeant Rohm’s decision to cross-train deputies in all aspects of courthouse operations. Deputy Powell described Sergeant Rohm’s supervisory style as direct, honest, and fair.

Deputy Robert Walters

When asked if he felt there was a hostile work environment at the VCC, Deputy Walters could not provide a definitive answer. He believes the problems with Sergeant Rohm and Deputy Thoman began when the sergeant wanted to remove Deputy Thoman from the control room.

Deputy Walters said he felt there was favoritism between the supervisors, however he could not provide any examples or evidence to confirm his belief. Deputy Walters said he feels there is favoritism because there are “cliques” within the courthouse, but these “cliques” do not negatively affect the job.

When asked if Sergeant Rohm was targeting Deputy Thoman, Deputy Walters said, "Yes." When asked how Sergeant Rohm was targeting Deputy Thoman, Deputy Walters stated, "I don't know." Deputy Walters described Sergeant Rohm's supervisory style as, "I don't know, it's good."

Deputy Trevor Gamble

Deputy Gamble does not feel there is a hostile work environment at the VCC, however there is obvious tension present. Deputy Gamble stated Deputy Thoman would act like a sergeant when she was in the control room and she ordered deputies to do tasks within the VCC. The original problem was not resolved after Lieutenant Barnard's supervisor inquiry. Deputy Gamble believes upper-management is to blame for allowing the problem to fester; he was upset when Deputy Thoman was not transferred after the supervisor's inquiry by Lieutenant Barnard.

Deputy Gamble felt it was within the scope of Sergeant Rohm's supervisory position to remove Deputy Thoman from the control room and require all deputies to be cross-trained. Deputy Gamble described Sergeant Rohm as the best supervisor he has worked for within the VCSO. Deputy Gamble believes Sergeant Rohm is fair, does not favor anyone, and morale improved when Sergeant Rohm was transferred to the VCC.

Deputy Gamble stated he "loves" Sergeant Rohm's supervisory style and he was not targeting Deputy Thoman.

Deputy Eric Hernandez

Deputy Hernandez stated he believed Deputy Thoman created a hostile work environment at the VCC, however he was unable to provide any evidence to support his belief. Deputy Thoman was upset with Deputy Hernandez because he found a set of cell keys in a women's bathroom in which Deputy Thoman left behind. Deputy Hernandez gave the keys to Sergeant Campanella and "she got in trouble." Deputy Hernandez was upset with Deputy Thoman and Deputy Wells because they called him a "suck-ass" in the deputy computer room, regarding a meeting with then Sheriff-Elect Chitwood.

Deputy Hernandez believes the problems between Sergeant Rohm and Deputy Thoman began when the sergeant began to correct Deputy Thoman's actions, when she made mistakes and ultimately reached a boiling point when Deputy Thoman was removed from the control room. Deputy Hernandez did not mind all deputies being cross-trained at the VCC.

Deputy Hernandez does not believe there is favoritism between the supervisors at the VCC. Furthermore, all deputies are treated equally and fairly. Deputy Hernandez described morale as good since Sergeant Rohm transferred to the VCC.

Deputy James Hathaway

Deputy Hathaway does not believe a hostile work environment exists at the VCC. He also does not believe there is favoritism amongst the supervisors, nor was Deputy Thoman targeted. Deputy Hathaway was fine with Sergeant Rohm moving and cross-training deputies for the day-to-day operations at the VCC.

Deputy Hathaway described Sergeant Rohm's supervisory style as "pretty fair" and that he informally counsels employees when they make mistakes in lieu of formal discipline.

Deputy James Nunn

Deputy Nunn alluded to VCSO personnel acting immature and he tries to stay away from the drama. Deputy Nunn believes there is favoritism at the VCC because some deputies get approved for classes while others are denied.

Deputy Nunn never personally witnessed any behavior between Deputy Thoman and Sergeant Rohm that has negatively affected the workplace. Deputy Nunn said Deputy Thoman acted like she "had rank" and was upset when she was removed from the control room. According to Deputy Nunn, he felt Sergeant Rohm was doing his job when he moved Deputy Thoman and required deputies to be cross-trained.

Deputy Nunn described Sergeant Rohm's supervisory style as honest and open to new ideas for the day-to-day operations at the VCC.

