



Santa Rosa County Sheriff's Office

Santa Rosa Sheriff's Office Sheriff Bob Johnson

NOTICE OF ACTION

SUSPENSION

DISMISSAL

DEMOTION

Effective date of action: 01/31/2020

DEPARTMENT: Law Enforcement

DIVISION: Administration

EMPLOYEE: Scott Haines PERM. ID#: 272 CLASSIFICATION: Deputy Captain

You are hereby notified of your suspension for 0 Days (not to exceed 30) and/or demotion to the rank of Deputy Lieutenant or dismissal on the date shown above. In case of suspension only, you are to report back to work at N/A

ACTION(s), REASONS & BASIS FOR ACTION (complete below)

J-003, XIX, Improper Conduct Offenses:

(041) Sexual Harassment: Members shall not engage in any conduct defined as sexual harassment and shall comply with agency policy found in the Sexual Harassment General Order (*Level Four Violation)(First Occurrence)*)

(044) Standard of Conduct/Integrity: General Violation: Members shall not engage in any conduct that constitutes conduct unbecoming a member or any act that is likely to adversely affect the discipline, good order, or reputation of the agency or that tends to compromise the integrity of the member. Members shall comply with the Canon of Ethics as found in General Order B-003. (*Level Two Violation)(First Occurrence)*)

Full details regarding this incident are contained in the Internal Investigation #19-026 dated December 23, 2019

This action initiated by: _____
Immediate Supervisor

Mark Chia West
Department Head

Approved by: *Bob Haines*
Appointing Authority

Date: 1-31-2020

AFFIDAVIT OF EMPLOYER:

I hereby certify that on the 31 day of Jan, 2020950 A.m. I ✓ delivered, ✓ forwarded by mail a true copy of the foregoing notice to the employee named herein.

Attant sign here

STATEMENT OF EMPLOYEE:

I hereby certify that I have read the above charge(s) and specifications and have received a true copy of same on this 31 day of Jan, 2020950 and my signature in no way implies that I agree with the basis of the action.

Employee sign here

NOTICE OF APPEAL: See reverse side for Rule governing Action, Date of Notice and employee right of appeal.

Copies to: Human Resources
Appointing Authority
Employee

Form Revised: 01/03/2017

ENTERED
01/03/2020
KBL

Santa Rosa County Sheriff's Office

ACTION

COMMENCEMENT OF ACTION: An action by an appointing authority shall be commenced by filing with the Civil Service Board, notice of such action and serving a copy of the notice on the employee against whom the action is taken.

IMPACT OF AN ACTION: Actions shall become a permanent part of the employee's personnel file and shall not be removed. In the event an employee receives an action listed below, said action shall defer the annual increase for the time period listed below:

ACTION	MINIMUM TIME
1 st (1 day) suspension	None
2 nd or subsequent (1 day) suspension or any suspension (2 – 30 days)	6 months

NOTICE OF ACTION: Notice of the action on an employee shall state, in writing, the nature of the action taken, the effective date of the action, and the duration thereof. The notice shall specify the date, time and place (where applicable) and the factual basis for such action in sufficient detail to provide the employee an opportunity to prepare a defense. The notice shall be signed by the appointing authority, or its authorized representative, and filed with Human Resources no more than ten (10) days after the effective date of the action.

SERVICE OF NOTICE OF ACTION ON EMPLOYEE: Service of notice of action on an employee shall be made by delivering a copy of the notice to the employee in person or by legal service of process. If the employee is absent without leave from his/her employment, a copy of the notice will be forwarded by certified United States mail to the last known address of the employee as reflected in the Official Personnel Record.

APPEAL BY EMPLOYEE TO BOARD; RIGHT TO APPEAL, ETC.: An employee who has been demoted, suspended or dismissed by his, or her appointing authority from a position in the classified service and, who has been duly appointed to such position in accordance with the Civil Service Act and these rules, and who has attained status by serving the required probationary period, shall have the right to appeal such action to the Civil Service Board. To appeal, the employee shall, within (10) days after the charges are filed with the board, or after the date of service upon him of notice of such action, whichever is later, file his appeal in writing in the office of the Civil Service Board; it shall be sufficient for the employee to deny the charge(s) or reasons given for the action taken, and request a hearing before the Civil Service Board. The appeal shall be signed by the employee or his attorney and shall state the address to which a copy of hearing and other pleading or papers shall be served upon the appointing authority or its representative who initiated the action against the employee by delivery or regular United States mail to its address of record.

I have read the above and understand my right of appeal.

Employee signature

1/31/2020
Date



Santa Rosa County Sheriff's Office

Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

Notice of Proposed Disciplinary Action

Department: Law Enforcement

Division: Administration

Employee: Scott Haines

Perm. ID#: 272

Position: Deputy Captain

SUSPENSION

DEMOTION

DISMISSAL

You are hereby notified of your suspension for 0 days (not to exceed 30) demotion or dismissal on the date shown above. In case of suspension only, you are to report back to work at TBD

SPECIFIC CHARGES OR REASONS FOR DISCIPLINARY ACTION:
ACTION(s), REASONS & BASIS FOR ACTION: (complete below)

J-003, XIX, Improper Conduct Offenses:

(041) Sexual Harassment: Members shall not engage in any conduct defined as sexual harassment and shall comply with agency policy found in the Sexual Harassment General Order *(Level Four Violation)(First Occurrence)*

(044) Standard of Conduct/Integrity: General Violation: Members shall not engage in any conduct that constitutes conduct unbecoming a member or any act that is likely to adversely affect the discipline, good order, or reputation of the agency or that tends to compromise the integrity of the member. Members shall comply with the Canon of Ethics as found in General Order B-003. *(Level Two Violation)(First Occurrence)*

Full details regarding this incident are contained in the Supervisory Inquiry/ Internal Affairs Investigation # 19-026 dated, 12/23/2019

Future actions of this nature will result in more severe disciplinary action in accordance with General Order J-003.

This action initiated by:

Major Chris Wooten
Immediate Supervisor Signature

Approved by:

Rhonda Johnson
Appointing Authority Signature

Bob Johnson
Department Head Signature

Date: 1-29-2020

AFFIDAVIT OF EMPLOYER:

I hereby certify that on the 29 day of January, 2020 I delivered, forwarded by mail a true copy of the foregoing notice to the employee named herein.

Major Chris Wooten
Affiant Signature

STATEMENT OF EMPLOYEE:

I hereby certify that I have read the above charge(s) and specifications and have received a true copy of same on this 29 day of January 2020 and my signature in no way implies that I agree with the basis of the action.

Scott Haines
Employee Signature

Santa Rosa County Sheriff's Office

NOTICE:

Please be advised that you may, within two (2) working days of receipt of this notice, submit a request in writing to the Human Resources Section for scheduling of a predetermination conference in order to make an oral or written statement or both to the Sheriff's Office to refute or explain the charges. The predetermination conference will be held prior to the proposed effective date of the disciplinary action at a time and place determined by the Sheriff's Office. Your request should be addressed in writing to the Human Resources Office, Attention Human Resources Supervisor, 5755 East Milton Road, Milton, FL 32583 or via email to hgunn@srsos.net. You may contact Human Resources at 983-1100 with any questions.

Employee Initials: SH

Copies to: Human Resources
Employee



Santa Rosa County Sheriff's Office

Santa Rosa Sheriff's Office Sheriff Bob Johnson

NOTICE OF ACTION

SUSPENSION

DISMISSAL

DEMOTION

Effective date of action: 01/31/2020

DEPARTMENT: Law Enforcement

DIVISION: Administration

EMPLOYEE: Scott Haines

PERM. ID#: 272

CLASSIFICATION: Deputy Captain

You are hereby notified of your suspension for 0 Days (not to exceed 30) and/or demotion to the rank of Deputy Lieutenant or dismissal on the date shown above. In case of suspension only, you are to report back to work at N/A

ACTION(s), REASONS & BASIS FOR ACTION (complete below)

J-003, XIX, Improper Conduct Offenses:

(041) Sexual Harassment: Members shall not engage in any conduct defined as sexual harassment and shall comply with agency policy found in the Sexual Harassment General Order (*Level Four Violation)(First Occurrence)*)

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Full details regarding this incident are contained in the Internal Investigation #19-026 dated December 23, 2019

This action initiated by: _____
Immediate Supervisor

Major Chris West
Department Head

Approved by:
Appointing Authority

Date: 1-31-2020

AFFIDAVIT OF EMPLOYER:

I hereby certify that on the 31 day of Jan, 2020⁹ 50 A.m. I ✓ delivered, ✓ forwarded by mail a true copy of the foregoing notice to the employee named herein.

Employee sign here

STATEMENT OF EMPLOYEE:

I hereby certify that I have read the above charge(s) and specifications and have received a true copy of same on this 31 day of Jan, 2020⁹ and my signature in no way implies that I agree with the basis of the action.

Employee sign here

NOTICE OF APPEAL: See reverse side for Rule governing Action, Date of Notice and employee right of appeal.

Copies to: Human Resources
Appointing Authority
Employee

Form Revised: 01/03/2017

ENTERED
01/03/2020
BKL

Santa Rosa County Sheriff's Office

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ACTION	MINIMUM TIME
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2 nd or subsequent (1 day) suspension or any suspension (2 – 30 days)	6 months

NOTICE OF ACTION: Notice of the action on an employee shall state, in writing, the nature of the action taken, the effective date of the action, and the duration thereof. The notice shall specify the date, time and place (where applicable) and the factual basis for such action in sufficient detail to provide the employee an opportunity to prepare a defense. The notice shall be signed by the appointing authority, or its authorized representative, and filed with Human Resources no more than ten (10) days after the effective date of the action.

SERVICE OF NOTICE OF ACTION ON EMPLOYEE: Service of notice of action on an employee shall be made by delivering a copy of the notice to the employee in person or by legal service of process. If the employee is absent without leave from his/her employment, a copy of the notice will be forwarded by certified United States mail to the last known address of the employee as reflected in the Official Personnel Record.

APPEAL BY EMPLOYEE TO BOARD; RIGHT TO APPEAL, ETC.: An employee who has been demoted, suspended or dismissed by his, or her appointing authority from a position in the classified service and, who has been duly appointed to such position in accordance with the Civil Service Act and these rules, and who has attained status by serving the required probationary period, shall have the right to appeal such action to the Civil Service Board. To appeal, the employee shall, within (10) days after the charges are filed with the board, or after the date of service upon him of notice of such action, whichever is later, file his appeal in writing in the office of the Civil Service Board; it shall be sufficient for the employee to deny the charge(s) or reasons given for the action taken, and request a hearing before the Civil Service Board. The appeal shall be signed by the employee or his attorney and shall state the address to which a copy of hearing and other pleading or papers shall be served upon the appointing authority or its representative who initiated the action against the employee by delivery or regular United States mail to its address of record.

I have read the above and understand my right of appeal.

Employee signature

6/31/2020
Date



Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

Notice of Proposed Disciplinary Action

Department: Law Enforcement

Division: Administration

Employee: Scott Haines

Perm. ID#: 272

Position: Deputy Captain

SUSPENSION

DEMOTION

DISMISSAL

You are hereby notified of your suspension for 0 days (not to exceed 30) demotion or dismissal on the date shown above. In case of suspension only, you are to report back to work at TBD

SPECIFIC CHARGES OR REASONS FOR DISCIPLINARY ACTION:

ACTION(s), REASONS & BASIS FOR ACTION: (complete below)

J-003, XIX, Improper Conduct Offenses:

(041) Sexual Harassment: Members shall not engage in any conduct defined as sexual harassment and shall comply with agency policy found in the Sexual Harassment General Order **(Level Four Violation)(First Occurrence)**

(044) Standard of Conduct/Integrity: General Violation: Members shall not engage in any conduct that constitutes conduct unbecoming a member or any act that is likely to adversely affect the discipline, good order, or reputation of the agency or that tends to compromise the integrity of the member. Members shall comply with the Canon of Ethics as found in General Order B-003. **(Level Two Violation)(First Occurrence)**

Full details regarding this incident are contained in the Supervisory Inquiry/ Internal Affairs Investigation # 19-026 dated, 12/23/2019

Future actions of this nature will result in more severe disciplinary action in accordance with General Order J-003.

This action initiated by:

Maj. Chris Wooten
Immediate Supervisor Signature

Approved by:

Bob Johnson
Appointing Authority Signature

J. H. J.
Department Head Signature

Date: 1-29-2020

AFFIDAVIT OF EMPLOYER:

I hereby certify that on the 24th day of January, 2020²⁰
I delivered, forwarded by mail
a true copy of the foregoing notice to the employee
named herein.

Maj. Chris Wooten
Affiant Signature

STATEMENT OF EMPLOYEE:

I hereby certify that I have read the above charge(s)
and specifications and have received a true copy of
same on this 29 day of January 2020²⁰
and my signature in no way implies that I agree with
the basis of the action.

J. H. J.
Employee Signature

Santa Rosa County Sheriff's Office

NOTICE:

Please be advised that you may, within two (2) working days of receipt of this notice, submit a request in writing to the Human Resources Section for scheduling of a predetermination conference in order to make an oral or written statement or both to the Sheriff's Office to refute or explain the charges. The predetermination conference will be held prior to the proposed effective date of the disciplinary action at a time and place determined by the Sheriff's Office. Your request should be addressed in writing to the Human Resources Office, Attention Human Resources Supervisor, 5755 East Milton Road, Milton, FL 32583 or via email to hgunn@srsos.net. You may contact Human Resources at 983-1100 with any questions.

Employee Initials:SH

Copies to: Human Resources
Employee



Santa Rosa County Sheriff's Office

Santa Rosa Sheriff's Office Sheriff Bob Johnson

To: Sheriff Johnson

From: Chief Joe McCurdy

Re: Internal Investigation 19-026 (Captain Scott Haines)

Date: January 29th 2020

On 1/28/2020 a recommendation from the board was forwarded for review relating to IA 19-026 (Captain Scott Haines). The board decision was split on which charges should be sustained in the investigation. Captain Enterkin concurred with Chief Tucker on the standard of conduct charge (general violation) recommending a level two offense. Captain Davis and Captain Welch recommended the standard of conduct be sustained as a (gross violation) level five.

All were in agreement the sexual harassment charge be sustained as a level four violation.

Major Watson and I reviewed the board's findings and I submit the following recommendation.

XIX.Improper Conduct Offenses:

(041) Sexual Harassment: Members shall not engage in any conduct defined as sexual harassment and shall comply with agency policy found in the Sexual Harassment General Order (Level Four Violation). **Sustained.**

(044) Standard of Conduct/Integrity: **a. General Violation:** Members shall not engage in any conduct that constitutes conduct unbecoming a member or any act that is likely to adversely affect the discipline, good order, or reputation of the agency or that tends to compromise the integrity of the member. Members shall comply with the Canon of Ethics as found in General Order B-003. (Level Two Violation). **Sustained**

b. Gross Violation: Members shall not engage in any conduct that constitutes a gross violation of the Cannon of Ethics as found in General Order B-003, a gross violation of conduct unbecoming a member, or any other act that is likely to severely affect the discipline, good order, or reputation of the agency, or that may compromise



Santa Rosa County Sheriff's Office

Santa Rosa Sheriff's Office

Sheriff Bob Johnson

the integrity of the member. Members shall not participate in any conduct that may grossly detract from or severely affect public faith and trust in the agency, including by not limited to, being arrested for a felony, or a misdemeanor involving dishonest, perjury, a false statement or an immoral act (Level Five Violation). **Not Sustained.**

RECOMMENDATION: Demotion in rank.

Chief Joe McCurdy

01/29/2020

Date:

Sheriff Bob Johnson

1-29-2020

Date:



Approved _____ Disapproved _____

Santa Rosa County Sheriff's Office



Santa Rosa Sheriff's Office Sheriff Bob Johnson

To: Sheriff Johnson

Via: Chief Deputy McCurdy

From: Major Chris Watson 

Date: 1/29/2020

I have reviewed the accompanying disciplinary recommendation on I.A. case# 19-026 relative to Captain Scott Haines. The board did not concur with the investigative findings and recommendations of the I.A Investigator, Asst. Chief Deputy Shane Tucker. Chief Tucker recommended sustaining a level two Improper Conduct Offense and not sustaining a level four violation of Sexual Harassment.

The board's recommendation as to sustained policy violations was as follows:

J-003, XIX. Improper Conduct Offenses: (041) Sexual Harassment: (Level Four Violation), (One Count): Recommendation –Sustained (All board members in agreement)

J-003, XIX. Improper Conduct Offenses: (044) Standard of Conduct/Integrity: General Violation. (Level Two Violation), (One Count): Recommendation – First occurrence: Not Sustained. With Captain Enterkin in concurring and Welch and Davis in dissent. (see original recommendation)

J-003, XIX. Improper Conduct Offenses: (044) Standard of Conduct/Integrity: Gross Violation. (Level Five Violation), (One Count): Recommendation – First occurrence: Thirty (30) days suspension. This recommendation is exclusive to Captains Davis and Welch with Capt. Enterkin dissenting.

In my review of the recommendation it is readily apparent that none of the listed policy violations resulted in a clear unanimous recommendation by all three reviewing Captains and the proposed recommendation is at odds with the views of the I.A Investigator.

It is my assertion that the best course of action in any investigation is to put forth the most clearly defined and applicable violation, if any are sustained. It is also my assertion that great weight should be given to the investigator assigned to an investigation as he or she had the opportunity of viewing the testimony and facts, not in a void, but within the entire context of the investigation as each person or piece was brought into the case.

Santa Rosa County Sheriff's Office

That being said, my view is consistent with the recommendations put forth by Chief Tucker. I believe that the best evidence put forth, which is capable of standalone scrutiny, is the discovery of the "sex toy" in Captain Haines office which both Haines and [REDACTED] acknowledge was shown to [REDACTED] in his office.

What is clearly in dispute are the multitude of allegations as it relates to conversational instances between the two wherein [REDACTED] alleged improper conduct and statements made toward her by Haines. The investigation revealed that in almost every aspect of the alleged conversations [REDACTED] and Haines each dispute the others account with no corroboration of any instance, but for the one involving the sex toy. However, even in that conversation the two were at odds over what was said during the meeting although both admit the sex toy was brought up by Haines and shown to [REDACTED]

Although, troubling to contemplate it may well be that both are not being entirely candid as to every aspect of the matter under investigation. It is with this mindset that I would elect to side with the only actual evidence put forth that can standalone independent of anything else. That being the introduction of the sex toy by Haines to [REDACTED] With both sides at odds over everything else I do not believe that the higher level violation of sexual harassment is the most fitting in this case though it may well be the more technically applicable standard to apply. Accordingly, I would dissent from the Captain's recommendation(s) and concur with Asst. Chief Tucker as to sustaining a level two violation of misconduct and not sustaining sexual harassment.

I think that it is also important to note that I do concur with Captain Enterkin that only one policy violation should apply in this case. The obvious argument being, for instance, if sexual harassment were to ultimately be sustained then a secondary improper conduct violation is moot as the act itself as described is the impetus of the violation of misconduct. In essence in order to have sexual harassment, for example, one must have committed misconduct to get there meaning the misconduct alleged is in fact the sexual harassment. The reverse is also true.

In this case the specific alleged act of sexual harassment is an example, that if sustained, of a case wherein the issue at hand is a classic example of why such alleged acts were addressed in policy and legislation to begin with. Alleged work place harassment at its core is in many if not most instances one involving a supervisor and subordinate relationship. To add a secondary charge when the alleged act itself is so clearly defined amounts to simply adding on charges in order to increase the punishment. And, if that is the intent then the discipline to be administered can be adjusted within the context of the actual and most true applicable policy violation sustained without the added and in my view unnecessary policy violation.

In short, one policy violation should apply for one instance of misconduct, unless a pervasive pattern of conduct can be sustained for other instances independent of the one specific act alone. In this case the only thing readily apparent and not in dispute is the sex toy incident without qualifying and corroborative evidence as to any of the other allegations which negates the pattern of conduct aspect from consideration.



Santa Rosa County Sheriff's Office

Santa Rosa Sheriff's Office Sheriff Bob Johnson

PATROL DIVISION

5755 EAST MILTON ROAD

MILTON, FLORIDA 32583

PHONE 850-983-1235

FAX 850-983-1212

TO: Sheriff Johnson

FROM: Captain Wayne Enterkin

RE: Recommendation I.A. #19-026
Captain Scott Haines

Date: 01/27/2020

A board consisting of Captain Davis, Captain Welch, and me has reviewed IA #19-026 involving Captain Scott Haines. The following policy violations were investigated by Assistant Chief Deputy, Shane Tucker with his findings as follows:

J-003, XIX. Improper Conduct Offenses:

(044) Standard of Conduct/Integrity:

a. **General Violation:** Members shall not engage in any conduct that constitutes conduct unbecoming a member or any act that is likely to adversely affect the discipline, good order, or reputation of the agency or that tends to compromise the integrity of the member. Members shall comply with the Canon of Ethics as found in General Order B-003. (*Level Two Violation*). Sustained

(041) Sexual Harassment: Members shall not engage in any conduct defined as sexual harassment and shall comply with agency policy found in the Sexual Harassment General Order (*Level Four Violation*). Not Sustained

The board agrees that there is a sufficient and credible basis for the findings contained within the investigation. However, the board disagrees with the investigative finding of not sustained for Sexual Harassment.

General Order D-008, Harassment and Discrimination, clearly address examples of sexual harassment to include:

"Any leering, sexual oriented gestures or display of sexually suggestive or derogatory objects, pictures, cartoons or posters".

Captain Haines had in his possession, for no legitimate purpose, in his office within the Sheriff's Office complex, a sex toy, which he displayed to a female member of the agency, who was at the time Haines' subordinate, and who, by sworn statement during the investigation claimed the action was highly offensive.

Santa Rosa County Sheriff's Office

The board, however, is not in unanimous agreement on the violation for Standard of Conduct. Board member Captain Enterkin agrees with the investigative findings supporting this violation, however, Captain Enterkin's position is the Standard of Conduct/Integrity offense is based on the same criteria of the Sexual Harassment allegation and, therefore, only one or the other violation may be sustained.

Board members Captain Davis and Captain Welch disagree with the finding of a General Violation and propose a Gross Violation, level five, in addition to the sexual harassment violation.

Accordingly, the board makes the following disciplinary recommendations as to the listed policy violation being sustained:

Captain Haines has no prior discipline within the past year.

J-003, XIX. Improper Conduct Offenses: (041) Sexual Harassment:

(Level Four Violation), (One Count):

Recommendation – First occurrence: Fifteen (15) days suspension.

J-003, XIX. Improper Conduct Offenses: (044) Standard of Conduct/Integrity: General Violation.

(Level Two Violation), (One Count):

Recommendation – First occurrence: Not Sustained

This recommendation is exclusive to Captain Enterkin.

J-003, XIX. Improper Conduct Offenses: (044) Standard of Conduct/Integrity: Gross Violation.

(Level Five Violation), (One Count):

Recommendation – First occurrence: Thirty (30) days suspension.

This recommendation is exclusive to Captains Davis and Welch.

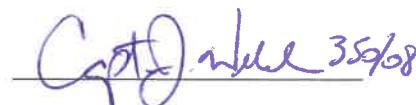
Respectfully submitted for your review and direction.



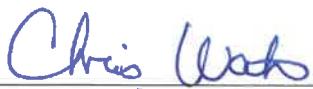
Captain Wayne Enterkin



Captain Blevin Davis



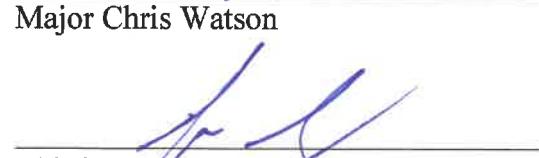
Captain John Welch



Major Chris Watson

Date: 1-29-2020

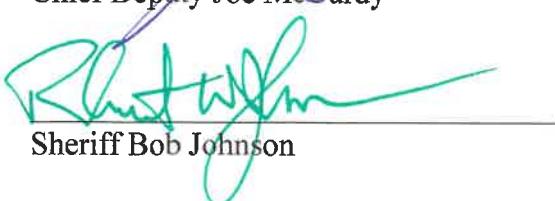
Approved: 
Disapproved: 



Date: 1-29-2020

Chief Deputy Joe McCurdy

Approved: _____
Disapproved: 



Date: 1-29-2020

Sheriff Bob Johnson

Approved: _____
Disapproved: 

Santa Rosa County Sheriff's Office

Administrative Investigation Index

IA# 19-026 (163 pages)

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4. Photos (9 pages)
5. Notification, Affirmation, Transcript, Calendar: [REDACTED] (29 pages)
6. Notification, Affirmation, Transcript: Bringmans (8 pages)
7. Notification, Affirmation, Transcript: Erlemann (9 pages)
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9. Transcript: Conkell (3 pages)
10. Notification, Affirmation, Transcript: Sargent (6 pages)
11. Notification, Affirmation, Notes, Miscellaneous, Transcript, Prior Discipline: Haines (48 pages)
12. Haines Certificate History, D-008, B-003 (9 pages)

Santa Rosa County Sheriff's Office

IA

19-026

Santa Rosa County Sheriff's Office

Santa Rosa County Sheriff's Office

Internal Affairs Investigation #19-026

Subject Member: Capt. Scott Haines

Assigned/ordered on: December 23, 2019

Completed: January 24, 2020

By: Assistant Chief Deputy Shane Tucker

180 day time limitation: June 20, 2020



This investigative report is a synopsis of the events and details contained in the records associated with this case or that were recounted to this investigator by the various persons who were interviewed. It cannot and does not contain every specific aspect or portion of those records or interviews which are included in the associated investigative file where those details can be reviewed in their entirety

Santa Rosa County Sheriff's Office

Date of incident(s):
November 2019

Date Reported:
December 23, 2019

Complaint referred by:
Santa Rosa Sheriff's Office

Investigating Internal Affairs Officer:
Assistant Chief Deputy Shane Tucker

Names of other parties and/or members involved or interviewed:

Subject members:
Capt. Scott Haines

Persons interviewed:

Major Doug Bringmans
Capt. Jason Erlemann
Capt. Scott Haines
Tammy Self
Det. James Conkell
Miranda Sargent

Introduction:

On December 30, 2019, I received an executive order from Sheriff Bob Johnson instructing me to initiate an internal investigation into potential misconduct by Capt. Scott Haines of the Santa Rosa Sheriff's office. This investigation was in reference to allegations of sexual harassment by Capt. Haines. It needs to be noted that I received a verbal order from Sheriff Johnson to initiate this investigation on 12/23/19. Pursuant his verbal order I began working on this investigation prior to the issuance of a written executive order.

Santa Rosa County Sheriff's Office

Investigative Findings:

On 12/23/2019 [REDACTED] had a conversation with Sheriff Johnson regarding these allegations. She told him that Capt. Haines had on multiple occasions made lewd comments to her in her office, the latest incident occurring on this date when he told her that she needed to "suck my dick." It is worthy of note that at the time of this compliant, Capt. Haines was [REDACTED]

[REDACTED] Also disclosed to Sheriff Johnson that on one occasion in 2016 Haines came to her residence and they engaged in sexual intercourse. [REDACTED] said that she was intoxicated at the time and at her request Haines came to her home. He had driven his agency issued vehicle to her house for this meeting.

On 12/27/19 I served [REDACTED] with Notification of this investigation alone with the Affirmation and Confidentiality Notice. While in my office and we spoke briefly about the upcoming investigation. This conversation was not recorded, as it was not an official interview for this administrative investigation. She told me that over the past few months there had been several occasions when Haines made sexually explicit comments to her such as "You need to suck my dick" and "now I can fuck you again."

She expressed some concern over some pictures that he had inadvertently seen depicting two of her "piercings". She said that she took the photos to show her mother and while showing Haines another picture on her phone, he scrolled over and saw it. [REDACTED] did not say specifically what was pierced and I did not inquire, however I assumed she was referring to nipple piercings.

On 12/30/19 I contacted IT Director Gary Dunlap and requested assistance in obtaining information that could be relevant to this investigation. I explained to Dunlap that this was regarding an internal investigation and he was not to speak with anyone about this information other than me. He agreed.

At my request, Dunlap was able to provide all available archived text messages between Haines and [REDACTED]. These were reviewed and nothing evidentiary or inappropriate was noted. This data only included SRSO cell phones. I did not access personal phone data of either Haines or [REDACTED]

Dunlap also provided me access to Haines' U drive (personal) located on his agency issued computer. I reviewed this and found nothing evidentiary or inappropriate.

Dunlap checked to see if Haines had accessed any unauthorized or blocked web sites from his work computer. He had not.

On 1/14/2020 I contact Deputy Scott Forster the Facility Inspector for the jail. I inquired as to the availability of audio or video footage of the door to dispatch from 11/1/2019, the

Santa Rosa County Sheriff's Office

date Haines allegedly exhibited the sex toy to [REDACTED] in his office. Deputy Forster confirmed that no video from that date was available.

Once it was determined that the investigation would no longer require the possession of the underwear with the dildo, I personally returned them to Haines. Photos were taken and will be preserved in the case file.

Alleged Policy Violations:

Sheriff's Office General Order J-003 Disciplinary Guidelines and Standards

XIX Improper Conduct Offenses:

(041) Sexual Harassment:

Members shall not engage in any conduct defined as sexual harassment and shall comply with agency policy found in the Sexual Harassment General Order (*Level Four Violation*).

(044) Standard of Conduct/Integrity:

a. General Violation: Members shall not engage in any conduct that constitutes conduct unbecoming a member or any act that is likely to adversely affect the discipline, good order, or reputation of the agency or that tends to compromise the integrity of the member. Members shall comply with the Canon of Ethics as found in General Order B-003. (*Level Two Violation*).

OR

b. Gross Violation: Members shall not engage in any conduct that constitutes a gross violation of the Cannon of Ethics as found in General Order B-003, a gross violation of conduct unbecoming a member, or any other act that is likely to severely affect the discipline, good order, or reputation of the agency, or that may compromise the integrity of the member. Members shall not participate in any conduct that may grossly detract from or severely affect public faith and trust in the agency, including by not limited to, being arrested for a felony, or a misdemeanor involving dishonest, perjury, a false statement or an immoral act (*Level Five Violation*)

Sworn interviews were conducted with seven (7) people during the course of this investigation. The following are synopses of these interviews:

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(Interview of [REDACTED]):

On December 30, 2019 at approximately 0901, I conducted a sworn recorded interview of [REDACTED] in reference to this investigation. Prior to asking any questions, [REDACTED] was served with Notification of Administrative Investigation as well as Affirmation and Confidentiality Notice. [REDACTED] was placed under oath and swore she would be truthful in her statement. [REDACTED] provided the following details:

She noted that she and Capt. Haines had originally gotten along with no problems. Sometime in October of 2019, when she and her husband separated and she stopped wearing her wedding ring Haines noticed and made a remark to the effect he could now "fuck you again." During this time there were other incidents when Haines came into her office, closed her door and told her that she should "suck my dick." Other times he would leave the door open and gesture towards his crotch without saying anything. According to [REDACTED] Haines never touched her.

She described an incident that happened during interview of prospective new hires on 10/24/2019. She and Haines were alone in the interview room after Tammy Self stepped out. Haines told her that he wanted her to "fuck me in the ass" with her high heel shoes.

She also recalled an incident that occurred on 11/1/2019 in Haines' office. She recalled the day specifically, as it was the same day there had been a confrontation with a previous [REDACTED] employee. [REDACTED] went to his office to discuss the employee that she was having difficulty with. While inside his office, Haines retrieved a pair of black underwear with a dildo attached to the crotch from underneath his desk and asked if she wanted them. He said "The dick's too small for me." Haines told her that he had purchased two pair of these and had put the other pair in Jerry Nash's locker. She and Haines continued their conversation about the employee and a few moments later he picked up a stapler and invited her to "shove this up my ass." [REDACTED] said that she was stunned and just walked out of the office.

Later that same day after she left work she received a message from Haines telling her she should have stayed late because they could have had fun.

Later in November, she and her husband reconciled and she was once again wearing her wedding ring. She recalled that at this time she still had not been notified of the conclusion of the supervisory inquiry that Capt. Haines was conducting on her. She said that Haines noticed she was wearing her ring again and commented "Oh, so that's why you don't want to suck my dick." She was concerned that Haines might "trump up some bogus charges..." in his inquiry. She estimated this was late November, around the Thanksgiving holiday. Since that time there had not been any other incidents with Haines making lewd suggestions or comments to her.

There was another incident where Haines made a sexualized comment pertaining to another employee however. According to [REDACTED] when Haines found out that Major Bringmans was going to training regarding grants, he became upset because he was the

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Grants Manger. [REDACTED] told me that Haines made the statement to her "Doug was only going so that he could fuck Brittany" and he (Haines) should be going so that he could "fuck Brittany." [REDACTED] told me that Haines made that comment to her and she told Major Bringmans what he had said. She recalled that this comment had been made sometime during November.

[REDACTED] estimated that Haines had on at least a dozen occasions made lewd comments or suggestions to her such as asking her to "suck my dick". She would sometimes respond by saying "Scott, stop, you're my captain", to which he would reply, "I don't fucking care" or "that's ok, I have a SI to work on anyway." She felt this was a reference to a supervisory inquiry that he was conducting on her which was intimidating to her because she felt "He had control over my whole world, so to speak."

On Saturday December 21, 2019, [REDACTED] was at home with her son. As she prepared dinner, she received a Snap Chat message from Haines asking what she was doing. She told him that she was cooking dinner. Haines responded "you should be here on this" with an eggplant emoji, which is commonly utilized to represent a penis. She took a screen shot of Haines Snap Chat profile which indicated a message had been received four week prior, but there was no other information pertaining to the message.

On Monday December 23, 2019 Haines came into her office and asked who had taken the screenshot of his profile. She lied and said that it was not her because she was uncomfortable with him knowing that. She was afraid of how he would react.

I asked [REDACTED] if she had in any way indicated to Haines that the sexual comments were welcome or that she wished to participate in that kind of discussion. She said "No, not that I recall." Sometimes she had told him to stop and other times she responded by rolling her eyes or ignoring him.

She said that previously she had been afraid to make a complaint on Haines because it would look like she had lied to Major Watson. She explained this was a reference to the time after Haines was promoted to Captain and was to be in her chain of command. Major Watson asked her if she and Haines were involved in a sexual relationship. She told him they were not. She purposely did not tell him that she and Haines did have a consensual one time sexual encounter a few months prior in 2016.

She also was concerned because Capt. Haines had previously told her that he had "dirt" on everyone, to include the Sheriff and if they ever came after him, he would go "straight to the news". She felt that he made this statement to keep her quiet.

At the conclusion of the interview, [REDACTED] confirmed that she had testified truthfully in this matter. Just a few minutes after terminating the interview, [REDACTED] recalled a relevant detail that she felt needed to be on the record. At 0941 we again initiated a recorded interview. During this interview she told me about an incident that occurred in 2016, prior to her sexual relationship with Haines.

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One morning during the summer of 2016 she awoke to discover Haines had sent her a picture of an erect penis via text message from his work phone. I asked if prior to that there had been any discussion that would indicate to Haines that she was ok with receiving a picture like that. She said "not that I remember." She did say at one point prior to that Haines had made a comment about liking her shoes.

Again [REDACTED] swore that this information was truthful.

**Note: For further details of this interview, refer to transcripts.*

(Interview of Major Doug Bringmans):

On December 30, 2019 at approximately 1425, I conducted a sworn recorded interview with Major Doug Bringmans in reference to this investigation. Prior to asking any questions, I served him with Witness Notification of Administrative Investigation as well as Affirmation and Confidentiality Notice. I then placed him under oath and he swore that he would be truthful in his statement. Bringmans provided the following details:

[REDACTED] brought to his attention that she had been sexually harassed by Capt. Scott Haines. According to Bringmans, she was reluctant to come forward with this information. He briefed the Sheriff on the allegations made by [REDACTED] immediately following his conversation with her.

[REDACTED] told Bringmans that the first incident of sexual harassment occurred when Haines made a remark to [REDACTED] about needing a blowjob. Later, in Haines' office, he allegedly showed [REDACTED] a sexual toy. Bringmans said that [REDACTED] told Haines that was inappropriate because he was her captain and she left his office.

Bringmans said that part of the reason [REDACTED] was reluctant to discuss this issue was because according to her, Capt. Haines had alleged to have had some kind of "dirt" on the Sheriff that he would bring to light if this were to become known.

Later, [REDACTED] contacted the Sheriff on the telephone and made him aware of the possible presence of a sex toy in Capt. Haines office. The Sheriff told her to have him (Bringmans) and Capt. Erleman to go into the office and attempt to locate it. They did. The item was located where [REDACTED] described it would be. Bringmans said the item was a black pair of silk underwear with a dildo inside. The item was retrieved by Capt. Erleman.

At the conclusion of the interview, Major Bringmans confirmed that he had testified truthfully in this matter.

**Note: For further details of this interview, refer to transcripts.*

(Interview of Capt. Jason Erleman):

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On December 30, 2019 at approximately 1439, I conducted a sworn recorded interview with Capt. Jason Erlemann in reference to this investigation. Prior to asking any questions, I served him Notification of Administrative Investigation as well as Affirmation and Confidentiality Notice. I then placed him under oath and he swore that he would be truthful in this statement. Erlemann provided the following details:

On 12/23/19 [REDACTED] came into his office and made him aware of allegations that she had been sexually harassed by Capt. Scott Haines. She told him that Haines had asked her to suck his dick and had showed her some type of dildo device.

On 12/26/19, he and Major Bringmans went into Capt. Haines' office and retrieved that item.

The recording of this interview was inadvertently deleted from my recorder prior to saving it to my computer. The aforementioned was transcribed from notes I took prior to the unintentional deletion of the recording.

A second interview of Capt. Erlemann was conducted on January 2, 2020 in order to have a recording and a transcript of the information he provided. The information provided by Capt. Erlemann was factually consistent with the information he provided on 12/30/2019.

At the conclusion of both interviews, Capt. Erlemann confirmed that he had testified truthfully.

**Note: For further details of this interview, refer to transcripts*

(Interview of Capt. Scott Haines):

On January 13, 2020 at approximately 0947, I conducted a sworn recorded interview with Capt. Scott Haines in reference to this investigation. Also present was Alan Miller of the PBA. Prior to this, Haines was served with Notification of IA as well as the Affirmation and Confidentiality Notice. I provided the material relevant to this investigation to Haines for him and Miller to review. When they had reviewed it to their satisfaction, Haines came to my office and told me that he was ready to proceed with the interview.

Prior to asking any questions, Haines was served the Garrity warning and Notice of Agency Policy Violation. I then placed Haines under oath and he swore that he would be truthful in this statement. Haines provided the following details:

Haines told me that although he and [REDACTED] did "banter" back and forth, he adamantly denied having said anything that amounted to a solicitation as she had suggested in her interview. He said that it was "100% not true" that he had made any reference to [REDACTED]

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“sucking his dick.” During the bantering and joking that Haines described as “flirtatious” and “cop humor” he noted that [REDACTED] would also say inappropriate things, although he failed to give an example. He told me that they would joke around and share memes. This never offended him and [REDACTED] never indicated to him that she was ever offended by anything.

Haines went on to explain that [REDACTED] routinely speaks to him about her private matters, such as marital issues with her husband. She has confided that she had discovered her husband had been “sexting” with another SRSO employee. She told Haines that she was filing for divorce and she had not had sex in months.

Haines confirmed that he did go to [REDACTED] residence in 2016 and engage in sexual activity with her. This was the only time they had sex. He drove his privately owned vehicle to this encounter and not a work car as she alleged. He said that he never pursued anything sexual with [REDACTED] after their one time sexual encounter. They both agreed that they would not tell anyone about it, however [REDACTED] later told him that she told her current husband.

[REDACTED] also confided in him that there had been a physical altercation between her and her husband which involved a firearm and she had an audio recording of her husband apologizing to her for what he had done.

Haines told me that in the early part of November, [REDACTED] had filled out a training form for him and suggested that he attend the conference with her. She told him that she would not have to share a hotel room with another employee and Haines felt that was her expressing the desire to spend some time with him. Haines said that he did not wish to go and never submitted a request to attend that training. He provided me with the training form and told me that it was written by [REDACTED] He also provided a boss’s day card that was signed [REDACTED] I observed the writing on both of these items and they appeared to be the same.

Sometime in early to mid-December, [REDACTED] asked Haines if he wanted to see something she had gotten. She then showed him to metallic nipple bars shaped like revolvers that are designed to be worn in the nipple. She told him that she could not wait to wear them but was concerned they were a little big. I asked if he had ever seen a picture of her piercings. He said he had not.

I asked Haines about the eggplant emoji he sent [REDACTED] He confirmed that he had, however it was pursuant to an ongoing conversation through Snap Chat they were having. The context of that conversation was [REDACTED] was trying to figure out a way to get away from her house for a rendezvous with Haines.

Haines said [REDACTED] claim about him saying he had dirt on the Sheriff was “100% false.” He also said he never sent a photo of his penis to [REDACTED]

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I asked Haines about the incident in his office when he showed [REDACTED] the underwear with a dildo. He confirmed that it happened and said this occurred subsequent to Gunn showing him her nipple bars. He told me that [REDACTED] had come in to discuss an issue with one of her employees and she was upset. He pulled them out from under his desk to lighten the mood. He said it worked and noted she "laughed her ass off" and appeared to find it funny. He said her allegation about him making any reference to shoving a stapler "up my ass" was "100% not true".

He told me that he had that pair of underwear in his office since June of 2018. They were purchased on line as a joke. He recalled a time in 2018 when he and Det. Conkell were speaking about an online shopping site called Wish.com. Haines told Conkell he probably couldn't think of something that could not be found on the site. Conkell asked "what about dick drawers?" Haines looked and found them and ordered them as a joke. They had been in his office ever since.

Haines expressed concern that [REDACTED] routinely shares information that she should not. He provided the examples of her sharing with him a type of medication a deputy had been prescribed and [REDACTED] telling another employee about him (Haines) updating his emergency contact information.

At the conclusion of this interview Haines swore that he had testified truthfully. Both he and Miller were given the opportunity to add or clarify anything they wished. They both declined.

On January 14, 2020 Capt. Haines met with me in my office to deliver some notes that he had agreed to let me view when we spoke the previous day. As we spoke, he mentioned there was something that he would like to add for clarification. I told him that I would also like to clarify a couple of points and asked him if he would like to conduct another brief on the record interview. He said that he would.

At 0843, we began the recorded interview. Prior to beginning any questions or conversation I confirmed that Haines was aware he was under oath however this was a completely voluntary statement with no requirement for him to speak with me. He said that he understood.

Haines said that in [REDACTED] sworn statement from 12/30/19 she detailed a conversation that she had with him. She said Haines complained to her that "he was the damn grants administrator and so he should be going so he could fuck Brittany." In the interview I asked [REDACTED] "He made that statement to you?" She responded "He did."

According to Capt. Haines he never had a conversation with [REDACTED] about that conference. He had spoken with Miranda Sargent about that issue. Sargent called him about that when she discovered that Bringmans and Brittney were going to the conference. Miranda expressed concern about Brittney going out of town.

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Sometime after that conversation with Miranda, Haines was confronted by Major Bringmans. He appeared upset and told Haines, "I need to talk to you." Bringmans wanted to know what problem Haines had with him and Brittney going to the grants class. Haines said he did not have a problem with it, he was just unaware that they had anything to do with grants.

Referring to [REDACTED] statement that he made reference to "fucking" Brittney, Haines insisted "That is 100% false. The only conversation I had about that class was with Miranda." I asked Haines if he made a statement to anyone about him or anyone else "fucking" Brittney. He said "Absolutely not."

I asked Haines if he would be amenable to me asking him some questions. He said he would.

Haines told me that prior to December 30 it was very common for him to go into [REDACTED] and [REDACTED]. On occasions when [REDACTED] wanted the door to her office closed, he would close it. This was always done at her behest and for work purposes. I asked him "was there ever a time when the door was closed with the purpose of masking sexually explicit conduct?" He replied "Never."

I asked Haines if he had ever thrust out his hips or leered at his groin in a sexual manner. He said he had not.

Capt. Haines confirmed that he had testified truthfully in this interview.

**Note: For further details of this interview, refer to transcripts.*

(Interview of Tammy Self):

On January 14, 2020 at approximately 0941 I conducted a sworn recorded interview of HR Manager Tammy Self in reference to this investigation. Prior to asking any questions, I served her with Notice of Administrative Investigation as well as Affirmation and Confidentiality Notice. I placed her under oath and she swore that she would be truthful in her statement. Self provided the following information:

She described Capt. Haines as a "jokester" but his humor had never seemed disturbing or upsetting to her. She said that it is typical for Capt. Haines to go into [REDACTED] and in some of those cases the door to her office will be closed. Self has never noticed a time after Haines left the office that either his or [REDACTED] demeanor is remarkably different or either of them seem upset.

Self said she has never observed behavior from Capt. Haines that was inappropriate. I asked for clarification, "Just good humor?" to which she relied "absolutely."

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I asked Self if she and [REDACTED] had discussed this investigation. She said they had not. Later in the interview, Self said that on or about 1/3/20, [REDACTED] asked her if she recalled an incident that had occurred during an interview a couple of months prior. [REDACTED] asked if Self had noticed [REDACTED] face being red after she left the room for a moment and then returned. Self advised she did not notice anything odd.

At the Conclusion of the interview Self confirmed that she had testified truthfully in this matter.

**Note: For further details of this interview, refer to transcripts.*

(Interview of James Conkell):

On January 14, 2020 at approximately 1128 I conducted a sworn recorded interview of Detective James Conkell in reference to this investigation. Prior to asking any questions, I informed him that this interview was pursuant to an internal investigation and as such, he was required to answer my questions truthfully. He agreed. I placed him under oath and he swore that he would be truthful in his statement. Conkell provided the following information:

He confirmed the conversation he had with Haines about the “dick drawers” in 2018. He said that Haines ordered them as a joke just as Haines had described. I showed Conkell a photograph of the item that had been found in Haines office. He confirmed that was in fact the item Haines had ordered described as “dick drawers.”