Deputy David Douglas

Deputy Douglas did not witness any hostile behavior at the VCC between Sergeant Rohm and Deputy Thoman. Deputy Douglas does not believe there is a hostile work environment, however the atmosphere at the workplace is "fair to poor" at times. Deputy Douglas believes the atmosphere is poor because certain deputies do not like to do work.

Deputy Douglas said there are no issues with the supervisors at the VCC, nor has he observed any favoritism. There are "cliques" within the courthouse, but this does not adversely affect the operation at the VCC.

When asked his opinion and to describe Sergeant Rohm's supervisory style, Deputy Douglas said, "I like his style" he handles issues promptly, doesn't hold a grudge, and he is fair.

Deputy Michael Owens

Deputy Owens said he had not witnessed any behavior at the VCC that he would believe made for a hostile work environment. Specifically, Deputy Owens has not witnessed anything personally with Sergeant Rohm and Deputy Thoman. Deputy Owens described the work environment as, "Good, we have an easy gig here."

Deputy Owens said he was at the front door of the VCC after Deputy Thoman read Lieutenant Barnard's supervisor's inquiry. Deputy Owens did not hear Deputy Thoman say anything, however he did note that she was visibly upset.

Deputy Owens does not believe there is favoritism with the supervisors at the VCC. Morale increased when Sergeant Rohm was transferred to the courthouse. Deputy Owens said he felt the relationship with deputies in the control room also improved after Deputy Thoman was removed and there is more civility between the VCSO personnel.

Deputy Owens described Sergeant Rohm's supervisory style as fair, and he didn't make immediate changes when he was first transferred. According to Deputy Owens, Sergeant Rohm waited to make changes until he (Sergeant Rohm) witnessed issues firsthand.

Deputy Owens confirmed he witnessed Deputy Thoman on her personal cellular telephone during a murder trial. Deputy Owens said Deputy Thoman was on her telephone "for quite a bit" of time and it appeared she was looking at and manipulating the touchscreen.

Deputy James Higgins

Deputy Higgins said he has not witnessed anything he felt would constitute a hostile work environment at the VCC. Morale "drastically" improved when Sergeant Rohm was transferred to the VCC because the sergeant possesses a positive attitude.

According to Deputy Higgins, the issues with Sergeant Rohm and Deputy Thoman began when she was removed from the control room. Deputy Higgins did not have a problem with Sergeant Rohm moving and cross-training deputies.

Deputy Higgins did not believe there was favoritism between supervisors at the VCC. Sergeant Rohm is fair to all deputies, however he does not like laziness. Deputy Higgins described Sergeant Rohm as "open" and he "wouldn't ask you to do anything he wouldn't."

Deputy Wayne Jones

Deputy Jones said he feels that Deputy Thoman was constantly watching him and other VCSO personnel at the VCC. Deputy Jones stated he has heard Deputy Thoman refer to other deputies as "stupid, they don't know what they're doing." Deputy Jones said at one point, he confronted Deputy Thoman for calling him stupid and she had no response.

Deputy Jones recalled numerous occasions in which he would be walking through the VCC and he would observe Deputy Thoman and Deputy Wells talking privately together in hallways and the parking garage. Deputy Thoman and Deputy Wells would either stop talking or begin to whisper when they observed Deputy Jones. Deputy Jones feels the relationship between Deputy Thoman and Deputy Wells has been a distraction to the day-to-day operations at the VCC.

According to Deputy Jones, the issues between Deputy Thoman and Sergeant Rohm began when the sergeant wanted to cross-train Deputy Thoman. Deputy Jones does not feel there is favoritism between the supervisors at the VCC. Sergeant Rohm did not make an immediate decision when he was transferred to cross-train deputies; rather, he waited some time before making the rule.

Deputy Jones described Sergeant Rohm's supervisory style as fair and fact finding before making judgment.

Deputy Michael Stott

Deputy Stott feels Deputy Thoman created a hostile work environment at the VCC because she would abuse "her duties in the control room." Deputy Stott believed Deputy Thoman gave Deputy Wells preferential treatment in regard to overtime assignments. According to Deputy Stott, Deputy Thoman would frequently call Deputy Wells in the chambers of his assigned judge to offer him overtime details.

Deputy Stott said Deputy Thoman had "harassed" Sergeant Rohm when she was removed from the control room and required to cross-train in other areas of the courthouse.