Conkell confirmed that he had testified truthfully.

**Note: For further details of this interview, refer to transcripts.*

(Interview of Mirada Sargent):

On January 21, 2020 at approximately 0948 I conducted a sworn recorded interview of Mirada Sargent in reference to this investigation. Prior to asking any questions, I served her with Notice of Administrative Investigation as well as Affirmation and Confidentiality Notice. I placed her under oath and she swore that she would be truthful in her statement. Sargent provided the following information:

She recalled speaking with Capt. Haines about a Grants Training that She, Major Bringmans, and Brittany Emrich were scheduled to attend. Haines seemed irritated that Bringmans was going to the training. Sargent told Haines that she felt it would be a good idea for him (Haines) to go. Haines said something to the effect of going to “cock block” Bringmans. She felt that Haines was suggesting something inappropriate may happen between Bringmans and Emrich. Sargent did not feel that Haines made any suggestion

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that he (Haines) intended to attempt to pursue a sexual encounter with Brittany. She felt that Haines thought it looked bad for Bringmans and Emrich to go together.

**Note: For further details of this interview, refer to transcripts*

Closing:

The evidence in this investigation consists largely of direct testimony from [REDACTED] and Haines. While much of their statements contradict one another, they each confirm that in 2016 shortly after [REDACTED] began working at the Sheriff's Office, the two of them engaged in a consensual sexual encounter after she invited Haines to come to her residence. They also agree that Haines did display a sexual device to [REDACTED] in his office of 11/1/2019.

What is primarily in dispute is the nature of comments made by Haines. [REDACTED] provided testimony that on at least a dozen occasions he made comments to her that were tantamount to sexual propositions, such as "You need to suck my dick" or "Now I can fuck you." According to [REDACTED] these comments were not only unwelcomed, but they also caused her considerable distress, not only because of their nature, but also because

[REDACTED] Haines maintained that he never made any comments relative to soliciting sexual acts between him and [REDACTED]

Haines conceded that he and [REDACTED] would joke around and banter back and forth, which sometimes included "cop humor" however adamantly denied ever making any sexual advances or suggestions to [REDACTED] Haines insisted that [REDACTED] willingly participated in the banter and never indicated to him in any way that she was in any distressed by it.

Haines alleged that [REDACTED] had actually attempted to facilitate other opportunities for the two of them to be intimate. He stated during his sworn interview that sometime in November 2019, after the incident involving the toy in his office, [REDACTED] tried to entice him to attend an out of town training with her. According to Haines, [REDACTED] indicated that she would have a hotel room and they could spend some time together. To support this claim, Haines provided a registration for said training which he alleged had been filled out and given to him by [REDACTED]. The handwriting does appear consistent with a card that she had previously given to him.

[REDACTED] adamantly stated that the sexualized comments were unwelcomed and distressing. She said that the comments made by Haines made her feel "like scum" and "kind of helpless." When asked if she had indicated to Haines that this type of conversation was welcome, she said "Not that I recall." I also asked her if there had been any discussion that would have conveyed to Haines that she was amenable to receiving the text photo of his penis. She said "Not that I remember..."

While the behavior described by [REDACTED] does indeed constitute sexual harassment, there is not sufficient information to determine whether it is she or Haines who is being truthful regarding these alleged comments or her participation in the conversations. There were no witnesses identified that could corroborate either account. Although the allegations

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are indeed troubling, there is insufficient evidence to sustain the policy violation of Sexual Harassment.

This investigation clearly substantiated the incident when Capt. Haines displayed a sexual device to [REDACTED] in his office with no legitimate purpose. This incident is not in dispute, as both Haines and [REDACTED] agree that it occurred. Furthermore, the item was located in Haines office where [REDACTED] had described. Haines said that it was an attempt to lighten the mood, however admitted that it was unprofessional and inappropriate. It is worth noting that merely having the item in his work space was inappropriate and unprofessional.

SRSO Policy defines Standard of Conduct/Integrity violation as any act which *“constitutes conduct unbecoming a member or any act that is likely to adversely affect the discipline, good order, or reputation of the agency or that tends to compromise the integrity of the member”*.

By exhibiting a sexual item to a co-worker in his office, regardless of the intent, Haines' actions clearly meet the aforementioned criteria. Accordingly, there is sufficient evidence to sustain a Standard of Conduct/Integrity policy violation for this incident.

Recommendations:

Based on the aforementioned facts, I make the following recommendation for the listed policy violations:

XIX Improper Conduct Offenses:

(041) Sexual Harassment:

Members shall not engage in any conduct defined as sexual harassment and shall comply with agency policy found in the Sexual Harassment General Order (**Level Four Violation**). **This Policy Violation is NOT SUSTAINED**

(044) Standard of Conduct/Integrity:

a. General Violation: Members shall not engage in any conduct that constitutes conduct unbecoming a member or any act that is likely to adversely affect the discipline, good order, or reputation of the agency or that tends to compromise the integrity of the member. Members shall comply with the Canon of Ethics as found in General Order B-003. (**Level Two Violation**). **This Policy Violation is SUSTAINED**

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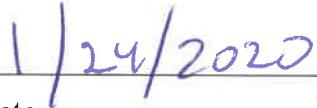
OATH OF INVESTIGATOR

I, the undersigned, do hear by swear, under penalty of perjury that, to the best of my personal knowledge, information and belief, I have not knowingly or willfully deprived or allowed another to deprive, the subject of the investigation of rights contained in ss. 112.532 and 112.533, Florida Statues.

I verify, pursuant to s. 92.525 that the contents of the report are true and accurate based upon the person's knowledge, information, and belief.



Assistant Chief Deputy Shane Tucker



Date

Executive Order

Santa Rosa County Sheriff's Office



Sheriff Bob Johnson

Santa Rosa County Sheriff's Office

P.O. Box 7129

MILTON, FL 32572

PHONE: (850) 983-1100

EMAIL: rjohnson@srsos.net

EXECUTIVE ORDER

TO: Assistant Chief Shane Tucker

FROM: Sheriff Bob Johnson

A handwritten signature in black ink that reads "Robert W. Johnson".

DATE: December 30, 2019

EXECUTIVE ORDER: 19-030

INTERNAL AFFAIRS #: 19-026

You are at this moment directed to investigate the allegation of misconduct and or policy violations by Captain Scott Haines.

E-mail Chain

Santa Rosa County Sheriff's Office

Tucker, Shane

From: Watson, Chris
Sent: Monday, January 13, 2020 3:39 PM
To: Tucker, Shane
Subject: FW: General Counsel HR Training Classes

See below

Major Chris Watson
Department of Administration
Santa Rosa County Sheriff's Office
FDLE SLP Class# 17
Sheriff's Commanders Academy Class# 1
(850) 981-2295 (Office)
(850) 983-1212 (Fax)
cwatson@srso.net

From: Teichner, Julie <jteichner@srso.net>
Sent: Monday, January 13, 2020 3:37 PM
To: Watson, Chris <cwatson@srso.net>
Subject: FW: General Counsel HR Training Classes

Here it is

Julie Teichner
Records Supervisor
Santa Rosa County Sheriff's Office
5755 East Milton Rd., Milton, FL 32583
Phone #850-983-1266 Fax #850-983-1261

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From: 
Sent: Monday, November 4, 2019 9:34 AM
To: Essary, Melanie <messary@srso.net>
Subject: RE: General Counsel HR Training Classes

We have to put in a Power DMS request for training etc. I've put my forms with Watson for signature because I have to upload them to the DMS Training request.



Santa Rosa County Sheriff's Office

From: Essary, Melanie
Sent: Monday, November 4, 2019 8:19 AM
To: [REDACTED]
Subject: RE: General Counsel HR Training Classes

I already filled out a registration form for myself and put it in his box for his signature. [REDACTED] want to complete the form and get it back to me signed, I will forward it in one email to get us registered.

Melanie A. Essary
General Counsel
Santa Rosa County Sheriff's Office
5755 East Milton Road
Milton, Florida 32583
Phone (850) 983-1229

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From: [REDACTED]
Sent: Monday, November 4, 2019 8:13 AM
To: Essary, Melanie <messary@srso.net>
Subject: RE: General Counsel HR Training Classes

Odd he forwarded it to you and not me. Yes, I am interested in it [REDACTED]

Thank you!

[REDACTED]

From: Essary, Melanie <messary@srso.net>
Sent: Monday, November 4, 2019 8:06 AM
To: [REDACTED]
Subject: FW: General Counsel HR Training Classes

The sheriff forwarded this to me, but are you interested?

Melanie A. Essary
General Counsel
Santa Rosa County Sheriff's Office
5755 East Milton Road
Milton, Florida 32583
Phone (850) 983-1229

Santa Rosa County Sheriff's Office

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From: Johnson, Bob <rjohnson@srsos.net>
Sent: Monday, November 4, 2019 8:01 AM
To: Essary, Melanie <messary@srsos.net>
Subject: Fwd: General Counsel HR Training Classes

Sent via the Samsung Galaxy Note10+, an AT&T 5G Evolution capable smartphone
Get [Outlook for Android](#)

From: David Brand <dbrand@flsheriffs.org>
Sent: Monday, November 4, 2019 6:57:11 AM
To: David Brand <dbrand@flsheriffs.org>
Cc: Steve Casey <scasey@flsheriffs.org>; Matt Dunagan <mdunagan@flsheriffs.org>; Patti Brigance <pbrigance@flsheriffs.org>; Wayne Evans <revans@anblaw.com>; Rob Larkin <rlarkin@anblaw.com>; (Walton) Jennifer Falk <jfalk@waltonso.org>; Andy Casavant <acasavant@waltonso.org>; Rice, Ron <ricer@nfcc.edu>; Robinson, Paula <PRobinson@sheriffleefi.org>; ricons@sheriff.martin.fl.us <ricons@sheriff.martin.fl.us>; Maria.Curtis@ocfl.net <Maria.Curtis@ocfl.net>
Subject: General Counsel HR Training Classes

Sheriffs:

One of Sheriff Gualtieri's initiatives, during his term as president, is to present a series of Human Resources/Administrative training.

Messrs Wayne Evans and Rob Larkin, FSA General Counsel, will be delivering this series beginning January 23rd. The class flyer with the schedule and registration form is attached. Please have your respective staffs register as soon as practical.

Thanks,

David Brand, Law Enforcement Coordinator
2617 Mahan Dr.
Tallahassee, Florida 32308

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Santa Rosa County Sheriff's Office

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Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

AFFIRMATION & CONFIDENTIALITY NOTICE

Case Tracking #: 19-026

I understand that any false, misleading or untrue statement, accusations or allegations, herein made by me, either orally or in writing, to any person(s) investigating this complaint, may subject me to civil and/or criminal liability under Florida State Statute 837.06. False Official Statements:

Whoever knowingly makes a false statement in writing, with the intent to mislead a public servant in the performance of his official duty, shall be guilty of a misdemeanor of the second degree punishable by a definite term of imprisonment not exceeding 60 days and a fine or \$500.00

I realize that it may become necessary, during the investigation of this complaint, for me to meet with a member(s) of the Santa Rosa County Sheriff's Office to discuss this complaint. I hereby accept the premise that if any action is initiated through court or administrative hearings, as a result of my complaint, my testimony before these hearings may be required. I hereby agree to make myself available to the aforementioned court or administrative hearing when requested to do so.

Florida State Statutes 112.533 requires that any complaint filed with a law enforcement agency against a law enforcement officer or correctional officer shall remain confidential until the investigation is concluded with a finding to, or not to, proceed with disciplinary action; or until the investigation ceases to be active without a finding. An investigation is considered active as long as it is continuing with a reasonable, good faith anticipation that a finding will be made in the foreseeable future. The law establishes a presumption that the complaint investigation will be completed within one hundred eighty (180) days.

The law also contains a criminal violation provision for the willful disclosure of information contained in a complaint, including the identity of the officer under investigation, before it has been concluded and becomes a public record, to wit:

SECTION 112.533(4). FLORIDA STATE STATUTES

“Any person who is a participant in an internal affairs investigation, including the complainant, the subject of the investigation, the investigator conducting the investigation, and any witnesses in the investigation, who willfully discloses any information obtained pursuant to the agency’s investigation, including, but not limited to, the identity of the officer under investigation, the nature of the questions asked, information revealed, or documents furnished in connection with a confidential internal investigation of an agency, before such complaint, document, action or proceeding becomes a public record as provided in this section is guilty of a misdemeanor of the first degree, punishable as provided in s.775.082 or s. 775.083 .. .” (UP TO ONE YEAR IN JAIL AND UP TO \$1,000.00 FINE)

BE GUIDED ACCORDINGLY

I hereby acknowledge that I have read this notice and understand its provisions.

Name:

Date: 12/27/19

Witness: Assistant Chief Shane Tucker

Signature:

Date: 12/27/19

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

WITNESS NOTIFICATION OF ADMINISTRATIVE INVESTIGATION

To: _____ Emp#: _____ Case Tracking #: 14-026

Notification made by: Assistant Chief Shane Tucker

You are being interviewed in reference to an administrative investigation being conducted by the Santa Rosa county Sheriff's Office. Allegations of misconduct have been filed against: Capt. Scott Haines

You are not the subject of this investigation. However, you are directed to cooperate with the investigation and answer all of the questions truthfully and completely. Failure to cooperate or to be untruthful may result in disciplinary action against you.

You are hereby directed not to discuss any portion of this investigation with anyone other than legal representation, until the investigation is concluded. Any request to deviate from this instruction must be directed to Lt. Shane Tucker of the Internal Affairs Division.

This interview is being recorded. Should you so desire, you may obtain a copy of any such recording upon written application to the Internal Affairs Unit at the conclusion of the investigation.

Date: 12/27/19

Shane Tucker
Assistant Chief Shane Tucker

Date: 12/27/19

Santa Rosa County Sheriff's Office

THURSDAY

FRIDAY

SATURDAY

3 BUG ON DESK

4

5

10

11

12

17

18

19

24 Spike needs. Fucin
ass. See fits sand.
You can smo now. I die that
Im your Capt

25

26

31

1

2

Halloween

Notes & Ideas

Santa Rosa County Sheriff's Office

DECEMBER 2019

Goals & Ideas

THURSDAY

5

FRIDAY

6

SATURDAY

7

Pearl Harbor Day (US)

12

13

14

19

20

21 Screenshot Setup

26

27

28

2

3

4

Notes & Ideas

Santa Rosa County Sheriff's Office

DECEMBER 2019

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
1	2 Cyber Monday	3	4
8	9	10	11
15	16	17	18
22 Hanukkah begins	23 Confronts me about Snapchat Screenshot ASKS y I didnt go to Sheriff Xmas party I know how he knows I didnt if he didn't so he says he called around	24 Christmas Eve	25 Christmas Day
29	30 Hanukkah ends	31 New Year's Eve	1

Notes & Ideas

Santa Rosa County Sheriff's Office

NOVEMBER 2019

Goals & Ideas

THURSDAY	FRIDAY	SATURDAY
31	<p>① Jiltor complaint - SMO In CH office. Asks to see HIS. Says can make \$150 away.</p> <p>TRAFFIC WAS BAD, SMO IF I STAYED AT OFFICE WEEK WOULD HAVE All Saints Day <i>HAD FUN!!</i></p>	2
7 SMO - @ corner of deck while talking about	8	9
14	15	16
21	22	<p>23 Snap mess. eggplant. you should be here on this... did not resp.</p>
28 DAY OFF Thanksgiving Day	29 DAY OFF Black Friday	30

Notes & Ideas

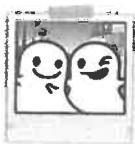
Started wearing sling - no wonder you want SMO. Good for you. That's ~~so~~ cool.



Scott Haines

8 · ♂

Received · 4w



Friendships are Private

Screenshotting friendship profiles will send a notification – just like Snaps.

Snap Map



Request Location



Share My Location

Ghost Mode will be turned off

Saved in Chat

Photos and videos saved in Chat will appear here.



Send a chat



Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 CDST Today's date is December 30, 2019 the time is now approximately 9:01 hours. My
2 name is Assistant Chief Deputy Shane Tucker of the Santa Rosa County Sheriff's Office
3 and I am presently in my office at the administrative complex at the Santa Rosa County
4 Sheriff's Office uh present with myself is [REDACTED] This
5 investigation is in reference to I.A. case number 19-026 which was started pursuant to
6 an executive order issued by Sheriff Bob Johnson on this date. The subject of this
7 investigation is Captain Scott Haines, this will be a sworn recorded interview taken by
8 a sworn Law Enforcement Officer pursuant to Florida State Statute 117.10. Will you
9 raise your right hand, do you swear or affirm the testimony that you are about to give
10 will be the truth the whole truth and nothing but the truth?

11 [REDACTED] I do.

12 CDST Um, for the record, please state your name and your permanent ID number.
13 [REDACTED]

14 CDST And what's your current position at the Sheriff's Office?
15 [REDACTED]

16 CDST Okay and how long have you been employed here?
17 [REDACTED] Since May of 2016.

18 CDST Okay, before we begin I want to go over a couple of forms with you. The first will be
19 the Affirmation and Confidentiality Notice and the Notice of Administrative of
20 Investigation. Do you recognize these two forms?

21 [REDACTED] I do.

22 CDST And is that in fact your signature at the bottom of both forms?
23 [REDACTED] It is.

24 CDST Um, when I served you these forms, were you given ample opportunity to review and
25 understand them?

26 [REDACTED] Yes Sir

27 CDST Okay, are you uh aware of your rights and responsibilities as they pertain to these
28 forms?

29 [REDACTED] Yes Sir

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 CDST Do you have any questions regarding them?
2 [REDACTED] No Sir
3 CDST Okay, Um then let's go ahead and begin. If you would can you kind of just explain to
4 me the um, the impetus to your complaint against Captain Haines.
5 [REDACTED] Where do you want me to start? Just at the beginning?
6 CDST Start from the beginning.
7 [REDACTED] Um, originally we had gotten along fine, [REDACTED] we didn't have any issues
8 and then um my husband and I were having some problems and separated so I
9 stopped wearing my wedding ring and things like that and whenever Captain Haines
10 noticed he had made a comment about how I wasn't wearing my rings anymore and
11 how he could fuck me again and then he started with more comments like
12 CDST Do-do you recall um a ball park time frame when-when that was?
13 [REDACTED] Sometime in October
14 CDST October of
15 [REDACTED] this year
16 CDST 2019, okay um did he, did he specifically use the word Fuck?
17 [REDACTED] yes
18 CDST Okay, um to the best of your recollection is that a paraphrase, is that a-a-a pretty close
19 recreation of the statement he made?
20 [REDACTED] Yeah that's pretty accurate.
21 CDST Okay, sometime in October, okay um go-go ahead
22 [REDACTED] And then um he started coming to my office and closing the door, um standing at the
23 end of my desk and saying, you should suck my dick and
24 CDST Did he use those words specifically?
25 [REDACTED] Yes! And even in my notes I refer to his SMD, just so I don't write it out.
26 CDST Okay
27 [REDACTED] Um, and then on the times he'd come in and my door was open he just look down at
28 his crotch or make gestures with his head down towards his you know crotch and he

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 would um you know if he had the door closed he'd grab his crotch or something like
2 that. Um but he never put his hands on me or anything.

3 CDST Okay

4 And then there was an incident um I had with [REDACTED] Jill, she was
5 mid conversation with Tammy Self and stormed out [REDACTED]

6 CDST Uh, what's the time frame of this?

7 November the 1st

8 CDST Okay, you say that, that specifically you remember November 1st?

9 Yes

10 CDST Okay

11 And um

12 CDST Of this year?

13 yes! And she just left so I called him because we had been having problems with her
14 performance wise and I was going to discuss it with him and he said he couldn't talk to
15 me because he had someone in his office and so I realized then, that's where she went.

16 CDST Okay

17 And I told him to call me when he was done and how we would discuss it and so he
18 called me later and told me that he was free. So I went down to his office in Dispatch
19 and we discussed what was going on with Jill and in mid conversation he reaches
20 under his desk and pulls out a pair of underwear with a dildo attached to it and says,
21 you know something along the lines do you want these, um the dick's too small for me
22 and you know I said stop why do you have that? And he said oh well I bought two pair
23 off of wish.com and I put one in Jerry Nash's locker and I just tried to continue on with
24 what we were discussing with Jill.

25 CDST And that was on the 1st of November?

26 uh-huh

27 CDST What color was the underwear?

28 Black

29 CDST Okay, black um and the phallic attached to it? What color was that?

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

Black

2 CDST Okay so it was black. Was it in any kind of container?

3 [REDACTED] Um I never saw what it was in, it sounded like it was in a bag

4 CDST Okay, okay where was it in his office, um when you walk in, kind of set the room.

5 Where is he at and where you are at.

6 [REDACTED] When you walk in the door, his office um his desk is like an L shape

7 CDST Okay

8 [REDACTED] Um, so you got a part that faces parallel to the door

9 CDST Uh-huh

10 [REDACTED] and then a part that is up against the wall

11 CDST Right

12 [REDACTED] and so and it was underneath, like the part-----

13 CDST kind of like this desk here

14 [REDACTED] But reverse.

15 CDST just opposite of the door

[REDACTED] Yes

17 CDST Okay

18 [REDACTED] Um and it was underneath the part that's up against the wall.

19 CDST Okay was

20 [REDACTED] that's where he reached at

21 CDST Where was he at?

22 [REDACTED] Sitting behind the desk.

23 CDST He was seated at his desk and

24 [REDACTED] uh-huh

25 CDST so were you standing in front of his desk?

26 [REDACTED] I was sitting in the chair

27 CDST You were sitting, okay

28 [REDACTED] yes

29 CDST So um he reached under the desk to the right

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 [REDACTED] yes

2 CDST Okay

3 [REDACTED] and sounded like rustling

4 CDST Okay

5 [REDACTED] Um, it sounded like you would have a gift bag or a paper bag or something.

6 CDST Okay

7 [REDACTED] and then pulled it out

8 CDST Prior to that, had you ever seen that item before?

9 [REDACTED] No

10 CDST Okay Um had you and um Captain Haines ever discussed that item before?

11 [REDACTED] No

12 CDST Um, had ya'll ever had any, any discussion that indicated that there was some plan for

13 him to provide that item for you?

14 [REDACTED] No

15 CDST Okay, Okay, continue please

16 [REDACTED] and so then we continued to talking about Jill and then in conversation and he, he

17 winds up saying, he picks up the stapler and he says you can shove this up my ass

18 CDST the same conversation?

19 [REDACTED] yes, during that same conversation and at that point I was just stunned, so I got up and

20 walked out and you know through some of the times he'd come in my office and he'd

21 say, you know you should suck my dick, he would, you know I would tell him Scott stop

22 [REDACTED] and um he'd say I don't fucking care or I don't care or if I'd say no

23 stop he'd say that's okay I have an SI to work on anyway I don't have time and he'd

24 walk out

25 CDST Okay so in reference to comments whether it was um you can suck my dick, I can fuck

26 you, he'd make some kind of sexually charge comment um is there, do you have any

27 ball park idea on how many times, how many occasions that occurred?