After Deputy Thoman read the supervisor's inquiry written by Lieutenant Barnard, Deputy Stott received a telephone call telling him to be careful when he returned to work because Deputy Thoman said that Deputy Wells would kill Deputy Stott. Deputy Stott believes Deputy Thoman was able to "get away with her behavior because her husband (Lieutenant Thoman) was a big wig

upstairs.” Deputy Stott brought up a Facebook post made by one of the Thomans in which it stated, “I’m not sure whether I want to go on a shopping spree or a shooting spree,” referring to workplace violence.

Deputy Stott said he felt uncomfortable with the relationship between Deputy Thoman and Deputy Wells. The two would meet in stairwells and other discreet areas of the courthouse to have a conversation. Whenever people would approach the two, they would refrain from speaking or whisper.

Deputy Stott said he was present when Judge Zambrano asked Sergeant Campanella to no longer allow Deputy Thoman in his courtroom or his chambers, due to her arrogance and behavior.

Deputy Stott does not believe there is favoritism between supervisors and deputies at the VCC, however prior to Sergeant Rohm, there was favoritism with past supervisors. Deputy Stott feels morale has decreased as a result of Deputy Thoman’s actions and behavior, but Sergeant Rohm has improved morale in regard to the supervisors at the VCC.

Deputy Stott described Sergeant Rohm as fair in regard to counseling and discipline with his deputies.

Deputy Aaron Blais

Deputy Blais does not believe there is a hostile work environment at the VCC, however the atmosphere is “toxic” because of the issues with Sergeant Rohm and Deputy Thoman. Deputy Blais has not witnessed any hostile behavior between Sergeant Rohm and Deputy Thoman.

According to Deputy Blais, when he (Deputy Blais) transferred into the VCC, Sergeant Rohm warned him about the behavior of certain deputies and to stay away from them. During this conversation, Sergeant Rohm did not mention Deputy Thoman and Deputy Wells by name,

however Deputy Blais knew who the sergeant was referring to. Deputy Blais said he became aware of a group text message thread that involved Sergeant Campanella, Sergeant Rohm, Deputy Stott, and Deputy Welsh; the topic of the conversation was Deputy Thoman, however Deputy Blais could not provide details on the conversation.

Deputy Blais said that Sergeant Rohm is a good supervisor and he has taught him a lot throughout his career, however, Sergeant Rohm has a tendency to gossip about deputies. Deputy Blais described Sergeant Rohm's supervisory style as leading from the front and he had no problem assisting deputies with their jobs.

Deputy Blais believes the issues at the VCC continue to persist because no one trusts one another.

Deputy Kristina Welsh

Deputy Welsh feels that Deputy Thoman creates a hostile work environment at the VCC. The issues with Deputy Thoman began when she was removed from the control room. Deputy Welsh believes Sergeant Rohm has been patient in dealing with Deputy Thoman. According to Deputy Welsh, the problems between Sergeant Rohm and Deputy Thoman have been allowed to fester due to upper-management not taking action. Deputy Welsh has not witnessed any hostility between Sergeant Rohm and Deputy Thoman.

Deputy Welsh does not believe there is favoritism amongst the supervisors at the VCC. Sergeant Rohm has helped with morale, but it had decreased because of Deputy Thoman.

Deputy Welsh described Sergeant Rohm's supervisory style as fair. She said he counsels or corrects mistakes in private, and she believes Deputy Thoman does not like Sergeant Rohm because he holds her accountable.

Deputy Julio "Oscar" Rodriguez

Deputy Rodriguez said he feels like there is a hostile work environment at the VCC. Deputy Rodriguez said many employees at the VCC are frightened to come to work and participate in the Internal Affairs inquiry regarding this issue.

When Deputy Thoman read Lieutenant Barnard's supervisor's inquiry in the front area of the courthouse, Deputy Rodriguez was working in the control room. Deputy Rodriguez observed Deputy Thoman via the video surveillance system "flailing her arms" as she read the document. Deputy Rodriguez then received a text message from Deputy Shaffer who was working the front door asking for relief because he (Deputy Shaffer) felt unsafe around Deputy Thoman.

According to Deputy Rodriguez, the Thoman's filed a "false" complaint on him involving Deputy Thoman and an inmate. The complaint was investigated by VCC supervisors and it was later determined to be unfounded.

Deputy Hernandez at one point told Deputy Rodriguez to "watch" his back because Deputy Thoman "was out to get him." It was alleged that Deputy Thoman possessed a photograph of Deputy Rodriguez with another woman. Deputy Rodriguez said when the photograph was described to him, it must have been true because he was eating lunch with a female on a day off and he was driving his personally owned vehicle, which was also in the photograph. Deputy Rodriguez took this incident as a threat.

Deputy Rodriguez informed detectives that he wanted to apply for an investigations position, however he did not because Lieutenant Thoman was the supervisor of the investigative unit at the time.

Deputy Rodriguez said there was an incident that occurred in the control room between Deputy Thoman and Deputy Wells that he witnessed firsthand. Deputy Thoman exited the bathroom in the control room at which point Deputy Wells attempted to grab near her groin area. Deputy Thoman "giggled" and proceeded to sit in Deputy Wells' lap. Deputy Rodriguez at this point left the control room because of the behavior and its inappropriateness for the workplace.

Deputy Rodriguez said Sergeant Rohm is stern but fair. The sergeant does his job well and ensures the deputies do their respective job functions. According to Deputy Rodriguez, the issues between Sergeant Rohm and Deputy Thoman somewhat subsided when Internal Affairs became involved.

According to Deputy Rodriguez, he has never personally witnessed any negative behavior between Deputy Thoman and Sergeant Rohm. Deputy Rodriguez, however believes the issues between the two began when Deputy Thoman was removed from the control room and cross-trained in other areas of the VCC. Deputy Rodriguez believes the problems were allowed to fester because upper-management “was protecting the Thomans.”

Deputy Peter Taraborelli

Deputy Taraborelli said he believes there is a hostile work environment at the VCC due to Deputy Thoman. Deputy Taraborelli indicated he felt uncomfortable when Deputy Thoman was in the control room because she would manipulate the surveillance cameras to “spy” on deputies. According to Deputy Taraborelli, he was told to be careful around Deputy Thoman because she may record him and other VCSO personnel. Deputy Taraborelli said he observed Deputy Thoman on her telephone multiple times, however he could not confirm if she was recording or taking photographs of VCSO personnel. Deputy Taraborelli believes Deputy Thoman would use her husband “as a weapon” to threaten and intimidate VCSO personnel at the VCC, thus adding to the perceived hostility. According to Deputy Taraborelli, Deputy Thoman would intentionally schedule him with less desirable tasks and she would cause him to miss his lunch on some days.

Deputy Thoman and Deputy Wells would often meet discreetly in various areas of the courthouse and they would stop talking when anyone would approach.

Deputy Taraborelli said when Sergeant Rohm was transferred to the VCC, morale had a “180 degree” turnaround for the positive. Deputy Taraborelli liked when Sergeant Rohm held deputies accountable, however Deputy Thoman complained about it.

There was an incident that Deputy Taraborelli witnessed when JSD personnel were training at the Justice Center in Daytona Beach. Deputy Taraborelli recalled Deputy Thoman and Deputy Wells were getting vocal, at which point, Deputy Wells was observed poking at Deputy Thoman’s mid-section saying, “Ewe, ewe” while the two were sitting next to each other. During the same incident, Deputy Taraborelli observed Deputy Wells reaching for Deputy Thoman’s groin, legs, and abdomen areas. Deputy Taraborelli said Deputy Wells is arrogant whenever he is in the presence of Deputy Thoman, and she is a habitual liar.

Deputy Taraborelli was present when Deputy Thoman read Lieutenant Barnard's supervisor's inquiry. Deputy Taraborelli reported to the front door to relieve Deputy Thoman for a break, and he overheard her yelling about the document. Deputy Taraborelli said he was in fear she may attack him and he pre-planned what he would do if Deputy Thoman did in fact attack him, however she did not. After this incident, Sergeant Campanella questioned Deputy Taraborelli regarding his observations as part of a new supervisor's inquiry with Deputy Thoman as the subject. Deputy Taraborelli said the supervisor's inquiry "never went anywhere" because of upper-management. When Deputy Thoman did not receive discipline for her behavior at the front door, morale amongst deputies decreased. Deputy Taraborelli believes the incident was "swept under the rug" because of Lieutenant Thoman's relationship with upper-management.

Deputy Taraborelli does not believe there is favoritism with supervisors at the VCC. He never personally witnessed any adverse behavior between Sergeant Rohm and Deputy Thoman. When Sergeant Rohm was transferred to the VCC, morale improved. This was because there was no more favoritism as there was with past supervisors.