28 [REDACTED] I mean more than a dozen

29 CDST Okay so, so regularly

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

Yes

2 CDST Um, during those times, did you say anything, did you make any kind of statements
3 um that-that indicated that those were welcome comments? Um, tha-that you were
4 good participating in that kind of discussion?

5 No, not that I recall.

6 CDST Okay

7 [REDACTED] I mean I don't, you know we are at work and I'm sitting there and I'm like you need to
8 stop

9 CDST Okay

10 [REDACTED] Scott stop and then he just didn't care

11 CDST Okay

12 [REDACTED] I mean one day I was doing interviews and he, I'm wearing high heels and he tells me
13 he wants me you know to you know fuck him in the ass with my heels and

14 CDST He told you that in-in an interview?

15 [REDACTED] and, yes we're on a break between interview, interviewees and Tammy Self walks out to
16 get the next person and then he says that to me while were in the middle of break.

17 CDST Okay

18 [REDACTED] and then she comes back in and we got to carry on business as normal

19 CDST Okay um so during these, these dozen or so times we estimate that he's made
20 comments like that uh there were times, that-that you told him either stop, don't say
21 that, something to indicate that behavior was inappropriate or you did not, you did not
22 want to hear that, correct?

23 [REDACTED] Yes

24 CDST Okay, did, to the best of your recollection do you remember how you verbalized it?
25 [REDACTED] just was, what you mean, like what the words were?

26 CDST what you said, yes

27 [REDACTED] Uh, you know Scott stop, [REDACTED] you need to stop

28 CDST Okay

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

2 [REDACTED] or I'd roll my eyes, or I'd look away, or I'd ignore him and then he'd go well alright then
and then he's like

3 CDST Okay

4 [REDACTED] you know I have to go, I have an SI to work on and he'd walk out, which to me the SI
5 he was against me and Tammy and so I felt like it was, I don't want to say like he was
6 bullying me, because he wasn't specifically saying do this or else

7 CDST Okay

8 [REDACTED] but it felt very much like to an intimidation factor

9 CDST Okay

10 [REDACTED] because he had entire control over my world so to speak

11 CDST okay, so would it be fair to say at least on some level that you did feel intimidated by
12 that?

13 [REDACTED] Yeah

14 CDST Okay, because the SI, know the SI was not notwithstanding in that in case where he made
15 um statements when he made specific statements um asking or suggesting that you
16 should perform um a sexual act on him. How did that make you feel?

17 [REDACTED] like obviously like, like scum, there is, it feels kind of helpless and you know looking
18 back on it you know when I asked Major Bringmans for advise I didn't tell him initially
19 who it was, that was doing the things I just said what would you do if someone was
20 doing you know XYZ? And he kept trying to get me to tell him who and I was scared
21 because [REDACTED] (crying) I'm sorry

22 CDST that's okay, take your time. It would, it would be fair to say then if I were to
23 characterize it that it made you uncomfortable uh

24 [REDACTED] yes

25 CDST Okay, um okay that was, that was the incident on November the 1st

26 [REDACTED] yes

27 CDST Okay, um did those, did-did these incidents continue

28 [REDACTED] they did

29 CDST Okay, tell me what happened

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

um, on later that afternoon

2 CDST uh-huh

3 [REDACTED] on the 1st um Traffic was really, really bad that day and I normally, it was a Friday so I
4 normally only work till four on Friday's. [REDACTED] closes and I worked a little bit later that
5 day and Scott's we never see Scott, we as in [REDACTED] never see Scott late in the afternoon
6 and I guess he worked late and he messaged me something about you should have
7 stayed traffic was bad said if I stayed at my office late we could have had fun and I just
8 responded with I didn't know traffic was so bad and left it at that and he didn't say
9 anything else and

10 CDST now you referred to your notes on that one, explain these notes, are you keeping them
11 like a journal um

12 [REDACTED] no I have a um, I have a planner that I had on my desk that I wasn't using anymore so I

13 CDST Okay

14 [REDACTED] sometimes I'd take my planner home at night so I just would jot it down, like certain
15 things and that was one of them because it, you know he makes the comment on
16 the 24th of October

17 CDST Okay

18 [REDACTED] that's the interview day

19 CDST Okay

20 [REDACTED] the day the interviews were and that was like my first note entry was the 24th of
21 October

22 CDST did you make that entry on the 24th or did you like

23 [REDACTED] I did

24 CDST Okay, so the uh, the entries that you made um are they relatively contemporaneous to
25 [REDACTED] yeah

26 CDST Okay, so the one on the 24th would be the, you would have actually physically wrote
27 that on the 24th?

28 [REDACTED] yes

29 CDST the one on November the 1st did you physically write that in there on the 1st?

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

I did

2 CDST Okay, um are there any of these entries that you made that you went back a significant
3 in time after the fact and wrote them in there?

4 [REDACTED] um, I on October the 3rd I wrote bug on desk, just so I could remember when that,
5 there was a bug that was passed around a dead cicada years ago in 2016

6 CDST Okay

7 [REDACTED] that um me and Tammy wrapped in a paper clip box and sent back to Narcotics that I
8 did not know that Captain Haines still had all this time, he was then a Captain, he was
9 a Lieutenant

10 CDST Okay

11 [REDACTED] and on October the 3rd it just appeared on my desk, well I took a picture of it but when
12 it appeared on my desk and um obviously my husband knows what it's about, the bugs
13 and you know from everything that happened from back then and um so I took a
14 picture of it and sent it to my husband and said I can't believe that this bug still exist
15 and that it still so well preserved because it's like the day its put in there.

16 CDST Okay

17 [REDACTED] and so I did go back um and put on October 3rd that that's the day

18 CDST Okay

19 [REDACTED] and I only know that cause it's my phone shows the day of the picture.

20 CDST Okay, so the bug was October the 3rd Okay, alright, um going forward, what other
21 incidents have occurred?

22 [REDACTED] um in December um I snapped chat, I screen shot snap chat u on November the 23rd I
23 got a snapchat from him um we weren't friends on snapchat so he sent me a friend
24 request on snapchat and then sent me message as what are you doing, which I thought
25 was odd, that he was sending it to me on snapchat

26 CDST and that was the 23rd

27 [REDACTED] uh-huh

28 CDST Okay

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

2 and um it was a Saturday, I was home with my kid and I was cooking dinner and um
3 you know it said what are you doing and I said I'm cooking dinner with [REDACTED] that's all
4 I responded and then he responded, you should be here on this with an eggplant emoji
5 which in, you know common terminology is you know synonymous for penis and um I
6 didn't respond at all. So on snapchat whenever you read a message you close out, it
7 disappears

CDST Okay

[REDACTED] Um, so because we were still friends on snapchat it shows like how long ago a message
9 was received

CDST uh-huh

[REDACTED] and so on the 21st on No-December I screenshotted snapchat and it was a Saturday
12 (cough) showing that he had sent me a message four weeks prior and that I received it
13 and it when it shows received status, it means you didn't respond

CDST Okay, now um you provided me with a printed

[REDACTED] yes

CDST copy is that the uh screenshot of the snapchat

[REDACTED] yes

CDST um that indicates, so I guess if I'm reading this it says received and 4W

[REDACTED] uh-that stands for four weeks

CDST um, that means four weeks so this little dialog box means a message was received four
21 weeks ago

[REDACTED] yes

CDST Okay, and uh let's see this is

[REDACTED] and it doesn't have a date on it

CDST it doesn't have a date on it

[REDACTED] I'd have to screenshot this

CDST Okay

[REDACTED] screenshot in my phone

CDST but that message y-i-was the eggplant emoji

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

uh-huh

2 CDST Okay

3 [REDACTED] yes

4 CDST Okay

5 [REDACTED] and um so I just didn't respond but then on Monday the 23rd of December he came into
6 my office and confronted me who had access to my snapchat and why they would be
7 screenshotting it and, and I did lie to him and tell him it wasn't me um the reason why
8 I screenshotted it on that Saturday was the SI concluded on the day prior

9 CDST Okay we-were you uncomfortable with him knowing that you screenshotted it?

10 [REDACTED] I was

11 CDST why?

12 [REDACTED] Um, cause I was afraid of what he would do and how he would react

13 CDST Okay

14 [REDACTED] Um because he had made comments in the past that um you know that I could never
15 make a complaint on him because then um it would look like I lied to Major Watson
16 and um

17 CDST Can you explain that?

18 [REDACTED] When Scott became Captain and put over Administration and Major Watson called me
19 and asked me if Scott and I were sleeping together

20 CDST Okay

21 [REDACTED] (cough) and I told him No because we weren't, um and so that's what he was referring
22 to

23 CDST Okay

24 [REDACTED] and um you know Scott's made comments in the past about um meaning this year but
25 just not on that day about how you know anyone here as in and I took it as meaning as
26 Administration came after him that you know that he had dirt on, he had dirt on
27 everybody and he would just go straight to the news

28 CDST Okay

29 [REDACTED] so

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 CDST did he elude on what kind of dirt he was talking about?

2 [REDACTED] um just he said explicit things like about the Sheriff and his past

3 CDST Okay

4 [REDACTED] and so that even freaked me out even more because I felt like if I came forward and

5 told anyone and then we did an investigation that he would go after the Sheriff and I'd

6 be like my position here is to obviously do what's best for the agency and protect the

7 agency, you protect the Sheriff, because I am loyal to him.

8 CDST Okay

9 [REDACTED] and so I didn't want, like if he did have something on anyone here and he went to the

10 news I didn't want to feel like it was my fault

11 CDST Okay, why do you feel like Captain Haines would have made this statement that um a-

12 u-I-and of course obviously I am paraphrasing here but something of the effect of you-

13 you don't have the option to file any kind of complaint because I'll, I'll expose the

14 Sheriff or the Sheriff's Office or someone, why do you think he made that statement to

15 you?

16 [REDACTED] because he knew that it would keep me quiet

17 CDST Okay

18 [REDACTED] he knows how loyal I am to this agency and the Sheriff

19 CDST Okay

20 [REDACTED] a-a-mean it's never been his secret you know the things that, that like [REDACTED]

21 went through with his I.A. and you know things like that and I've always been wanting

22 to come in and just be honest and fall on the sword and so I don't feel like, I feel like he

23 thought that if he told me that, that it would scare me into not saying anything.

24 CDST Okay and to-to some degree did it, scare you?

25 [REDACTED] It did!

26 CDST um, did-did you immediately report his behavior or was there sometime between

27 [REDACTED] I didn't

28 CDST Okay, um is it, is it a reasonable conclusion then that there was some hesitancy on your

29 part to do so because of what he said?

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 [REDACTED] yes sir

2 CDST Okay, um alright now from an uh okay moving forward were there any other
3 comments made? Of-of a sexual nature or a-a anything we need to be concerned
4 about?

5 [REDACTED] um, when I started wearing my wedding rings again, um

6 CDST which was when?

7 [REDACTED] in November sometime

8 CDST Okay later in November

9 [REDACTED] right, when my husband and I reconciled he had come in my office and (cough) he, he
10 Scott, not he my husband, and noticed my ring and he said what's up with that? And I
11 was like you know we're working it out and he said oh so that's why you don't want to
12 suck my dick and

13 CDST were those his exact words?

14 [REDACTED] it was! And I just said, Scott stop, he was like No, I should say good for you and I could
15 tell he seemed really pissed and at the time I hadn't been notified that the SI was
16 concluded and I got really worried and so I started asking all the time if the SI was over
17 yet? I was asking Major Watson and I was asking Sgt. Kilburn because I was afraid
18 that he would trump up some bogus charges and sustain something on Tammy

19 CDST were you concerned that, that failure to uh-an-indulge his request might have some
20 effect on the SI?

21 [REDACTED] I-I was

22 CDST Okay, okay and that was sometime in November, late November, mid-November, early
23 November or not real sure?

24 [REDACTED] no, had to be late November

25 CDST Okay

26 [REDACTED] around Thanksgiving

27 CDST Okay, uh was that the end of it? Did that put a-put a stop to it?

28 [REDACTED] It did.

29 CDST Okay, so there hadn't been since then, there hasn't been any more statements made

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 [REDACTED] no sir

2 CDST by him, Okay um alright now

3 [REDACTED] the only, not about me

4 CDST Okay

5 [REDACTED] the only other statement he made is when he found out about um Major Bringmans

6 going out of town with Brittany and Rich and Miranda Sargent

7 CDST Okay

8 [REDACTED] and that was he was mad that Major Bringmans was going out of town with the two of

9 them and made a statement along the lines of Major Bringmans had no business going

10 to a grants training because he has nothing to do with grants

11 CDST Okay

12 [REDACTED] and that Scott was the damn grants administrator and so he should be going and that

13 Doug was only going so that he could fuck Brittany and that Scott should be going so

14 he could fuck that and I did tell Major Bringmans

15 CDST so-so the, Scott said he should be going so that he could fuck Brittany?

16 [REDACTED] yes

17 CDST he made that statement to you?

18 [REDACTED] he did

19 CDST Okay, alright

20 [REDACTED] and I actually had a conversation with Brittany because of Scott's statement

21 CDST Okay

22 [REDACTED] about how rumors can happen around here and just don't let it get her down and

23 things like that and-and I did tell Major Bringmans not to ride down there with

24 Brittany just-just so rumors couldn't be started

25 CDST Okay, okay and that, do you recall when that conversation was, Ball Park?

26 [REDACTED] I don't, Major Bringmans might, but I don't

27 CDST Okay, the-the-the conversation with Scott I mean, when he said that he should be

28 going so that he could fuck Brittany

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 they went to the training at the beginning of December so it was in November
2 sometime
3 CDST Okay, so sometime before that, okay, alright, um pre-dating um-uh the October I think
4 it was October you said before this kind of came up um had there been any, any issues
5 like this prior to that? Um-um going back, you worked here since 16
6 yes
7 CDST and has-has Scott sexually harassed you in that time, up until then? What, has there
8 been anything like that?
9 We had prior um, I don't think you should call it a relationship, but we had prior
10 encounter that was consensual in 2016
11 CDST Okay and-and we'll discuss that momentarily but from that time from 2016 the time
12 you got here was there any other behavior that-that you would characterize as similar
13 to what we've just discussed? Um, sexually innuendo, sexually comments, derogatory
14 comments at work?
15 uh he makes comments all the time about how I can't hire applicants because he'll fuck
16 um
17 CDST He's told you that?
18 he has, he said that in front of Major Watson
19 CDST Um
20 and um you know I feel like it's one of those things that people see as a joke because it's
21 just how Scott is
22 CDST Okay
23 and uh-I don't think, I don't think there's a clear line of what's appropriate and what's
24 not in his mind.
25 CDST Okay
26 here
27 CDST Okay, an-and you mentioned a an encounter
28 uh-huh
29 CDST tell me about the circumstances surrounding this

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 um, I was going through a divorce and I was at home one night and got really drunk
2 and (clears throat) he and I had been friends and so I had texted him and he came to
3 my house
4 CDST your house was in
5 Beulah
6 CDST Beulah, okay um you-you texted him, he came to your house okay
7 yes, you want me to go further?
8 CDST uh-huh, u-e-e-e-explain to me
9 okay and um we wind up sleeping together
10 CDST Okay
11 Um and
12 CDST your level of intoxication notwithstanding that was a consensual
13 it was
14 CDST encounter okay um do you recall how he got to your house
15 he drove his agency car
16 CDST Okay do you recall what kind of car that was?
17 an Impala
18 CDST Okay, um
19 we had a conversation about it when he got there because I thought it was odd
20 CDST what had
21 because he backed in my drive way
22 CDST Okay
23 and he said it was because he didn't want anybody to drive bye and run his tag cause
24 there was too many people that lived out there
25 CDST So-so was he at work when you texted him?
26 No, this would have been probably eleven o'clock at night
27 CDST Okay
28 I mean it was late, late at night
29 CDST Do you re-recall what his assignment was at the time?

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 [REDACTED] I believe it was Major Crimes

2 CDST Okay could he had been out on a call or a crime scene?

3 [REDACTED] No, because he made the comment that he had drove his patrol car because it would

4 look funny that if he had left his house that late at night in his truck

5 CDST Okay so he told you he was come, he came from his house

6 [REDACTED] Yes

7 CDST Okay, um okay after that an- I say after that, I mean immediately after that in the prec,

8 in the, the next, or the next, following month or so were-were there any problems did

9 you have any, any issues with him

10 [REDACTED] No we've never had issues um we've just given on business as usual and worked

11 together and we didn't have and that's what so, that's what so frustrating about it is

12 because to spite that encounter we have been able to work together like me and anyone

13 else here and it wasn't until I stopped wearing my wedding ring whenever I was having

14 problems, which is already a really difficult time in my life that (crying) this happened.

15 CDST Okay, okay um, too-too back up for a second the um I-I don't really know what you

16 would call it, the article that he had in his office

17 [REDACTED] uh-huh

18 CDST Um, unt, ha, at what point, at-he-did-did you notify somebody about that?

19 [REDACTED] Um, I had asked Major Bringmans on Monday the 23rd for advice like I said, I did not

20 initially tell him I was talking about Captain Haines

21 CDST uh-huh

22 [REDACTED] and we were off Tuesday, the 24th and Wednesday the 25th and I think it was the

23 Monday, the afternoon, Monday the 23rd I, Major Bringmans came to me and said I

24 told Unit 1 you have to go talk to him and so I talked to the Sheriff then (clears throat)

25 told him what was going on and then the next day I texted Major Bringmans and told

26 him that I remember that article was in there and

27 CDST prior to that point, you hadn't discuss that with Major Bringmans or the Sheriff

28 [REDACTED] I hadn't

29 CDST Okay, so that was, you sent him a text and-and go ahead

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 [REDACTED] and told him that when we got back to work on Thursday remind me to tell the Sheriff
2 and uh he said okay and so Thursday morning he came to see me and uh
3 CDST Major Bringmans
4 [REDACTED] yeah, he did
5 CDST Okay
6 [REDACTED] the Sheriff was off on Thursday
7 CDST Okay
8 [REDACTED] and Major Bringmans said that the Sheriff was with family so I needed to call him, um
9 but to wait until after lunch
10 CDST Okay
11 [REDACTED] so that he had time with his family and so I called the Sheriff that afternoon
12 CDST Okay, you talked to the Sheriff you, you told him about that article, you told him about
13 the circumstances about how you came to know, okay what did he tell you
14 [REDACTED] um, to have Major Bringmans and someone to go with him to see if the article was still
15 in Captain Haines's office
16 CDST Okay
17 [REDACTED] I told him that I wasn't sure that it would be because it had been almost two months
18 CDST Okay
19 [REDACTED] and he said to have Captain Erlemann go with him and so I went and told Captain
20 Erlemann and Major Bringmans what the Sheriff requested
21 CDST Okay and to your knowledge did they comply with that?
22 [REDACTED] they did
23 CDST Okay, alright um to your knowledge did they find the item?
24 [REDACTED] Major Bringmans said they did
25 CDST Okay, okay um the-the day in Scott's office was that the only one occasion that you've
26 seen that?
27 [REDACTED] yes

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 CDST Okay, alright is there anything else that you can think of that I need to be aware of? Is
2 there anything else that you want to get on the record or any concerns you have or any
3 other incidents that we haven't covered?

4 [REDACTED] Um, not that I can think of

5 CDST Okay, and-and certainly if-if you think of something you can get with me later um, do
6 you have any questions for me, on the record?

7 [REDACTED] No sir

8 CDST Okay, uh, that's all the questions that I have uh have you been wholly factual and
9 truthful in your statement today?

10 [REDACTED] Yes sir

11 CDST Okay, um, well go ahead and conclude this interview the time is approximately 09:33
hours

13

14 Transcribed by: Angela S. Ouimette

15 Date transcribed on: 01/07/2020

16 CDST-initials: Chief Deputy Shane Tucker

17 [REDACTED]

18 ----- : Couldn't make out what was said, walked on each other.

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 CDST Today's date is December 30, I'm still in my office with um [REDACTED]
2 [REDACTED] prior to her parting she mentioned something that we, that she forgot to uh
3 include on her previous statement, so this will be just a uh an addendum, the time is
4 approximately 9:41 hours. Um, [REDACTED] you, we were talking about an incident that
5 occurred uh to the best of your recollection it was in uh 2016 and it would have been
6 prior to Captain Haines, the-the incident where he came to your house. Um, tell me
7 about that incident.

8 [REDACTED] Um, he had sent me a uh photo of himself

9 CDST Okay

10 [REDACTED] Um, and then it wasn't until this year that I realized that it was from his work phone.

11 CDST Okay, so when you say he sent um are you talking about a text message

12 [REDACTED] it was

13 CDST he sent a photo via text

14 [REDACTED] Yes

15 CDST Okay and of himself

16 [REDACTED] yes

17 CDST when you say self, what

18 [REDACTED] of his penis

19 CDST of his penis

20 [REDACTED] he was standing in the shower

21 CDST Okay, um how do you know that it was his penis?

22 [REDACTED] I mean I guess it could have been anyone else's but he said it was his, so

23 CDST Okay do you, was it erect, flaccid do you recall

24 [REDACTED] it was erect

25 CDST Okay, um and it was in a shower

26 [REDACTED] Yes

27 CDST Okay, um how did that come about uh

28 [REDACTED] from what, the best that I can remember because it was three years ago, was that, I
29 woke up the next morning and I had the picture

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 CDST Okay

2 [REDACTED] and um I know it was prior to me coming into work, that I got it

3 CDST Okay

4 [REDACTED] Uh because I wasn't at work yet

5 CDST Okay

6 [REDACTED] and I hadn't started my day or anything like that and like I said, I had always just
7 assumed that the number I had for him was his personnel number until earlier this
8 year, he asked me to send him a text message um of um a mem on Facebook that he
9 said don't send that to my work number, send it to my personal and it wasn't until that
10 point that he gave me his personal number and so I didn't even have it until then so
11 then I realized all that, all the text that shared from 2016 would have been to his work
12 number

13 CDST Okay, and uh that was a 698 number

14 [REDACTED] it was

15 CDST you recall, okay do you know how it, was there some kind of discussion prior to that,
16 that would have made him feel that kind of picture is um would have been received by
17 you um I mean that's

18 [REDACTED] not that I remember, I remember he initiated conversation with me about my hot pink
19 shoes I wore to command staff, that-that Thursday morning

20 CDST Okay, was that in 2016?

21 [REDACTED] Yes.

22 CDST Okay, what, what comment did he make about your hot pink shoes

23 [REDACTED] Um, something about you know he really liked my shoes or

24 CDST Okay

25 [REDACTED] you know, they were, they were sexy or something like that

26 CDST Okay, that was prior to him sending that

27 [REDACTED] Yes

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of:

1 CDST photo, Um do you recall, was there some type of indication on that text that showed
2 when it was sent um, you said you got it in the morning, was it sent the night before,
3 was it sent that morning, do you recall?

4 [REDACTED] I don't recall

5 CDST Okay, how long had you been working here?
6 [REDACTED] not long, I mean maybe two months

7 CDST Okay
8 [REDACTED] casue it would have been the summer of 2016 and I didn't start here until May

9 CDST Okay uh do you recall if you responded to that text?
10 [REDACTED] I don't recall

11 CDST Okay, if you had, well let, that text message did it go to a personal phone for you or
12 work phone?
13 [REDACTED] my personal phone

14 CDST Okay, okay, okay um I don't have any other questions is there anything else you feel
15 like, that might be relevant?
16 [REDACTED] no sir

17 CDST okay have you been wholly, factual and truthful in this portion of your statement? You
18 swore of
19 [REDACTED] Yes sir

20 CDST Okay, alright well we will go ahead and conclude this addendum to the interview; it's
21 approximately 09:45 hours

22

23 *Transcribed by: Angela S. Ouimette*

24 *Date transcribed on: 01/07/2020*

25 *CDST-initials: Chief Deputy Shane Tucker*

26 [REDACTED]

27 *-----: Couldn't make out what was said, walked on each other.*

Major

Doug

Bringmans

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

WITNESS NOTIFICATION OF ADMINISTRATIVE INVESTIGATION

To: Major Doug Bringmans Emp#: 513 Case Tracking #: 19-026

Notification made by: Assistant Chief Deputy Shane Tucker

You are being interviewed in reference to an administrative investigation being conducted by the Santa Rosa county Sheriff's Office. Allegations of misconduct have been filed against: Capt. Scott Haines

You are not the subject of this investigation. However, you are directed to cooperate with the investigation and answer all of the questions truthfully and completely. Failure to cooperate or to be untruthful may result in disciplinary action against you.

You are hereby directed not to discuss any portion of this investigation with anyone other than legal representation, until the investigation is concluded. Any request to deviate from this instruction must be directed to Assistant Chief Deputy Shane Tucker

This interview is being recorded. Should you so desire, you may obtain a copy of any such recording upon written application to the Internal Affairs Unit at the conclusion of the investigation.

Major Doug Bringmans

Date: 12-27-2019

Shane Tucker

Date: 12-27-19

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

AFFIRMATION & CONFIDENTIALITY NOTICE

Case Tracking #: 19-026

I understand that any false, misleading or untrue statement, accusations or allegations, herein made by me, either orally or in writing, to any person(s) investigating this complaint, may subject me to civil and/or criminal liability under Florida State Statute 837.06. False Official Statements:

Whoever knowingly makes a false statement in writing, with the intent to mislead a public servant in the performance of his official duty, shall be guilty of a misdemeanor of the second degree punishable by a definite term of imprisonment not exceeding 60 days and a fine or \$500.00

I realize that it may become necessary, during the investigation of this complaint, for me to meet with a member(s) of the Santa Rosa County Sheriff's Office to discuss this complaint. I hereby accept the premise that if any action is initiated through court or administrative hearings, as a result of my complaint, my testimony before these hearings may be required. I hereby agree to make myself available to the aforementioned court or administrative hearing when requested to do so.

Florida State Statutes 112.533 requires that any complaint filed with a law enforcement agency against a law enforcement officer or correctional officer shall remain confidential until the investigation is concluded with a finding to, or not to, proceed with disciplinary action; or until the investigation ceases to be active without a finding. An investigation is considered active as long as it is continuing with a reasonable, good faith anticipation that a finding will be made in the foreseeable future. The law establishes a presumption that the complaint investigation will be completed within one hundred eighty (180) days.

The law also contains a criminal violation provision for the willful disclosure of information contained in a complaint, including the identity of the officer under investigation, before it has been concluded and becomes a public record, to wit:

SECTION 112.533(4), FLORIDA STATE STATUTES

“Any person who is a participant in an internal affairs investigation, including the complainant, the subject of the investigation, the investigator conducting the investigation, and any witnesses in the investigation, who willfully discloses any information obtained pursuant to the agency’s investigation, including, but not limited to, the identity of the officer under investigation, the nature of the questions asked, information revealed, or documents furnished in connection with a confidential internal investigation of an agency, before such complaint, document, action or proceeding becomes a public record as provided in this section is guilty of a misdemeanor of the first degree, punishable as provided in s.775.082 or s. 775.083 . . .” (UP TO ONE YEAR IN JAIL AND UP TO \$1,000.00 FINE)

BE GUIDED ACCORDINGLY

I hereby acknowledge that I have read this notice and understand its provisions.

Name: Major Doug Bringmans Signature: Date: 12-27-2019

Witness: Assistant Chief Shane Tucker Signature: Date: 12/27/19

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Major Doug Bringmans, Special Operations

1 CDST This is uh Assistant Chief Deputy Shane Tucker of the Santa Rosa County Sheriff's
2 Office; today's date is December the 30, 2019 the time is approximately 14:25 hours. I
3 am presently in my office located at the main Sheriff's Office Complex in Milton,
4 Florida. Persons present with me is Major Doug Bringmans also of the of the Santa
5 Rosa County Sheriff's Office. This investigation is in reference to I.A. number 19-026
6 which began pursuant to an executive order issued by Sheriff Bob Johnson on
7 December the 30, 2019. The subject of this investigation is Captain Scott Haines, this
8 will be a sworn recorded interview taken by a sworn Law Enforcement Officer
9 pursuant to Florida State Statute 117.10. Major Bringmans, will you raise your right
10 hand, do you swear or affirm the testimony that you are about to give will be the truth
11 the whole truth and nothing but the truth?

12 MDB I swear

13 CDST Okay please state your name and your permanent ID number.

14 MDB Douglas M. Bringmans, 513

15 CDST And what's your current position with the Sheriff's Office?

16 MDB I'm the Major over Special Operations Division

17 CDST and how long have you been employed here?

18 MDB since February of 2000

19 CDST Okay, uh before we begin I want to go over a couple of forms with you, but first I'm
20 going to show these, the first is the Witness of Notification of Administration of
21 Investigation and the second is the Affirmation and Confidentiality Notice uh, the
22 bottom of these forms indicate uh, that you and I each signed these. Is that your
23 signature?

24 MDB yes sir, correct that is.

25 CDST um at the time that you signed these forms were you given ample opportunity to review
26 and understand them?

27 MDB Yes sir

28 CDST Do you understand your rights and responsibilities as they pertain to those forms?

29 MDB Yes sir, I do.

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Major Doug Bringmans, Special Operations

1 CDST Do you have any questions about those?

2 MDB No sir, I don't.

3 CDST Okay uh with that, we will go ahead and begin um Major Bringmans you are aware that

4 we are here discussing um potential allegations and misconduct against Captain

5 Haines um how did you become, first become aware of-of this potential misconduct?

6 MDB The [REDACTED] brought to my attention that uh she said she had

7 been sexually harassed by Captain Haines who's [REDACTED] I relayed that

8 information even though she was hesitant about coming forward. I relayed that

9 information to the Sheriff at which point he um decided to move forward with an

10 Internal Affairs Investigation.

11 CDST when did-when did she bring this to your attention?

12 MDB uhh last week on Thursday, which is the day I have to look at my phone.

13 CDST I have a calendar here handy but if it was last Thursday she brought this to you?

14 MDB last Thursday or Friday let me look at my calendar and I'll be able to tell

15 CDST okay last Thursday

16 MDB Thursday the 26th

17 CDST it was the 26th okay did she bring that to your attention in person or over the

18 telephone?

19 MDB hold on let me look at, I'm trying to figure it out exactly because it was, nope the Sheriff

20 was off on the 26th and 27th so it must to brought this to his attention before Christmas,

21 the days are running together. Hold on, it had to be before Christmas

22 CDST Okay

23 MDB because he was off that whole week

24 CDST was, let's see he, I do remember he worked Monday the 23rd

25 MDB I want to say it was, it was before Christmas that it was brought

26 CDST Okay so um the um when you were notified by her, do you recall what she said? As to

27 how long she was harassed? Or allegedly harassed by Captain Haines?

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Major Doug Bringmans, Special Operations

1 MDB she said that the first instance was um in her office or he made some alliga-or some
2 remarks about um needing a blow job I believe and the second one she mentioned a
3 specific date, I want to say the very beginning of November

4 CDST Okay

5 MDB she had to go to his office in reference to uh a supervisor inquire, he was doing on
6 somebody named Jill

7 CDST Okay

8 MDB and that he showed her a sexual toy um and she told him that that was inappropriate
9 that [REDACTED] and he um made some snide remark about it and then she left
10 the office

11 CDST okay and this is information that, that uh [REDACTED] relate to you

12 MDB correct that's only what she's told me

13 CDST when, when she made this first notification to you, was that the first you had heard
14 about any allegations of Captain Haines sexually harassing her?

15 MDB yes

16 CDST that was the first time?

17 MDB the first time, I had ever heard it.

18 CDST when she made these alle, these statements to you how soon thereafter did you notify
19 the Sheriff?

20 MDB that same day

21 CDST so immediately basically

22 MDB correct

23 CDST okay, you notified the Sheriff

24 MDB I tried to get her to first speak to the Sheriff, she was very reluctant and

25 CDST did she say why she was reluctant?

26 MDB she was reluctant, because she said that Captain Haines supposedly had made a
27 statement to her that if she went to the Sheriff he had dirt on the Sheriff that would
28 prevent him from coming after him.

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Major Doug Bringmans, Special Operations

1 CDST okay, so just for clarification Captain Haines a-a-according to what [REDACTED]
2 represented to you, Captain Haines um ostensibly had some kind of dirt on the Sheriff
3 that

4 MDB that if they were to come after him, that he would use that against the Sheriff

5 CDST Okay and

6 MDB that was her claim

7 CDST Okay she told you that, okay um

8 MDB then I spoke with her some more, I talked to the Sheriff and then I went and got
9 [REDACTED] and told her you really need to tell the Sheriff, you have to come forth that [REDACTED]
10 [REDACTED] for this agency and you should step
11 forward and make this known, which and she reluctantly came into the Sheriff's office
12 and told her story

13 CDST okay, um to the best of your knowledge did she go to see the Sheriff um the same day
14 she talked to you

15 MDB yes

16 CDST Okay

17 MDB yes she did because I-I went to her office; I went and got her, and I act-encouraged her.
18 I said you really need to tell the Sheriff, you can't just leave this hanging

19 CDST Okay

20 MDB she walked it over into number one's office with me and she made her story

21 CDST okay, um you were present with her when she spoke

22 MDB yes

23 CDST with the Sheriff um was the information that she provided the Sheriff consistent with
24 what she had told you

25 MDB exactly the same thing she told me

26 CDST okay um how was her demeanor?

27 MDB crying

28 CDST during both, when-when she talked to you and the Sheriff

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Major Doug Bringmans, Special Operations

1 MDB uh, when she was talking with me she was starting to become upset and you could tell
2 that she was tearing up when she was in the Sheriff's Office, she started crying.
3 CDST okay um at some point it's my understanding at some point you went into Captain
4 Haines's office to retrieve something, tell me how all that came about.
5 MDB um apparently um the [REDACTED] had contacted the Sheriff by phone
6 and she-relayed the information from November 1st about this sexual toy um and then
7 I was instructed through um the [REDACTED] the Sheriff wanted me and Captain
8 Erleemann to go into that office and see if that item was still there and if so retrieve it
9 CDST okay so it was your understanding from talking to [REDACTED] she spoke to the Sheriff
10 MDB correct
11 CDST and the Sheriff instructed her to have you and Captain Erleemann
12 MDB Captain Erleemann
13 CDST to see if that item was still there
14 MDB correct
15 CDST okay alright and what did you find?
16 MDB uh well if you were sitting at his desk on the right side underneath the desktop there's a
17 blue, looks like a shopping bag, cloth. I believe it was a cloth shopping bag it had some
18 um extension cords in it and Captain Erleemann found a looked like a black silk pair of
19 underwear with a black dildo inside of it.
20 CDST okay alright, um, who collected it?
21 MDB Captain Erleemann did
22 CDST Captain Erleemann
23 MDB and I took two pic, two or three pictures of it
24 CDST was his office locked
25 MDB no sir it wasn't
26 CDST okay so ya'll didn't have to use a key um his office is in a secure area, correct?
27 MDB inside Dispatch yes
28 CDST and the only way in there is to either have access or be allowed in there?
29 MDB correct you have to swipe in

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

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Statement of: Major Doug Bringmans, Special Operations

1 CDST okay um
2 MDB and after I retrieved the item I-I called the Sheriff that I did find and he asked what us
3 to look for and he said to make sure that it got relayed and passed on to you.
4 CDST okay, do you have any other information that may be relevant to this, this
5 investigation?
6 MDB no sir
7 CDST Okay, uh-I don't have any questions, any further questions for you, have you been
8 completely factual and truthful in your statement today?
9 MDB yes sir
10 CDST Okay, we'll go ahead and conclude the interview it is approximately 14:34 hours
11

12 *Transcribed by: Angela S. Ouimette*

13 *Date transcribed on: 01/08/2020*

14 *CDST-initials: Chief Deputy Shane Tucker*

15 *MDB-initials: Major Doug Bringmans*

Capt.

Jason

Erlemann

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office *Sheriff Bob Johnson*

WITNESS NOTIFICATION OF ADMINISTRATIVE INVESTIGATION

To: Capt. Jason Erlemann Emp#: 389 Case Tracking #: 19-026

Notification made by: Assistant Chief Deputy Shane Tucker

You are being interviewed in reference to an administrative investigation being conducted by the Santa Rosa county Sheriff's Office. Allegations of misconduct have been filed against: Capt. Scott Haines

You are not the subject of this investigation. However, you are directed to cooperate with the investigation and answer all of the questions truthfully and completely. Failure to cooperate or to be untruthful may result in disciplinary action against you.

You are hereby directed not to discuss any portion of this investigation with anyone other than legal representation, until the investigation is concluded. Any request to deviate from this instruction must be directed to Assistant Chief Deputy Shane Tucker

This interview is being recorded. Should you so desire, you may obtain a copy of any such recording upon written application to the Internal Affairs Unit at the conclusion of the investigation.

J. Erlemann
Capt. Jason Erlemann

Date: 12-30-19

S. Tucker
Assistant Chief Deputy
Shane Tucker

Date: 12/30/19

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

AFFIRMATION & CONFIDENTIALITY NOTICE

Case Tracking #: 19-026

I understand that any false, misleading or untrue statement, accusations or allegations, herein made by me, either orally or in writing, to any person(s) investigating this complaint, may subject me to civil and/or criminal liability under Florida State Statute 837.06. False Official Statements:

Whoever knowingly makes a false statement in writing, with the intent to mislead a public servant in the performance of his official duty, shall be guilty of a misdemeanor of the second degree punishable by a definite term of imprisonment not exceeding 60 days and a fine or \$500.00

I realize that it may become necessary, during the investigation of this complaint, for me to meet with a member(s) of the Santa Rosa County Sheriff's Office to discuss this complaint. I hereby accept the premise that if any action is initiated through court or administrative hearings, as a result of my complaint, my testimony before these hearings may be required. I hereby agree to make myself available to the aforementioned court or administrative hearing when requested to do so.

Florida State Statutes 112.533 requires that any complaint filed with a law enforcement agency against a law enforcement officer or correctional officer shall remain confidential until the investigation is concluded with a finding to, or not to, proceed with disciplinary action; or until the investigation ceases to be active without a finding. An investigation is considered active as long as it is continuing with a reasonable, good faith anticipation that a finding will be made in the foreseeable future. The law establishes a presumption that the complaint investigation will be completed within one hundred eighty (180) days.

The law also contains a criminal violation provision for the willful disclosure of information contained in a complaint, including the identity of the officer under investigation, before it has been concluded and becomes a public record, to wit:

SECTION 112.533(4), FLORIDA STATE STATUTES

“Any person who is a participant in an internal affairs investigation, including the complainant, the subject of the investigation, the investigator conducting the investigation, and any witnesses in the investigation, who willfully discloses any information obtained pursuant to the agency’s investigation, including, but not limited to, the identity of the officer under investigation, the nature of the questions asked, information revealed, or documents furnished in connection with a confidential internal investigation of an agency, before such complaint, document, action or proceeding becomes a public record as provided in this section is guilty of a misdemeanor of the first degree, punishable as provided in s.775.082 or s. 775.083 . . .” (UP TO ONE YEAR IN JAIL AND UP TO \$1,000.00 FINE)

BE GUIDED ACCORDINGLY

I hereby acknowledge that I have read this notice and understand its provisions.

Name: Capt. Jason Erlemann Signature:

Date: 12-30-19

Witness: Assistant Chief Shane Tucker Signature:

Date: 12/30/19

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office Sheriff Bob Johnson

Captain J. Erlemann *pe*
Uniform Patrol Division
5755 East Milton Road
Milton, FL 32583
(850) 981-2141

On 12-26-19 at the direction of Major Bringmans I accompanied him into the unlocked office of Captain Scott Haines in dispatch. I was briefed on recovering an item of sexual nature and upon entering I saw a blue handbag under his desk. Inside this bag was an odd material item wadded up, wires and a smaller brown zip bag. This item was photographed as it was initially discovered. I placed gloves on and recovered it from inside the bag. Major Bringmans then photographed the item, unfurled in my gloved hand. I placed the item into a clear zip lock bag and have retained possession of it until further instructions are given me.

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Captain Jason Erlemann

CDST Today's date is January 2, 2020 the time is approximately 09:33 hours. My name is
2 Assistant Chief Deputy Shane Tucker of the Santa Rosa County Sheriff's Office; I am
3 presently in my office located in the administrative section of the Santa Rosa Sheriff's
4 Office uh present with Captain Jason Erlemann also of the Santa Rosa County Sheriff's
5 Office. This investigation is in reference to I.A. number 19-026 which began in
6 pursuant to an executive order issued by Sheriff Bob Johnson on December the 30th of
7 2019. This will be a sworn recorded interview taken by a sworn Law Enforcement
8 Officer pursuant to Florida State Statute 117.10. Captain Erlemann, will you please
9 raise your right hand, do you swear or affirm the testimony that you are about to give
10 will be the truth the whole truth and nothing but the truth?

11 CJE I do.

12 CDST Okay please state your name and your ID number.

13 CJE Jason Erlemann, 389

14 CDST And what's your current position with the Sheriff's Office?

15 CJE Captain over Patrol Division

CDST Okay and how long have you been employed here?

17 CJE Twenty-one years

18 CDST Okay, and prior to this interview actual on December the twenty or December the 30th
19 uh I had you sign two forms, do you recall those forms?

20 CJE yes sir

21 CDST Uh, it was the Notification of Administration of investigation and the Affirmation and
22 Confidentiality Notice

23 CJE yes sir

24 CDST Okay, um were you provided with ample opportunity to review and understand those
25 forms?

26 CJE I was

27 CDST Uh do you have any questions about those forms?

28 CJE I do not

29 CDST Do you understand your rights and responsibilities as they pertain to those forms?

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Captain Jason Erlemann

1 CJE I do

2 CDST Okay, Um just as a matter of housekeeping you and I conducted an interview on

3 December the 30, 2019 in regards to this, correct?

4 CJE Correct

5 CDST and um just for the record I um I inadvertently deleted your interview from my

6 recorder

7 CJE yes sir

8 CDST so what we're doing is a second interview but to cover the same topics

9 CJE yes sir

10 CDST okay um so what I would like to do is um just for the sake of brevity I will review my

11 notes with you, you can certainly add or take away from anything that I may have

12 misunderstood and-and we'll just make sure we have on the record what it was that

13 you told me during that interview, sound good?

14 CJE yes sir

15 CDST okay, um during our interview um you told me that at some point [REDACTED] came

16 into your office and made you aware of some potential sexual harassment allegations

17 um from Captain Haines, is that correct?

18 CJE it is

19 CDST Okay and according to the notes that I took um she related to you, Scott Haines at

20 some point came in and-and asked her to suck his dick or something along those lines,

21 is that correct?

22 CJE yes that is what I recall her saying

23 CDST Okay, um you also told me that there was some type of device or article that he had,

24 had exhibited to her can you tell me what that was?

25 CJE it was uh, like a facsimile of a penis, like a dildo or something like that.

26 CDST Okay um and-and you had suggested that it was attached to an article of clothing

27 CJE yeah, I don't remember if she went that far with it, describing it to me, I don't

28 remember her really describing it in great detail

29 CDST Okay

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Captain Jason Erleman

1 CJE the device when she came into my office

2 CDST Okay, um so her description wasn't necessarily all that you're basing your

3 understanding on then, at some point did you ever see this-this item

4 CJE I ----- it

5 CDST describe it to me, what you saw

6 CJE it was uh, when I first noticed it, cause what she did was she said this had happened

7 some time ago, maybe a couple of months ago

8 CDST uh-huh

9 CJE but when he produced it and presented it to her

10 CDST uh-huh

11 CJE it was in a location under his desk

12 CDST Okay

13 CJE and she was kind of telling me where that was and the way my office is laid out it's

14 under the desk where my computer monitors are

15 CDST okay

16 CJE so she described where it was and a little bit of what it was um not in great detail

17 CDST I want to show you a photograph of what appeared to be the article

18 CJE that is the article that I retrieved

19 CDST okay and also I have some photographs in here, was-was that photographs taken um to

20 document the location

21 CJE yes sir

22 CDST where you found it

23 CJE when I saw the bag and the area that she told me it would be in, I picked the bag up

24 and I opened it and looking in there were wires and things like that

25 CDST Okay

26 CJE but I did see a fabric that looked a little odd like the shiny black fabric

27 CDST Okay

28 CJE so I asked Major Bringmans who I handed my cell phone and asked can you please

29 photograph that

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Captain Jason Erlemann

1 CDST uh-huh

2 CJE so for like evidence preservation and everything, I put a glove on because it is a sexual
3 device or whatever and then we photographed taking it out and then it unfurled in my
4 hand

5 CDST Okay and-and I know where a little bit out of order because I know we've already had
6 this conversation but just for, for purpose of the record um Major Bringmans was in
7 the room when you located this item correct?

8 CJE yes

9 CDST Okay, tell me how it came about that you and Major Bringmans were in Captain
10 Haines's office

11 CJE I believe, Uh, [redacted] told me initially when she told me like a heads up on this

12 CDST uh-huh

13 CJE I believe she told me that the Sheriff, she either talked to him or was going to talk with
14 him and he said that Dough Bringmans and Jason Erlemann are going to go in there
15 and get this.

16 CDST Okay

17 CJE per the Sheriff, after that

18 CDST Uh-huh um she gave me the heads up and I went about my business of my office
19 sometime after that the same day Major Bringmans did come into my office and say
20 hey Jay we have to go get this out of his office.