According to Deputy Taraborelli, since Deputy Thoman was removed from the control room, the relationship between control room deputies and other courthouse deputies has improved.

Deputy Taraborelli described Sergeant Rohm's supervisory style as polite, very fair, and respectful. Deputy Taraborelli believes Sergeant Rohm does an "excellent" job.

Deputy Taylor Sierstorpf

Deputy Sierstorpf does not believe there is a hostile work environment at the VCC. Deputy Sierstorpf said there is no favoritism among supervisors and the deputies receive fair evaluations. Deputy Sierstorpf has not personally witnessed any adverse behavior between Sergeant Rohm and Deputy Thoman. The issues between Sergeant Rohm and Deputy Thoman began when she was removed from the control room.

Deputy Sierstorpf believes there was an improvement with morale after Lieutenant Barnard's supervisor's inquiry. Deputy Sierstorpf described morale as "good" and said Sergeant Rohm is a good supervisor; he is smart, fair, and kind when addressing an issue.

Deputy Gregg Yackel

Deputy Yackel has not witnessed any behavior he believed to make a hostile work environment at the VCC. Deputy Yackel believes the issues at the VCC are because people cannot work together and, "It's Kindergarten bullshit." Deputy Yackel believes some deputies have an issue with Sergeant Rohm because he tried to "reign" people in and put order in the courthouse. When Sergeant Rohm began making changes, Deputy Thoman and some other deputies were upset that the sergeant was holding them accountable.

Deputy Yackel was at the front door with Deputy Thoman after she had finished reading Lieutenant Barnard's supervisor's inquiry. Deputy Yackel overheard Deputy Thoman say, "When my husband becomes lieutenant things are gonna change."

Deputy Yackel does not believe there is favoritism between supervisors and deputies at the courthouse. He feels evaluations and discipline are fair for all employees. Deputy Yackel said Sergeant Rohm is one of the best supervisors he has worked for throughout his career. Deputy Yackel recalled a time when he and Sergeant Rohm had an issue many years ago while working patrol. Deputy Yackel said he blew off an order by Sergeant Rohm and the sergeant was upset with his laziness. After voicing his concerns, Sergeant Rohm observed Deputy Yackel's work product overtime and later admitted to Deputy Yackel that his opinion of him changed for the positive.

Deputy Yackel said morale has improved since Sergeant Rohm was transferred to the courthouse. Sergeant Rohm tells deputies what to do and he expects that task to be accomplished.

Deputy Yackel believes the issues with Sergeant Rohm and Deputy Thoman began when she was removed from the control room. The problem has persisted because upper-management took no action after Lieutenant Barnard's supervisor's inquiry.

Deputy Steven Wells (First Interview)

Deputy Wells said the issues between Sergeant Rohm and Deputy Thoman began when an unidentified deputy told the sergeant about Deputy Thoman's radio demeanor. Deputy Wells recalls speaking with Deputy Thoman after she had a meeting with Sergeant Rohm in which the sergeant called her "bitchy." Deputy Wells said the comment by Sergeant Rohm visibly upset Deputy Thoman. Not much time passed after their meeting, and Deputy Thoman was removed from the control room. Deputy Wells stated he believed Deputy Thoman was removed from the control room on a permanent basis, however he later acknowledged the move was gradual as she was only removed for cross-training purposes once or twice a week. Deputy Wells was asked if he felt moving Deputy Thoman or any other deputy was within the scope of a supervisor and he answered in the affirmative.

Deputy Wells believes there is a divide within the VCC due to the various "cliques." Deputy Wells said Sergeant Rohm has "his own select few of his people that get along with him really well." Deputy Wells was asked if Sergeant Rohm was doing anything illegal, immoral, or against directives, and he said he (Sergeant Rohm) was not. Deputy Wells feels Sergeant Rohm is like a "bully in high school" in regard to the way he talks to subordinates. According to Deputy Wells, Sergeant Campanella changed his demeanor when Sergeant Rohm was transferred to the VCC. When asked to elaborate, Deputy Wells said Sergeant Campanella, "Became an ass" with how he talked to people and conducted himself. Deputy Wells was again asked if either Sergeant Campanella or Sergeant Rohm committed any acts or conducted themselves in an unethical, immoral, illegal or against directives and he said they did not.