21 CDST So my own clarification uh Major Bringmans came in and instructed you or told you
22 that we need to go get this

23 CJE correct

24 CDST and your understanding is that came via Major Bringmans but from the Sheriff

25 CJE correct

26 CDST that was the Sheriff's instructions to Major Bringmans which was relating it to you

27 CJE absolutely

28 CDST Okay, so ya'll went in and retrieved that item um and now that item um you and I
29 spoke about on the phone uh you locked in in your office and then the, the next day

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Captain Jason Erlemann

1 that I was at work I came in and removed it from your office and I now have custody of
2 it
3 CJE yes sir
4 CDST Okay um have you ever seen that object before?
5 CJE no sir
6 CDST Um, had anybody ever discussed that object with you before?
7 CJE no sir
8 CDST prior to being made aware by [REDACTED] that, that was possibly in Captain Haines's
9 office did you have any idea that something like that was in his office?
10 CJE no sir
11 CDST Okay, um are you aware of any other information that is relevant to this that maybe we
12 haven't covered or that you feel like that we should cover?
13 CJE No we-we discussed the, you know it-it had come to my attention from a Deputy or two
14 over the course of our careers here over twenty years, somethings that Scott Haines
15 maybe allegedly done and that were I believe were pretty unappropriated relationships
16 with Deputies, wives and daughters and stuff like that. We've talked about that before
17 so
18 CDST Okay um and during our last interview uh you said that you had, had a conversation
19 with a Deputy and that Deputy alleged at some point in time Captain Haines uh had,
20 had a sexual encounter with his wife, the Deputy's wife and then the adult daughter of
21 that Deputy as well, is that correct?
22 CJE yes, I do remember having that conversation
23 CDST the uh Deputy that told you that, at that time uh, at that time or since then did you
24 formulate any-any beliefs as to the voracity of his, his claim uh did you think he was
25 telling you the truth as he believed it to be?
26 CJE yes, absolutely I talked to him when he was having trouble with his relationship with
27 his wife um he's had a few
28 CDST okay

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Captain Jason Erlemann

1 CJE and um in the course of that you know that came up and I don't remember him saying
2 you know, I don't, I don't have a problem with you but a, in his opinion anyway was
3 that how do we promote people like that and have people in leadership positions over
4 officers to that kind of rank like Captain
5 CDST uh-huh
6 CJE that do this kind of stuff, so he was pretty as you can imagine upset about that so
7 CDST okay
8 CJE it was troubling to hear that
9 CDST Okay, Captain Erlemann do you have any, any other information or questions for me
10 CJE no sir I don't
11 CDST Okay, have you been wholly factual and truthful in your statement today?
12 CJE yes
13 CDST Okay, well go ahead and conclude this second interview the time is approximately
14 09:42 hours
15

16 Transcribed by: Angela S. Ouimette

17 Date transcribed on: 01/07/2020

18 CDST-initials: Chief Deputy Shane Tucker

19 CJE-initials: Captain Jason Erlemann

20 -----: Couldn't make out what was said and/or walked on each other.

Tammy Self

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

AFFIRMATION & CONFIDENTIALITY NOTICE

Case Tracking #: 19-026

I understand that any false, misleading or untrue statement, accusations or allegations, herein made by me, either orally or in writing, to any person(s) investigating this complaint, may subject me to civil and/or criminal liability under Florida State Statute 837.06. False Official Statements:

Whoever knowingly makes a false statement in writing, with the intent to mislead a public servant in the performance of his official duty, shall be guilty of a misdemeanor of the second degree punishable by a definite term of imprisonment not exceeding 60 days and a fine or \$500.00

I realize that it may become necessary, during the investigation of this complaint, for me to meet with a member(s) of the Santa Rosa County Sheriff's Office to discuss this complaint. I hereby accept the premise that if any action is initiated through court or administrative hearings, as a result of my complaint, my testimony before these hearings may be required. I hereby agree to make myself available to the aforementioned court or administrative hearing when requested to do so.

Florida State Statutes 112.533 requires that any complaint filed with a law enforcement agency against a law enforcement officer or correctional officer shall remain confidential until the investigation is concluded with a finding to, or not to, proceed with disciplinary action; or until the investigation ceases to be active without a finding. An investigation is considered active as long as it is continuing with a reasonable, good faith anticipation that a finding will be made in the foreseeable future. The law establishes a presumption that the complaint investigation will be completed within one hundred eighty (180) days.

The law also contains a criminal violation provision for the willful disclosure of information contained in a complaint, including the identity of the officer under investigation, before it has been concluded and becomes a public record, to wit:

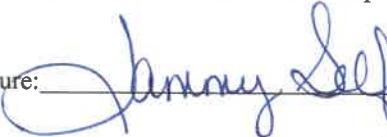
SECTION 112.533(4), FLORIDA STATE STATUTES

“Any person who is a participant in an internal affairs investigation, including the complainant, the subject of the investigation, the investigator conducting the investigation, and any witnesses in the investigation, who willfully discloses any information obtained pursuant to the agency’s investigation, including, but not limited to, the identity of the officer under investigation, the nature of the questions asked, information revealed, or documents furnished in connection with a confidential internal investigation of an agency, before such complaint, document, action or proceeding becomes a public record as provided in this section is guilty of a misdemeanor of the first degree, punishable as provided in s.775.082 or s. 775.083 . . .” (UP TO ONE YEAR IN JAIL AND UP TO \$1,000.00 FINE)

BE GUIDED ACCORDINGLY

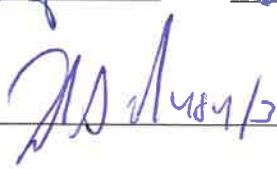
I hereby acknowledge that I have read this notice and understand its provisions.

Name: Tammy Self

Signature: 

Date: 01-14-2020

Witness: Assistant Chief Shane Tucker

Signature: 

Date: 11/14/2020



Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

**WITNESS NOTIFICATION
OF ADMINISTRATIVE INVESTIGATION**

To: Tammy Self Emp#: 1079 Case Tracking #:19-026

Notification made by: Assistant Chief Deputy Shane Tucker

You are being interviewed in reference to an administrative investigation being conducted by the Santa Rosa county Sheriff's Office. Allegations of misconduct have been filed against: Capt. Scott Haines

You are not the subject of this investigation. However, you are directed to cooperate with the investigation and answer all of the questions truthfully and completely. Failure to cooperate or to be untruthful may result in disciplinary action against you.

You are hereby directed not to discuss any portion of this investigation with anyone other than legal representation, until the investigation is concluded. Any request to deviate from this instruction must be directed to Assistant Chief Deputy Shane Tucker

This interview is being recorded. Should you so desire, you may obtain a copy of any such recording upon written application to the Internal Affairs Unit at the conclusion of the investigation.

Tammy Self
Tammy Self
48413

Assistant Chief Deputy
Shane Tucker

**TAMMY SELF
IA CASE # 19-026**

5 ST I am Asst. Chief Deputy Shane Tucker of the SRCSO. Today's date is Jan 14, 2020 the time is
6 approx. 09:41 hours. I am in my office at the SRCSO. Present with me is HR Mgr Tammy
7 Self. This investigation is in reference to IA 19-026, which began pursuant to Exec Order
8 issued by Sheriff Bob Johnson on Dec 30, 2019. The subject of this investigation is Capt
9 Scott Haines. This will be a sworn recorded interview taken by a sworn law enforcement
10 officer pursuant to FL ST Statute 117.10. Ms Self would you raise your right hand? Do you
11 swear or affirm that the testimony you are about to give to be the truth, the whole truth &
12 nothing but the truth.

13 *TS* *I do*

14 *ST* Please state your name & permanent ID #

15 *TS* *Tammy Self, 1079*

16 ST *What is your current position with the SO?*

17 *TS* *HR Mgr*

18 ST How long have you been employed here?

19 TS 8 years

20 ST Before we begin, I want to direct your attention to 2 forms: the Affirmation & Confidentiality
21 Notice & then the Witness Notification of Administrative Investigation. When I called you
22 into the office just a few moments. I had you to review & sign this form. Correct?

23 TS Yes

24 ST Is that your signature located on the bottom of each form?

25 TS *It is*

26 ST At the time were you given ample opportunity to review & understand these forms?

27 TS Yes

28 ST Do you understand your rights & responsibilities as they pertain to these forms?

29 TS *I do*

30 ST Alright with that we will begin.

31

32 ST As we have discussed for just a moment. There has been an allegation made against Capt
33 Haines by [REDACTED] about some possible inappropriate conduct. Do you
34 have any information that you feel would be relevant to that?

35 TS I do not

36 ST Your understanding of the chain of command, is Capt Haines in the chain of command of
37 HR?

38 TS Yes he is

39 ST Does he ever come into the office?

40 TS He does

Santa Rosa County Sheriff's Office

41 ST Would you say that is rare, sometimes, regularly?

42 TS Sometimes.

43 ST So it is not unusual for him to be in there?

44 TS That is correct.

45 ST When he goes in there, does he speak to everybody?

46 TS He does.

47 ST Does he go into [REDACTED] office?

48 TS He does.

49 ST Would you say that is typical for him to go into her office?

50 TS Yes it is.

51 ST Is the door open or closed when he goes in there?

52 TS Both, depending on, I guess, whatever conversation they are having.

53 ST During any of those times where he has gone into [REDACTED] office, following that conversation, or following that interaction between the two of them. Have you ever noticed any behavior or demeanor changes to either Capt Haines or [REDACTED] that you felt like were odd? Or stood out?

54

55

56

57 TS I haven't noticed any. No.

58 ST You don't remember any occasion where either or seemed upset?

59 TS Not that I recognized. No.

60 ST Has either Capt Haines or [REDACTED] spoke to you about these allegations?

61 TS When I returned from vacation, which would have been after the first of the year, I was told by [REDACTED] toI guess, not necessarily, because it was just yesterday whenever we had a situation to go to the Major vs Capt Haines for interview purposes. I don't recall what she, she had made mention, but I don't recall what it was she said to me.

62

63

64

65 ST It pertain to the performance & operation of [REDACTED]?

66 TS Yes.

67 ST Not the specifics of the allegations, or the specifics of the investigation? Is that correct.

68 TS Correct.

69 ST So she hasn't discussed the investigation, itself with you?

70 TS She has not.

Santa Rosa County Sheriff's Office

71 ST The two ladies, the newer ladies that work in [REDACTED] How long have they been there?

72 TS A month.

73 ST So they are still very new?

74 TS Yes

75 ST Alright. to close, just to close this out. Have you ever observed any behavior, either behavior or comments by Capt Haines that you felt were inappropriate or of a sexual nature?

77 TS He is a jokester, but I can't, nothing comes to mind that was necessarily disturbing in any way.

79 ST Just good humor?

80 TS Absolutely.

81 ST Alright. Anything else you feel like that needs to be on the record?

82 TS No sir.

83 ST Have you been wholly factual & truthful in your statement with me today?

84 TS Yes.

85 ST Thank you Ms Self. We will go ahead & conclude it is approx. 9: 46 hours.

86

87 *Follow-up interview:*

88

89 ST This is Asst. Chief Deputy Shane Tucker of the SRCSO. It is Jan 14, 2020, approx. 09:55 hours. I am in my office with HR Mgr Tammy Self. We have just concluded a sworn interview in reference to IA 19-026.

93 ST Ms Self following interview, just a couple minutes after that interview you recalled a point of clarification to a question. So I just wanted to get that on the record. You told of a time during an interview process where you & [REDACTED] & Capt Haines were in a room & at some point you left the room to go handle some type of business. Later on [REDACTED], if when you walked back in how red-faced she was.

98 TS That is correct.

99 ST You told me that you didn't notice. Didn't recall having noticed that. Is that correct?

100 TS That is correct.

101 ST Do you recall a ballpark time that interview occurred? Are we talking about within the last month or two, six months ago?

102

Santa Rosa County Sheriff's Office

103 TS I would say in the last month or two. Capt Haines, [REDACTED] & I were on the same interview
104 panel. So I would say that we were interviewing for HR Specialists, which have just been
105 hired within the last month. I was the one going to the front pulling the applicants into
106 interview. And then, after sometime, here recently, she had, after I returned, after Jan 3rd
107 ST Of this year.
108 TS This year. She had made a comment as far as, if I had noticed any odd behavior, her face
109 being red & I told her that I had not. And, she said there was a comment that was made to
110 her, after I had left the room, during those interviews.
111 ST All right. For the purposes of this interview, this is a continuation of sworn interview. You
112 are still under oath. Is everything you discussed here within this secondary interview wholly
113 factual & truthful as well?
114 TS Yes it is.
115 ST We will go ahead & conclude it is 09:57 hours.
116
117 ST Asst. Chief Deputy Shane Tucker, Internal Affairs Investigator
118 TS HR Mgr Tammy Self - witness
119 (.....) no verbal comment
120 Transcribed by: Leandra L Skinner, Jan 14, 2020, 12:43/12:59 hours.
121

James
Conkell

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Detective James Conkell

1 CDST Today's date is January 13, 2020 the time is approximately 11:28 hours. Uh, my name
2 is the Assistant Chief Deputy Shane Tucker of the Santa Rosa County Sheriff's Office;
3 and I am in my office also present with Detective James Conkell of the Santa Rosa
4 County Sheriff's Office. This investigation is in reference to I.A. number 19-026 which
5 began in pursuant to an executive order issued by Sheriff Bob Johnson on December
6 the 30th 2019. The subject of this investigation is Captain Scott Haines, this will be a
7 sworn recorded interview taken by a sworn Law Enforcement Officer pursuant to
8 Florida State Statute 117.10. Detective Conkell, will you please raise your right hand,

9 DJC yes sir

10 CDST do you swear or affirm the testimony you are about to give will be the truth the whole
11 truth and nothing but the truth?

12 DJC yes sir

13 CDST please state your name and your permanent ID number.

14 DJC James Conkell uh ID # 1057

15 CDST And what's your current position with the Sheriff's Office?

16 DJC I'm a Detective with the Major Crimes Unit

17 CDST and how long have you been employed here?

18 DJC uh; going on two years but previously almost ten before I went to the state.

19 CDST Okay, um and the reason you're here today, your name came up during the subject
20 interview of an I.A. I'm doing um so you're kind of; we're kind of doing this kind of
21 after the fact. As such you weren't initially served notification of this I.A. I in fact today
22 is the first that you're finding out about this, is that correct?

23 DJC yes sir

24 CDST Okay um just for the record this is an official Internal Affairs Investigation um so it is
25 not subject to disclosure, what we talk about here today is confidential and not public
26 record until the conclusion of the I.A.

27 DJC yes sir

28 CDST Do you understand that?

29 DJC I understand that

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Detective James Conkell

1 CDST okay as part of the I.A. you are required to make this statement and you're required to
2 be truthful. Do you understand that?

3 DJC yes sir

4 CDST Okay, before we begin do you have any questions for me?

5 DJC no sir

6 CDST okay um as previously mentioned your, your potential knowledge to this case came up
7 during the interview with a Captain Haines um and he we were discussing um an
8 article I-I'm not really sure what it would be called um it's basically a pair of underwear
9 with a, a uh phallus a dildo inside

10 DJC that's correct

11 CDST are you familiar with uh how Captain Haines came into possession of that

12 DJC um yes sir we were outside nobody around, he asked me if I knew about wish.com I
13 had never heard of it and I said no, he said you can order anything and receive
14 anything off this website and being the jokester that I am I stated um I doubted that
15 cause there's nothing that's I guess where you can, not find anything so he tells me to
16 name something in thinking that I would name something that is totally outside the
17 realm of anybody believing anything I asked him to search dick drawers

18 CDST okay

19 DJC we chuckled, hahaha joke between us, he searched it, it popped up, he ordered two pair
20 as total joke

21 CDST okay uh do you recall the color of those

22 DJC yes sir, they were black

23 CDST okay um and (clears throat) I will show you a photograph does that appear to represent
24 the article that Captain Haines ordered?

25 DJC yes sir

26 CDST okay alright now do you have any independent recollection of when this conversation
27 or this occurred? When these were ordered?

28 DJC it was, it was well over a year ago

29 CDST okay

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Detective James Conkell

1 DJC is uh all I pretty much I can state
2 CDST okay if-if Captain Haines testimony was that it occurred sometime in or around June
3 of 2018 do you have any reason to believe that, that's not accurate?
4 DJC no sir I wouldn't, if that's his recollection then that would be the date
5 CDST okay, alright Detective Conkell do you have any other information that you feel like I
6 need to be aware of?
7 DJC no sir I don't
8 CDST okay have you been wholly factual and truthful in your statement today?
9 DJC yes sir I have
10 CDST Okay, um we will go ahead and conclude this interview it is 11:32 hours

11

12 *Transcribed by: Angela S. Ouimette*

13 *Date transcribed on: 01/23/2020*

14 *CDST-initials: Chief Deputy Shane Tucker*

15 *DJC-initials: Detective James Conkell*

**Miranda
Sargent**

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

AFFIRMATION & CONFIDENTIALITY NOTICE

Case Tracking #: 19-026

I understand that any false, misleading or untrue statement, accusations or allegations, herein made by me, either orally or in writing, to any person(s) investigating this complaint, may subject me to civil and/or criminal liability under Florida State Statute 837.06. False Official Statements:

Whoever knowingly makes a false statement in writing, with the intent to mislead a public servant in the performance of his official duty, shall be guilty of a misdemeanor of the second degree punishable by a definite term of imprisonment not exceeding 60 days and a fine or \$500.00

I realize that it may become necessary, during the investigation of this complaint, for me to meet with a member(s) of the Santa Rosa County Sheriff's Office to discuss this complaint. I hereby accept the premise that if any action is initiated through court or administrative hearings, as a result of my complaint, my testimony before these hearings may be required. I hereby agree to make myself available to the aforementioned court or administrative hearing when requested to do so.

Florida State Statutes 112.533 requires that any complaint filed with a law enforcement agency against a law enforcement officer or correctional officer shall remain confidential until the investigation is concluded with a finding to, or not to, proceed with disciplinary action; or until the investigation ceases to be active without a finding. An investigation is considered active as long as it is continuing with a reasonable, good faith anticipation that a finding will be made in the foreseeable future. The law establishes a presumption that the complaint investigation will be completed within one hundred eighty (180) days.

The law also contains a criminal violation provision for the willful disclosure of information contained in a complaint, including the identity of the officer under investigation, before it has been concluded and becomes a public record, to wit:

SECTION 112.533(4), FLORIDA STATE STATUTES

“Any person who is a participant in an internal affairs investigation, including the complainant, the subject of the investigation, the investigator conducting the investigation, and any witnesses in the investigation, who willfully discloses any information obtained pursuant to the agency’s investigation, including, but not limited to, the identity of the officer under investigation, the nature of the questions asked, information revealed, or documents furnished in connection with a confidential internal investigation of an agency, before such complaint, document, action or proceeding becomes a public record as provided in this section is guilty of a misdemeanor of the first degree, punishable as provided in s.775.082 or s. 775.083 . . .” (UP TO ONE YEAR IN JAIL AND UP TO \$1,000.00 FINE)

BE GUIDED ACCORDINGLY

I hereby acknowledge that I have read this notice and understand its provisions.

Name: Miranda Sargent Signature: Miranda Sargent Date: 1/21/20

Witness: Assistant Chief Shane Tucker Signature: Shane Tucker Date: 1/21/2020

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office
Sheriff Bob Johnson

WITNESS NOTIFICATION OF ADMINISTRATIVE INVESTIGATION

To: Miranda Sargent Emp#: 835 Case Tracking #: 19-026

Notification made by: Assistant Chief Deputy Shane Tucker

You are being interviewed in reference to an administrative investigation being conducted by the Santa Rosa county Sheriff's Office. Allegations of misconduct have been filed against: Capt. Scott Haines

You are not the subject of this investigation. However, you are directed to cooperate with the investigation and answer all of the questions truthfully and completely. Failure to cooperate or to be untruthful may result in disciplinary action against you.

You are hereby directed not to discuss any portion of this investigation with anyone other than legal representation, until the investigation is concluded. Any request to deviate from this instruction must be directed to Assistant Chief Deputy Shane Tucker

This interview is being recorded. Should you so desire, you may obtain a copy of any such recording upon written application to the Internal Affairs Unit at the conclusion of the investigation.

Miranda Sargent
Miranda Sargent

Date: 1/21/20

Shane Tucker
Assistant Chief Deputy
Shane Tucker

Date: 1/20/2020

**MIRANDA SARGENT
IA CASE # 19-026**

ST Today's date is Jan 21, 2020. The time is approx. 09:48 hours. My name is Asst. Chief Deputy Shane Tucker of the SRCSO. Present with me is Miranda Sergeant of the SRCSO Training Division. We are presently located at the Training Complex. This investigation is in reference to IA Case# 19-026, which began pursuant to an Exec Order issued by Sheriff Bob Johnson on 12-30-2019. The subject of this investigation is Capt Scott Haines. This will be a sworn recorded interview taken by a sworn law enforcement officer pursuant to FL ST Statute 117.10. Ms Sargent will you please raise your right hand? Do you swear or affirm the testimony you are about to give to be the truth, the whole truth & nothing but the truth?

MS I do

ST For the record please state your name & permanent ID#

MS Miranda Sargent. ID# is 835

ST What is your current position at the SO

MS Grant's Assistant

ST How long have you been employed here?

MS 14 1/2 years

ST Before we begin, I want to go ahead & have you sign a couple of forms. The first one is the Witness Notification of Administrative Investigation. You will notice that this is just written notification, as an internal investigation is being conducted, you are not the subject of this internal investigation. We are going to be conducting an interview, which will be recorded & you are required to answer truthfully any questions.Do you have any questions about that form you are signing?

MS No sir

ST You feel like you understand your rights & responsibilities?

MS Yes sir

ST This is the Affirmation & Confidentiality Notice of the same IA. It just states while this is on-going investigation, it is not subject to public record. So you could be subject to any disciplinary action up to, potentially, including a misdemeanor if you released information about this while it is still an on-going case. Any statements you make that are false, could subject you to liability. Review that & sign that when you feel confident that you understand it.

ST Okay. Do you have any questions about this form?

MS No sir

ST Miranda if you don't mind, you & I have spent a few minutes this morning just discussing situation involving a training class, particularly as it relates to Capt Haines, Maj. Bringmans & their involvement. Do you mind just kind of recapping what you told me just a few minutes ago?

MS Sure. Whenever I found the federal funding academy class, I went to my supervisor, as I have

Santa Rosa County Sheriff's Office

43 mentioned. And asked to be able to go to it. I knew it wasn't in the budget, but we decided it
44 would benefit our grants, since they were federal updates involved Putting in for that class I
45 contacted Maj Watson to advise him that I felt it would benefit Capt Haines to go, as well
46 since he was the grant administrator. Is the grant administrator. And, that way it would be
47 something that just not I, but he would have privy to it for future grants we might be involved
48 in. After putting in for that class. Brittany was hired on in Special Ops to assist with grants. I
49 was asked to train her on grants & daily reports that she would be taking over in the Special
50 Ops Division in order to alleviate some of the tasks I had on me, even though I still have
51 training responsibilities I have to attend to as well. In going over the information with her, I
52 happened to mention to her that federal funding academy class was coming up, that I had us
53 putting in for, & she was interested as well. Along with Maj Bringmans who happened to
54 stop by at that time. That I was talking about it. And he asked what it was. I explained it.
55 And he told me to put him & Brittany in for the class as well. So I let, I coached Brittany on
56 how to put in a training request & I put in a training request for Maj Bringmans since he was
57 interested, as well. I also went to my supervisor, Lt Vance to advise him that he had
58 requested that he & Brittany go to class as well. I had started getting some of the questions of
59 why did they want to go at that time. But, I am in no position to question a Major.