Deputy Wells said he was upset when Deputy Blais informed him that Sergeant Rohm warned him (Deputy Blais) to stay away from Deputy Thoman and Deputy Wells due to their relationship with one another.

At the conclusion of Lieutenant Barnard's supervisor's inquiry, Deputy Wells felt Sergeant Rohm should have been transferred to another courthouse. Deputy Wells felt upper-management

neglected to implement change and solve the problem. According to Deputy Wells, the Thomans felt the outcome of Lieutenant Barnard's supervisor's inquiry was "bullshit" and they were upset.

Deputy Wells said he never threatened Deputy Stott and he did not know why Deputy Thoman may have said that he (Deputy Wells) would "kick Stott's ass." Deputy Wells said Deputy Stott's allegations that he received preferential treatment from Deputy Thoman regarding overtime details was a "blatant lie."

Deputy Wells was asked if Deputy Thoman ever told him that she manipulated the surveillance cameras to read other deputies/VCSO personnel's lips. Deputy Wells said that Deputy Thoman did relay to him that she had done this in the past. When asked if it is appropriate for someone to manipulate the cameras in such a manner, Deputy Wells became evasive with his response. Deputy Wells did state that it would be within the supervisor's scope to remove someone from the control room if they were manipulating the cameras for a non-work-related purpose. Deputy Wells believes that Sergeant Rohm did not like Deputy Thoman being assigned fulltime to the control room and when she manipulated the cameras, it "was the green light to move her."

Deputy Wells was asked if he had any conversations with Deputy Thoman regarding her evaluations and discipline. Deputy Wells said he was informed Deputy Thoman grieved two evaluations, which resulted in minor changes to the evaluation forms. Deputy Thoman received informal counseling on several occasions, however Deputy Wells was unaware of Deputy Thoman receiving any formal discipline.

Deputy Steven Wells (Second Interview)

Deputy Wells was asked about the incident in the control room in which he was reaching for Deputy Thoman's groin and she later sat in his lap. Deputy Wells denied the incident, however he admitted to partaking in "horseplay" with Deputy Thoman on other occasions. Deputy Wells informed detectives that Deputy Thoman has "ticklish knees", and he would frequently grab Deputy Thoman's knees to "tickle" her. Deputy Wells was asked about the incident that occurred during training at the Justice , and he said Sergeant Campanella counseled both deputies, however neither received formal discipline.

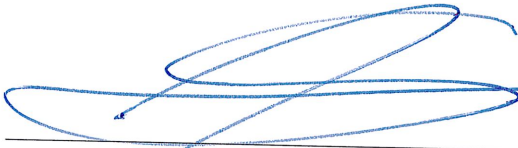
Deputy Wells said after the incident during training, he and Deputy Thoman were not scheduled together at the courthouse. Deputy Wells described this as “odd” and did not know why they were prohibited from working together. Deputy Wells did later admit that it was a supervisor’s job to eliminate “horseplay” from the workplace.

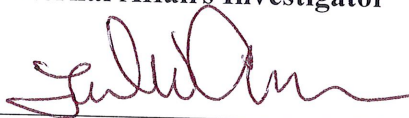
Conclusion:

Prior to the conclusion of this Internal Affairs inquiry, Deputy Thoman retired from her employment as a Deputy Sheriff with the County of Volusia/VCSO.

After conducting interviews with the command staff (captain, lieutenant, sergeants) of the VCC and all deputies assigned to the VCC, it was determined the overwhelming majority of VCSO personnel felt Deputy Thoman created a negative work environment. The majority of VCSO personnel interviewed felt Sergeant Rohm improved morale and he was a fair supervisor. No evidence was produced to indicate Sergeant Rohm’s supervisory style contradicted Departmental Standards Directive, Volusia County Merit System Rules and Regulations, or Federal/State Statutes. Furthermore, there was no evidence to support a hostile work environment as defined by Federal/State Statutes existed at the VCC during the period covered in this Internal Affairs inquiry.

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.

INVESTIGATOR:  DATE: 12/04/17
Lieutenant Justin G. Sawicki
Internal Affairs Investigator

APPROVED BY:  DATE: 12/8/17
Chief Deputy John W. Creamer
SHERIFF MICHAEL J. CHITWOOD
VOLUSIA COUNTY FLORIDA