60 ST From?

61 MS Lt Vance he did ask why did they want to go? And, I said well I am sure it is because of the
62 federal updates. It is going to make changes throughout the whole grants spectrum that we
63 have within our agency & a lot of the grants we do are through Special Ops. Operations
64 Stone grant as well, so that was going to weigh in tremendously on federal updates. Because
65 of department of homeland security being involved. So, they were put in for the class, as
66 well, I believe that Lt Vance might have had a conversation with Capt Haines in regards to
67 whether or not if he needed to be in the work flow of those training requests in order approve
68 on a grant administrator side of things. I am not certain what that conversation might have
69 been. But, that is when Capt Haines was first included into the conversation of they were
70 going to be going, or wanting to go to this class. This is in the middle of annual (unclear)
71 field training so one day we were down there, not long after that conversation, running
72 people on the PAT course. I know Capt Haines stopped by & pulled Lt Vance off to the side

Santa Rosa County Sheriff's Office

73 to ask him some questions. And apparently, those questions were about why were they
74 wanting to go.

75 ST Referring to Maj Bringmans & Brittany Emrich?

76 MS Yes. Referring to them & of course, he did not have information at that time as to really why
77 they wanted to go. Just they had asked to be put in for it as well. So, Lt Vance came to me
78 after that conversation, after Capt Haines had left & said hey, Capt Haines was asking, you
79 know about Maj Bringmans & Brittany going to that class. You might want to give him a
80 call. So I did. When I got back to the office, I called Capt Haines & asked him 'did he have
81 any questions?' Explained to him what the class was about & told him that I thought he
82 really should go. And he made the comment 'I ought to go just to cock walk that.' I think he
83 said baster, but I am not sure the term he used.

84 ST Your interpretation was; that he was referring to Maj Bringmans?

85 MS Yes. I was a little taken aback by his comment, because it was in a very aggressive manner
86 that he said it. I said 'well, I really think you should go, because it would definitely benefit
87 the agency.' Trying to steer the conversation back toward more, you know, business-like
88 conversation. Then he piped up with the comment of 'well you know she has already seen the
89 inside of his personal vehicle & you know what that means?' I said 'well I don't anything
90 about all of that, but all the more reason why it would be good for you to go. You can go &
91 make sure everything stays above board, plus you will be learning about all the updates just
92 as I will.' I told him that I could register him for the class as well. I told him that I would go
93 ahead & create him an account. He started asking if a few more questions about the class. I
94 told him the cost & he was a little taken aback by the cost, because it was kind of expensive.
95 I never heard back from him after that as to whether or not he wanted to go, even though I
96 created him an account with the federal funding academy. We never got to that step of
97 registering him. Because I assumed he decided not to go.

98 ST At any time during your conversation with Capt Haines, did he make any statements that
99 appeared to indicate or suggest that in lieu of Maj Bringmans having a personal relationship
100 with Ms Emrich. It was he, Capt Haines, that should have that relationship?

101 MS I didn't personally interpret it that way. I personally interpreted as Capt Haines was
102 aggravated with the fact that it was going to look bad. With Maj Bringmans & Brittany going

Santa Rosa County Sheriff's Office

103 as well. As I had, I knew I was going as well, I didn't feel personally anything nefarious was
104 going to happen. I did let Capt Haines know that I felt he should go. Recent things I that I had
105 been through recently would have been, more the merrier. The more people that go, the more
106 abort it with love (???) You know. I didn't feel personally like he was making a comment of
107 jealousy in a way. I didn't feel like he was jealous that they were going, I felt likehe
108 was irritated that they were going. I guess you would say.

109 ST More of a concern?

110 MS Yeah. More of a just irritation. I mean, because the aggression in his tone. I wouldn't say
111 concern per se because of the comments he made. Just an irritation.

112 ST It bothered him

113 MS It bothered him.

114 ST Can you think of anything else relative to this that I may need to be aware of?

115 MS Pertaining to Capt Haines? No. I don't believe so, I can't remember anything. That is really
116 the only conversation I

117 ST Anything pertaining to this scenario as it involves that trip out of town & these people
118 involved in it. Capt Haines, certainly as the subject of this investigation, but is there any
119 other information you feel like is relevant?

120 MS No. I feel like the training went off without a hitch. We all learned a great deal. I was actually
121 very thrilled with how it went. I even made the comment to Brittany 'so this is how it feels to
122 go to a training with your supervisor. You feel like you get a lot accomplished' It was really
123 good. I think we all learned a lot, as a matter of fact it was held by 3 attorneys out of
124 Washington. I think that is the best grants training I have ever been to, so far.

125 ST That's good to hear. If you don't have anything else we will go ahead & conclude. It is 09:59
126 hours.

127

128 ST Asst. Chief Shane Tucker, Internal Affairs Investigator

129 MS Miranda Sargent, witness

130 (.....) no verbal comment

131 Transcribed by: Leandra L Skinner, 0629 hours, Jan 22, 2020

132

Capt.

Scott Haines

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

NOTIFICATION OF ADMINISTRATIVE INVESTIGATION

To: Capt. Scott Haines Emp#: 272 Case Tracking #:19-026

Notification made by: Assistant Chief Deputy Shane Tucker

A formal complaint of misconduct has been filed against you and you are the subject of an investigation. Florida laws and agency policy provides that you have a right to be advised in writing of the allegation(s) against you prior to any questioning of you concerning the allegation(s) regardless of the nature of the allegation(s) and even if the allegation(s) is such that it will not result in the filing of criminal charges or the filing of separation charges.

Accordingly, you are hereby advised that the following alleged acts or violations have been attributed to you:

J-003 (41) Sexual Harassment

J-003 (44) Standard of Conduct/Integrity

Be advised that if during the course of this investigation new violations come to light, you may be held responsible for those as well.

You are hereby directed not to discuss any portion of this investigation with anyone other than legal representation, until the investigation is concluded. Any request to deviate from this instruction must be directed to Assistant Chief Deputy Shane Tucker

You will be asked questions specifically directed toward your actions or knowledge obtained, while an employee of the Santa Rosa County Sheriff's Office. Failure to answer any question relating to your employment of fitness for duty may subject you to agency charges.

Once the investigation is completed, the Internal Affairs Section will provide you with a copy of the complaint determination.


Capt. Scott Haines

Date: 12/30/19


Assistant Chief Deputy Shane Tucker

Date: 12/30/19

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

AFFIRMATION & CONFIDENTIALITY NOTICE

Case Tracking #: 19-026

I understand that any false, misleading or untrue statement, accusations or allegations, herein made by me, either orally or in writing, to any person(s) investigating this complaint, may subject me to civil and/or criminal liability under Florida State Statute 837.06. False Official Statements:

Whoever knowingly makes a false statement in writing, with the intent to mislead a public servant in the performance of his official duty, shall be guilty of a misdemeanor of the second degree punishable by a definite term of imprisonment not exceeding 60 days and a fine or \$500.00

I realize that it may become necessary, during the investigation of this complaint, for me to meet with a member(s) of the Santa Rosa County Sheriff's Office to discuss this complaint. I hereby accept the premise that if any action is initiated through court or administrative hearings, as a result of my complaint, my testimony before these hearings may be required. I hereby agree to make myself available to the aforementioned court or administrative hearing when requested to do so.

Florida State Statutes 112.533 requires that any complaint filed with a law enforcement agency against a law enforcement officer or correctional officer shall remain confidential until the investigation is concluded with a finding to, or not to, proceed with disciplinary action; or until the investigation ceases to be active without a finding. An investigation is considered active as long as it is continuing with a reasonable, good faith anticipation that a finding will be made in the foreseeable future. The law establishes a presumption that the complaint investigation will be completed within one hundred eighty (180) days.

The law also contains a criminal violation provision for the willful disclosure of information contained in a complaint, including the identity of the officer under investigation, before it has been concluded and becomes a public record, to wit:

SECTION 112.533(4), FLORIDA STATE STATUTES

“Any person who is a participant in an internal affairs investigation, including the complainant, the subject of the investigation, the investigator conducting the investigation, and any witnesses in the investigation, who willfully discloses any information obtained pursuant to the agency’s investigation, including, but not limited to, the identity of the officer under investigation, the nature of the questions asked, information revealed, or documents furnished in connection with a confidential internal investigation of an agency, before such complaint, document, action or proceeding becomes a public record as provided in this section is guilty of a misdemeanor of the first degree, punishable as provided in s.775.082 or s. 775.083 .. .” (UP TO ONE YEAR IN JAIL AND UP TO \$1,000.00 FINE)

BE GUIDED ACCORDINGLY

I hereby acknowledge that I have read this notice and understand its provisions.

Name: Capt. Scott Haines

Signature:

Date: 12/30/19

Witness: Assistant Chief Shane Tucker

Signature:

Date: 12/30/19



Santa Rosa County Sheriff's Office

Santa Rosa County Sheriff's Office

Sheriff Wendell Hall

NOTIFICATION OF AGENCY POLICY VIOLATION

Given to Accused:

Date: 1/13/20	Time: 0746	IA Case #: 19-026	Attachment No.
Name of Accused: Scott Haines		Rank: Captain	ID #: 272
Unit of Assignment: Administration			

The law provides that if you are subject to disciplinary action for misconduct, you are to be advised in writing of the specific illegal or improper acts alleged against or attributed to you.

Furthermore, agency policy provides that you have a right to be advised in writing of the allegation(s) against you prior to any questioning of you concerning the allegation(s) regardless of the nature of the allegation(s) and even if the allegation(s) is such that it will not result in the filing of criminal charges or the filing of separation charges.

Accordingly, you are hereby advised that the following illegal or improper acts or allegation(s) have been attributed to you:

(041) Sexual Harassment:

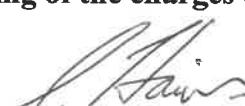
Members shall not engage in any conduct defined as sexual harassment and shall comply with agency policy found in the Sexual Harassment General Order (*Level Four Violation*).

(044) Standard of Conduct/Integrity:

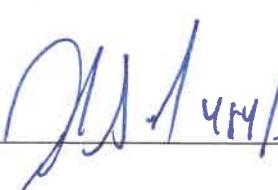
b. Gross Violation: Members shall not engage in any conduct that constitutes a gross violation of the Cannon of Ethics as found in General Order B-003, a gross violation of conduct unbecoming a member, or any other act that is likely to severely affect the discipline, good order, or reputation of the agency, or that may compromise the integrity of the member. Members shall not participate in any conduct that may grossly detract from or severely affect public faith and trust in the agency, including by not limited to, being arrested for a felony, or a misdemeanor involving dishonest, perjury, a false statement or an immoral act (*Level Five Violation*)

The undersigned hereby acknowledges receipt in writing of the charges or allegation(s) against him or her.

Name: Capt. Scott Haines

Signature:  Date: 1/13/2020

Witness: Assistant Chief Deputy Shane Tucker

Signature:  Date: 1/13/2020

Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office

Sheriff Bob Johnson

Employee Rights Interview / Garrity Notice

This is to advise you that you are being questioned as part of an official administrative investigation of the Santa Rosa County Sheriff's Office. You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness for office. You are entitled to all the rights and privileges guaranteed by the laws and Constitution of the State of Florida and the Constitution of the United States, including the right not to be compelled to incriminate yourself. If you refuse to testify or answer questions relating to the performance of your official duties or fitness for duty, you will be subject to internal charges which could result in your dismissal from the Sheriff's Office.

If you do answer these questions, neither your statements nor any information or evidence which is gained by reason of such statements can be used against you in any subsequent criminal proceedings on the underlying investigation (except for perjury or obstruction of justice charges). However, these statements may be used against you in relation to any internal charges.

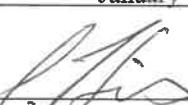
You are directed to cooperate with this investigation and answer all questions truthfully and completely. This is an official proceeding which requires you to provide information under oath. You must swear to tell the truth, the whole truth, and nothing but the truth. If you are untruthful in your answers to these questions, your false statements can be used against you in a subsequent prosecution for perjury or false statements.

I do solemnly swear or affirm that the information given by me in this case is the truth, the whole truth, and nothing but the truth. I understand that making a material false statement under oath is a crime. No promises or threats have been made to me and no pressure or coercion of any kind has been used against me.

Acknowledgment:

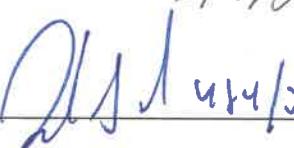
I have read and understood the statement above, this 13 day of January, 2020.

Name: Capt. Scott Haines

Signature: 

Time: 9:44 AM

Witness: Shane Tucker

Signature: 

Date: 04/06

Case Tracking #: 19-026

1. See United States b. Veal, 153 F3d 1233 (11th C.A. – 1998)

Santa Rosa County Sheriff's Office

June – July 2016- [REDACTED] started at the S.O.

Jan 24, 2017- Promoted to Captain and moved to Administration

June 11, 2018- Joking about WISH.COM and ordered to pair as a joke

June 25, 2018- Arrived

Sept 28, 2018- Jeanette Eriksen leaves

Nov. 2018- Changed my emergency contact. This was later told to Denae during a gossip session about her seeing me hanging out with Meister. Resulted in inappropriate questioning and rumors. Allegations unfounded and Denae moved to the road.

Sept 13, 2019- Pilar left

Oct. 16, 2019- Bosses Day Card

Oct. 23, 2019- Attended Workers Comp Seminar at Milton FD with [REDACTED] and Self (She asked me to go)

Nov. 12, 2019- Emailed me asking to come to her office. Spoke about White and other things.

Nov. 18, 2019- White left

Nov. 21, 2019- Asked me to come and volunteer at the Jackson Golf Tournament (which was on 11/22). She said it would be fun and she would be there.

Nov – Dec. 2019- [REDACTED] stated that she wanted me to attend an HR training conference out of town. The class is on January 23, 2020. I blew it off and told her that I wasn't interested. A few weeks later, I found a filled out registration packet on my desk, written in ink by [REDACTED]. She said that all I had to do would sign it and turn it in. It sat on my desk and I never pursued registration. Shortly before Dec, 20, 2019, she again asked me if I had turned it in because the class was coming up. I told her that I hadn't and I wasn't going.

Dec. 20, 2019- Contacted by Aloy. He was upset and wanted to speak with me about [REDACTED]. He stated that she was out of control and continued to ask what could be done about her. Conversation lasted approximately 30 minutes. Aloy stated that Bringmans was also frustrated and I suggested that we all sit down and meet to discuss possible options.

December 24-27, 2019- I was off for Christmas. Complaint came in against me during that time, shortly after I discussed the issues with [REDACTED] to Aloy.

It is common knowledge, and has been witnessed by me that [REDACTED] frequently discusses I.A's with the I.A. investigator and the legal department. This is prior to the I.A's being finalized. The last I witnessed this was on Dec. 30th, 2019 just prior to being served by Tucker. [REDACTED] was in Kilburn's office discussing an I.A. from the jail involving excessive force, and what policies would apply best and the discipline that would apply. Also spoke frequently about Kovac's I.A. while it was transpiring. She was even allowed by executive staff to review an I.A. involving her husband prior to it being disposed.

Personal History and Relationship- [REDACTED] has regularly confided in me regarding problems with her marriage. She had recently told me that her husband was receiving naked pictures from Deputy

Santa Rosa County Sheriff's Office

Heather Bruce. [REDACTED] stated that she found these on his phone while they were at a family reunion out of state. She didn't confront him until they got back home. [REDACTED] was visibly upset at work and stopped wearing her wedding ring. She stated that she was getting a divorce and was purchasing a home for her and [REDACTED]. She also told me that there was an incident involving domestic abuse involving a firearm and that her husband was drinking heavily. [REDACTED] stated that she informed executive staff at the Sheriffs Office of this and that they were aware of it. She also stated that she had written a letter detailing everything that happened during the incident, and also had audio recordings of her husband admitting and apologizing for the incident. [REDACTED] stated that she had these hidden in her office and only Whitney Psinas knew where to find them in case something "happened" to [REDACTED]. [REDACTED] also stated that she didn't want [REDACTED] to be home alone with [REDACTED].

Within the past few weeks, [REDACTED] started wearing her wedding ring again. She told me that she was only wearing it because her husband had threatened to sell it and she thought it was a safe place to keep it. She then told me that her husband was going through intensive outpatient rehab for alcohol and other issues. She stated that he was actually placed under hypnosis at which time he "remembered" the violence that occurred mentioned above. I encouraged her to try and make it work with him, however she stated that it couldn't be reconciled.

Confidentiality-

Discusses openly with me and others confidential information. Told me that Davis Goodwin [REDACTED]. She has also discussed Buddy Holders [REDACTED] issues with me, and James Vaughn's [REDACTED] issues with me. This was brought up by her, for no purpose but to gossip.

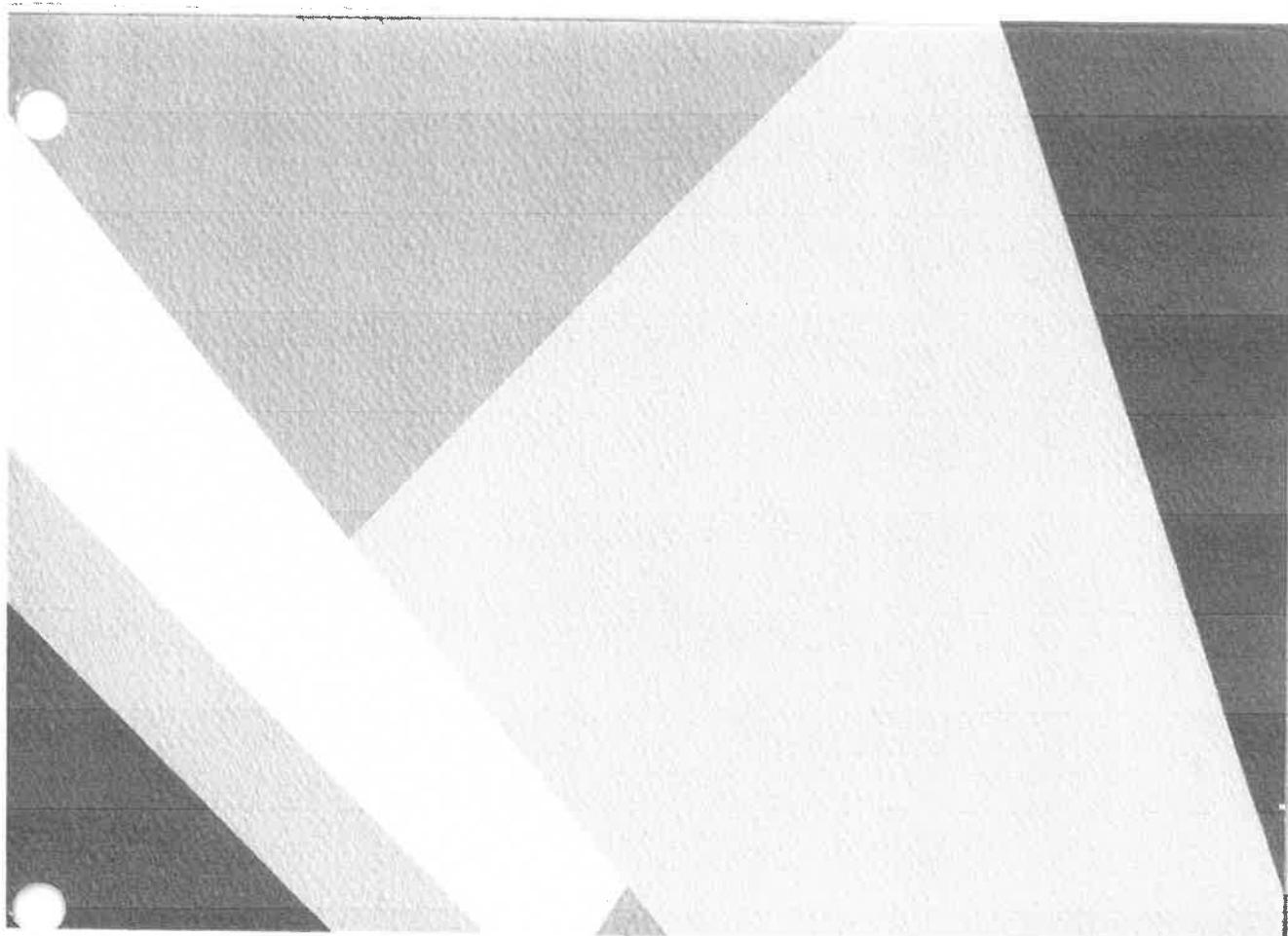
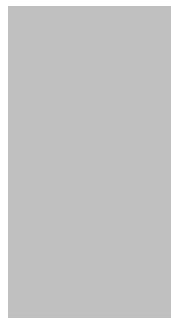
ABSOLUTE
SOUTH
COP

Captain Haines

You handle it all so well.

**HAPPY BOSS'S DAY
TO A GREAT BOSS!**

Thank you for all you
do. You do a great job managing
the chaos!



FLORIDA SHERIFFS' ASSOCIATION TRAINING REGISTRATION FORM

(Please copy this form as necessary)

CLASS NAME: HR TRAINING

CLASS LOCATION: FT WALTON

CLASS DATE: JANUARY 23RD 2020

(PLEASE PRINT)

AGENCY SANTA ROSA COUNTY SHERIFF'S OFFICE

NAME SCOTT HAINES

RANK CAPTAIN

ADDRESS 5755 E MILTON RD

CITY, STATE, ZIP MILTON FL 32583

CONTACT PHONE NUMBER 850 981 2136

EMAIL ADDRESS SHANNES@SRSD.NET

SUPERVISOR'S SIGNATURE

REGISTRANT'S SIGNATURE _____

We are requesting that this registration form be signed by the registrant's supervisor, as well as the registrant, to ensure attendance.

Please return completed forms to Patti Brigance at the Florida Sheriffs Association by e-mail (pbrigance@flsheriffs.org) or FAX (850-878-8665). Thank you and we look forward to seeing you!

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Captain Scott Haines

1 CDST Today's date is January 13, 2020 the time is approximately 09:47 hours. We are
2 presently in the Administrative Conference Room of the Santa Rosa County Sheriff's
3 Office. Person's present are myself, Assistant Chief Deputy Shane Tucker uh, Captain
4 Scott Haines and Alan Miller of the Florida PBA. This investigation is in reference to
5 I.A. number 19-026 which began pursuant to an executive order issued by Sheriff Bob
6 Johnson on 12-30-2019. Captain Scott Haines is the subject to this investigation. This
7 will be a sworn recorded interview taken by a sworn Law Enforcement Officer
8 pursuant to Florida State Statute 117.10. Captain Haines, will you raise your right
9 hand,

10 CSH yes

11 CDST Do you swear or affirm the testimony that you are about to give will be the truth the
12 whole truth and nothing but the truth?

13 CSH Yes I do

14 CDST Okay please state your name and your permanent ID number.

15 CSH Scott Haines, 272

16 CDST And what's your current position at the Sheriff's Office?

17 CSH Administrative Captain

18 CDST Okay how long have you been employed here?

19 CSH Just shy of twenty-three years.

20 CDST Okay, uh before we begin um, did I provide you and your representative with the, all
21 the information, documentation in reference to this case?

22 CSH Yes

23 CDST Um are ya'll satisfied that you had ample opportunity to review the documentation?

24 CSH Yes

25 CDST Okay, um do you have any questions about that before we begin the interview?

26 CSH I don't.

27 CDST Okay um before we begin I do want to go over a couple of forms the employee rights, or
28 the Garrity form and the Notification of Agency Policy Violation um let the record

Santa Rosa County Sheriff's Office
Santa Rosa County Sheriff's Office

I.A. Case # 19-026

Statement of: Captain Scott Haines

1 reflect that your signature is on the bottom uh both myself and Mr. Miller witnessed
2 you signed them correct?

3 CSH Yes

4 CDST Uh, were you given ample opportunity to review and understand these forms?

5 CSH Yes

6 CDST Okay do you understand your rights and responsibilities as they pertain to those
7 forms?

8 CSH Yes

9 CDST Okay um, alright with that we will go ahead and begin um you are aware of the
10 information that has been relayed by uh [REDACTED] um it, you brought some stuff
11 with you, Do you want to go over that first or do you want to, is there something that
12 you wanted

13 CST There's just some, going to be some uh things that will play into the fact of

14 CDST Okay

15 CSH between

16 CDST as it comes up then we'll

17 CSH yeah

18 CDST Okay, alright uh well we will jump right into it then. Um obviously uh [REDACTED] has
19 made some allegations that you've made some-some lewd comments uh to her and in
20 her presence and conducted some-some lewd behavior. What's your response to that?

21 CSH I have not said anything to [REDACTED] that was um, anything along the lines to what
22 she's saying I have not said.

23 CDST Okay

24 CSH We have had banter back and, [REDACTED] and I have been good friends, I mean we've had
25 our disagreements

26 CDST Okay

27 CSH um but we do joke, banter back and forth. That's been an ongoing thing for a long
28 time.

29 CDST Okay

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1 CSH Okay I have never ever solicited her! That's 100% true, I've never solicited her!

2 CDST Okay just for clarification for the record it's a 100% true that you have not?

3 CSH Correct

4 CDST Okay

5 CSH Yes

6 CDST Okay um in-in this banter can-can you describe this banter for me? What-what does
7 that mean? What does an example of that banter?

8 CSH Um, just like even in when we're doing in here like interviews like for different
9 positions and stuff like that and it's me um other people in here um one of the first
10 things that she ask during like the um executive interview with them um do you have a
11 problem with them, with um inappropriate comments or things like that in the office
12 place, she asks applicants that

13 CDST Okay

14 CSH um because she does say inappropriate things in the office, joking around kind of like
15 cop humor stuff like that

16 CDST Okay, can you give me an example of something she's said that's inappropriate?

17 CSH Huh, to other people or to me, or?

18 CDST anything that-that you've witnessed or heard yourself, it doesn't matter to whom

19 CSH Okay um she, let me (papers moving) I'm trying to think of when I-when I should bring
20 this up. Um she, she's confided in me for a long time about a bunch of things, I mean
21 she'll call me in there and she'll ask me to come in there, she'll talk about different
22 things um and I guess shame on me for listening to some of this stuff um but uh most
23 recently back in um I'm not sure when it was, but it was the last couple of months. She
24 um I noticed that she was upset uh she was visibly upset, I thought she was having
25 health issues again um and asked her, what's wrong and um later that day she called
26 me to her office and she told me that um that she had found out that they were at a
27 family reunion in Kansas or something or such and her and [REDACTED] and the family
28 were up there.

29 CDST Okay

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1 CSH and when they were up there, somehow she got ahold of his phone and found that he
2 was sexting pictures back and forth with a female that works here. She later told me
3 who that was.

4 CDST Okay

5 CSH Um, and she went to that um and she (papers moving-page turning?) I had told her I
6 said, I was very sorry um but um then she said that she didn't confront him about it
7 until she got back home um I noticed that she did stop wearing her wedding ring and
8 that's when like um when a lot of what she's saying is but no I do, I do remember when
9 I saw her stop wearing her wedding ring. Um she told me that she was getting a
10 divorce, was purchasing a home for her and her son um and um I mean she just started
11 disclosing all kind of personal stuff to me. Talking about how her and [REDACTED] had
12 been sleeping in different bedrooms for-for months, she hadn't had sex in months,
13 different things like that. That was not solicited by me.

14 CDST Okay

15 CSH at All! Um

16 CDST What was your response to that?

17 CSH I-I it was something, I don't recall exactly what it was, but it probably was like, I feel
18 your pain or I understand, something like that. Something

19 CDST uh-huh

20 CSH something that, but it wasn't, it wasn't anything other than that.

21 CDST okay and her allegations are, as you read are very specifically. He said "quote"
22 something to the effect of you need to suck my dick or suck my dick.

23 CSH That is not true!

24 CDST That is not true?

25 CSH A hundred percent not true! And that's when she started going over about how she's
26 getting a divorce, going to get the house and then she um she told me about um that
27 there was a domestic incident between the two of them involving a firearm and how
28 [REDACTED] was drinking heavily

29 CDST Tell me about that domestic incident that she told you about.

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1 CSH She basically told me that she was afraid of [REDACTED]

2 CDST Okay

3 CSH she didn't want to go into a lot of details with me but she said that it was a physical

4 altercation where he laid hands on her

5 CDST okay

6 CSH and that there was a firearm involved in it and she was threatened by that, like I don't

7 know if he pointed it at her or what but um she said that she had already, I said have

8 you told anybody about this and she said that she had um she indicated that she told

9 higher up people than me here about the situation um and she said that she had

10 written a letter that she, like a detailed letter about all the allegations um of the

11 incident that happened and had it in her office in a sealed envelope and hid it and that

12 Whitney only knew where it was at. Whitney Psinas in Fiscal

13 CDST uh-huh Okay

14 CSH and she said that she

15 CDST just to make sure that I understand Scott the um there's a sealed envelope in her office

16 that a-purports to outline the incidents that occurred that-that evening?

17 CSH Yes that's what she told me, I've never seen it but that's what she told me and she said

18 that Whitney knew where it was at incase anything happened to her. That's how afraid

19 she was

20 CDST okay

21 CSH of the situation, um the um she also said she had audio recordings of him admitting of

22 her husband admitting uh to the act and apologizing for the incident um but once

23 again she said they're hidden in her office and Whitney knows how to find them in case

24 something happens to her, she also told me that she didn't want her son home alone

25 with [REDACTED]

26 CDST Okay

27 CSH Um and within the past um few weeks before this um happened and in-between the

28 mean time she was and this was should I have done something more and maybe

29 brought it to the attention to Watson or somebody else? Yes but I didn't

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1 CDST uh-huh
2 CSH because it didn't, I wasn't offended by it, okay
3 CDST okay
4 CSH but she was actively trying to get me to go places with her
5 CDST okay
6 CSH out of town with her
7 CDST such as?
8 CSH such as um the training conference coming up January 23rd that's how recently this
9 was
10 CDST you're-you're holding something up there
11 CSH yes, this is a
12 CDST May I look at it?
13 CSH sure, absolutely
14 * Papers rattling
15 CSH that's actually a copy, that's her handwriting and she had filled that out um
16 CDST and when was this filled out?
17 CSH hang on, she
18 CDST [redacted] training
19 CSH I'd have to look at when she did hers, I don't, it was some time in November, okay
20 um early November
21 CDST okay
22 CSH that she told me she wanted me to attend an [redacted] training conference with her out of
23 town.
24 CDST Okay
25 CSH and then she said it's on the 23 of January and she said it was like a couple of counties
26 over and I was like, well why would they pay you to have per diem to go over there and
27 stay the night, I said you can drive, she said well it's far enough out that they would let
28 you stay the night, okay

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1 CDST was-was there any um did she make any kind of reference or insinuation that-that she
2 wanted you to go for anything other than professional reasons?

3 CSH yes!

4 CDST Okay, tell me about that.

5 CSH she um basically said that um her and Tammy wouldn't have, they wouldn't have shared
6 rooms, so I didn't have to worry about that. She would have her own room um and it
7 was a lot of the, I don't know how to say, it was the said but the unsaid, it was like you
8 know we'll have a good time and it'll be fun. I'll have my own room, stuff like that um it
9 was the way that she was talking to me and looking at me when she was saying that,
10 that's what was, she didn't give this at that time okay

11 CDST okay

12 CSH um, I blew it off and I um that day I blew it off I was like I really wasn't interested
13 because holidays coming up and stuff like that

14 CDST okay

15 CSH a few weeks later I come in my office and this was filled out sitting on my desk um I
16 didn't, I didn't ask for it to be filled out, I gave her no other expla-I gave her no other
17 indication that I-I was interested in going

18 CDST Did you ever discuss it with her as in um did she confirm that she was the one that filled
19 this out?

20 CSH Yes

21 CDST Okay so you an, you and [REDACTED] had that conversation and she sa-she said at least in
22 one way or another that, that she filled, this is her handwriting

23 CSH yeah

24 CDST okay

25 CSH she told me um asked me something like, did you get it and I said yeah I saw it and she
26 said well all you got to do is sign it and turn it in um and once again it sat, this literally
27 sat on my desk

28 CDST okay

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1 CSH um until after you served me, just like this, I have never, never had it filled out, never
2 pursued the registration

3 CDST so you weren't interested in attending that training?

4 CSH No! I didn't want to, like I said I did not want to go out of town with her, I did not want,
5 it was, the stuff that we were talking about in being the-the banter and flirtatious and
6 stuff like that back and forth I did not want that to continue okay that was nothing that
7 should have started back when she stopped wearing her ring again um she even told me
8 when they got uh when Captain Enterkin made Captain and they were splitting up the
9 duties and stuff like that she even said you should see if they could get Wayne to take
10 [REDACTED], stuff like that um and I

11 CDST and for the sake of argument Scott an-an just to play devil's advocate here

12 CSH uh-huh

13 CDST um how do you differentiate between her asking that, you should see that [REDACTED]
14 [REDACTED], how do you determine that, that's not a I'm scared to work for you, [REDACTED]
15 [REDACTED] you make me uncomfortable

16 CSH because of the way that it was said

17 CDST okay in-articulate that for me

18 CSH okay she would, I mean it was-it was a smiling thing, it was, it was uh cause this was um
19 when did, when did he get promoted I'm trying to think of when that was um but it was
20 almost like a smiling kind a like a I'm trying to a like a sly kind a, just like with her eyes,

21 CDST okay

22 CSH smiling and like you should see if they give a damn and then I won't have to work for
23 you anymore

24 CDST okay

25 CSH like uh, like if that be a like a good thing because something could be pursued between
26 her and I

27 CDST so her, so her, her body language

28 CSH her body language and eyes and her the way that she was saying it

29 CDST and that-that did not portray fear or dis-concern

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1 CSH absolutely not, one hundred percent
2 CDST okay
3 CSH um but then shortly again even though this sat on my desk, right around December the
4 20th um she asked me again, I was in her office and she said, she said, she asked me if I
5 had turned that in yet because the training's coming up and I needed to get it in, so it's
6 like the third time and I told her no I'm not interested in going to class um a couple of
7 other things on November 21st um she had asked me um, she told me that she was going
8 to be at working the Roman Jackson Golf Tournament, she wasn't going to be there and
9 she said you should come down there and work it with me, it'll be fun, we can hang out
10 together, stuff like that, an that's what I'm saying. I have never had her express any type
11 of animosity slash fear of being around me. If anything she was always requesting me to
12 like hey why don't you come hang out, hang out at the golf tournament together it'll be
13 fun, you can help me
14 CDST uh-huh
15 CSH stuff like that and I told her no, I was going to be at work and I'm going to sp-and-and
16 that was it
17 CDST okay
18 CSH um and then even October 23rd she had asked me to go with her to a workers comp
19 seminar um it was a one day thing at Milton Fire Department and we sat there, we were,
20 she was the one that asked me to go and it was a good thing and we laughed and nothing
21 was inappropriate I mean we had
22 CDST so you went to the seminar?
23 CSH yeah it was right here at Milton Fire Department, like a
24 CDST okay
25 CSH like a two hour thing and Tammy was there too
26 CDST okay, who, who put that on, who sponsored it?
27 CSH um it was sponsored I think by the FOP but it was some workers comp lawyers that um
28 deals with a lot of (it has to deal with the heart and lung act and stuff like that)
29 CDST okay

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1 CSH um but anyway she'll, she'd remember because I won a cooler that day and donated it
2 for a door prize for that Golf Tournament coming up
3 CDST okay
4 CSH um then again in October she, I mean, she gives me a boss's day card thanking me for
5 what a great job I do managing the chaos and bigger, great boss
6 CDST let me see it, okay
7 CSH um the an-an-and like I said, I have never um and I know going to later what was found
8 in my office and stuff like that, I can talk about that but um just during the same time
9 and early to mid-December it was after she filled out that registration for me I can't
10 remember a specific date she was talking to me and she said, you want to see something
11 I got? This is before she started wearing her ring again
12 CDST uh-huh
13 CSH okay, she said you want to see something that I got? And I oh-okay um she pulls out
14 from, if you go in her office she has the bookshelf on the right hand side then there's
15 something else somewhere over there I don't know if her, if it was in a purse or bag I
16 really wasn't paying attention but it was on that wall she pulls that out, like a little um
17 plastic zip lock bag and in it were um they looked new I guess they were new um it was a
18 pair of nipple piercings and they were shaped like revolvers um and I was like and the
19 barrel on them was basically the bar that would go through your nipple and you would
20 put them through and screw them on
21 CDST uh-huh
22 CSH and she showed these to me and she says I can't wait to wear these but I think there a
23 little big, said tho-like they I guess like the gauge or something like that and that was
24 pretty much the end of the conversation but I mean that was something that came up
25 and it was a-unsolicited I-I didn't ask her about it um I was, I think she wanted me
26 CDST did she tell you what they were? These are nipple rings?
27 CSH Yeah! Cause I was like they look like little
28 CDST little guns
29 CSH little guns

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1 CDST okay
2 CSH and um I was like what are they? She's like well there-there nipple bars or whatever
3 they call them cause there not a ring, it's like a bar
4 CDST uh-huh
5 CSH she didn't say where they got them from or anything but I was kind of like okay and, but
6 it didn't and here's the thing though it
7 CDST did she show you any pictures of them
8 CSH like in? No!
9 CDST okay
10 CSH no I've never seen any pictures of her
11 CDST okay
12 CSH um but it was almost like one of those things like (sound-chhh) you're, you're crazy kind
13 of thing it wasn't like I was going to say that's inappropriate and run and tell somebody
14 about it okay I mean and that's what I'm saying and it was, not saying it's appropriate
15 but her and I for as long as we've known each other here, we've bantered back and forth
16 like cop humor, funny stuff things like that
17 CDST okay
18 CSH um but I-I-I don't know if there still there I have no clue but I can, I can draw you a
19 picture of what they look like
20 CDST (small sigh-laugh)
21 CSH (small sigh-laugh) I mean they were, they were, they were like not some automatic, it
22 was a revolver, had like hog, it was like a hog-leg revolver they were probably about this
23 big altogether and they were a dark color metal and they basically, so you'd have to
24 revolvers hanging from your nipples and that was during the same time frame where
25 she's trying to get me to go to the class and um asking me to go to the different things
26 with her, stuff like that and confiding in me and all this stuff about [REDACTED] and stuff like
27 that. Um the when I did see her cause she made it very known um that her and [REDACTED]
28 that she was going to be getting a house and they were split up and everything else after
29 that, made it very known, didn't wear a ring anymore

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1 CDST uh-huh

2 CSH I don't remember the exact date but um when she started wearing her wedding ring

3 again um I was kind of, it wasn't like what the hell kind of thing, it was oh wow you're

4 wearing your wedding ring again you know

5 CDST uh-huh

6 CSH because I'll tell you right now, nothing was ever discussed about us pursing something

7 or-or it was, anything that was happening was flirtatious banter

8 CDST okay

9 CSH um nothing we never met, we never did anything after that other than, I know she just

10 closed back in 2016 and yes that did occur that one time when she called me up

11 CDST okay

12 CSH okay um and if you want me to address it now um I can but the thing with taking my

13 county car over there, that is not true. That is not true I had my white truck and that's

14 what I took over there, I have-I have two personal cars and I took my white F-150 over

15 there, I did not take my county car over there.

16 CDST okay

17 CSH that is not true, but yes I did go over there, she was drunk she asked me to come over,

18 she didn't work for me at the time, it was stupid and her and I both said this is never

19 going to get discussed again.

20 CDST okay

21 CSH that was honestly how it ended and I never held that over her head if anything I'm kind

22 of glad that came out because now and I have no clue about all this other stuff that she's

23 saying but I thought that's the one thing that she had over my head here and I was like, I

24 know I'm glad that this is finally coming out because is I don't have any other word for

25 it, it's powerful and it's controlling that she can be around here, I did not want that over

26 my head and I mean she would mainly go to Watson all the time anyhow but it was

27 almost like that thing, is I got that, I have that in my hand I-I'm not afraid to use it

28 CDST was-was that every implied, inferred or was that just something you were worried

29 about?

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1 CSH it was something I worried about
2 CDST okay
3 CSH um because I know she's had no problem saying little things before to, I don't know
4 what the, if it was to get me in trouble or tr-what her thing was um but I know she's um
5 that one time she went to Denae and started telling Denae my uh like stuff from my
6 employee file, like how my emergency contact had changed to
7 CDST uh-huh
8 CSH to Miester and stuff and that whole thing went on and it's like why was she even in my
9 emergency contact stuff, why would she go to tell somebody where it turns into this big
10 CDST uhohuh
11 CSH thing and then when I vented and it was wrong and I already apologized to you for it,
12 when I went in there and I vented about the disciplinary process to her and that was
13 wrong but that just shows you how much I trusted her
14 CDST right
15 CSH okay I wasn't trying, I don't have anything to hang over her head
16 CDST uh-huh
17 CSH the and then when I found out that she went to you, was kind of like oh man I was kind
18 of shocked cause it-it was, I didn't know where it came from and I never even brought it
19 up to her
20 CDST uh-huh
21 CSH after that but this kind of stuff, it was still asking me about am I going to this, the whole
22 thing when this thing changed I-I don't know what day this actual complaint came in I
23 mean I read what um Major Bringmans, it said but I think it was like the during the 24th
24 through the 27th sometime in that is Christmas break time
25 CDST uh-huh
26 CSH excuse me, got to take a drink
27 CDST uh-huh

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1 CSH I was being minding my own business everyday cause I mean you see me back there, I
2 do my rounds through investigations high guys, I'm in good friends with all of them
3 Rich says and this is on December the 20th

4 CDST uh-huh

5 CSH I remember the day because it was the day before the Sheriff's Christmas party and he
6 was upset and he said can I talk to you for a second and I go into his office and I am very
7 cordial with Rich, I work with him um at the same time, you know our history

8 CDST uh-huh

9 CSH I'm not very trusting of him but in this situation I was okay, he came in and asked me
10 for help, he said um he was very upset about the process with basically he said how is
11 so powerful around here does she work for you? Aren't you her boss?
12 And I kind of chuckled I said according to the old chart I am but I'm really not I said and
13 I've discussed it and I've discussed it with my boss, he discussed it with his boss and it's
14 like it-it just it never really gets fixed I said so if you're looking at me to control her or
15 something (laugh) you're talking to the wrong person and I think that's exactly how I
16 worded it um because that's how I feel I-I I've never felt that I'm in a position to
17 threaten her or um intimidate her because I mean she has that, I don't even know how
18 to explain it. She's been very powered around here to the point where a lot of people if
19 you ask them around here, are threatened by her to include people in higher levels are
20 threatened by her um but he asked me that um he told me this is Aloy, he told me she's
21 out of control this is all about how there trying to hire our new Crime Prevention person.

22 CDST uh-huh

23 CSH and how um she was um interfering with the process and everything they tried to do,
24 that she was like back dooring them and everything else and not working with them on
25 it and he felt very betrayed and aggravated really bad. Um but we talked for about thirty
26 minutes and I-I told him I said you know I kind of feel the same way I mean there's been
27 plenty of times when she will wait till I step out of the office for something and then
28 she'll go straight to uh or I mean even after she talked to me and Watson she'll go
29 straight to the Sheriff with something and ask him

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1 CDST uh-huh
2 CSH and get the answer that she wants um or even when it comes to (sigh sound) different
3 things like giving people raises and giving herself a raise. I mean we didn't even know
4 that she even gave herself a raise until it was, we were going through the-the PA's and it,
5 she took, she di, she filled it out and went straight to the Sheriff with it. It's like we had
6 no idea, I mean so I basically said that I can't really help you, I don't know what to tell
7 you um but he's told me that Dough Bringmans also very frustrated with the situation
8 with her and I told, I told him straight up and-and this is where this whole thing went
9 south and, and I shou-I when he told me that Doug was frustrated I sugg, I said you
10 know what I said Doug, Major Bringman is one of the main people that the Sheriff's, the
11 Sheriff will listen to here. I said you know that even I know that. I said if he's willing to
12 sit down with me, you and Watson and the Chief and maybe some other people and he's
13 on the same page that we need his help in-in trying to control her I said we need to do
14 that. I said and if that's something he's interested in I said lets worry about till after
15 Christmas break and then I said don't, don't talk to him about it we'll come back and
16 talk about it after Christmas break if he's interested in doing that said cause I really
17 appreciate he's help with that and I even told Watson he's like yeah good luck with that
18 and within half a week after that and wha-during that conversation when he was talking
19 about being frustrated I said the same thing and I've, I think I said I said something like
20 there's so many things that she does that she should be written up for and stuff and um
21 but I said Watson won't write her up for it because he tried to write something up once
22 before and it got squashed and um I even told Watson about a month ago and I told him
23 I said um, I think it was after the day you called me in your office

24 CDST uh-huh
25 CSH about that thing I said um I don't know where it's going to get me I said but eh-she gets
26 away with a lot of stuff I said, I'm going to start for-for her jumping the chain all the
27 time and different things, I'm going to start progressive discipline with that and he kind
28 of laughed (sigh-laugh) I was like I'm gonna I said what's it going to hurt? I said, he
29 said, I'll-I'll send it up if you send it to me and I had just told him that and I had

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1 mentioned something to Rich, I forget the exact conversation but I told him that a-what
2 I had said to Watson and I said and I'm going to start documenting this stuff and I'm
3 going to start writing her up for different things as I call it I said because somehow she
4 needs to be controlled I said and I'm going to start doing that and I told him that, that
5 day and then not even two, three days later she's calling Bringman saying this kind of
6 stuff. We never had any problems before I made those statements to Rich Aloy a couple
7 days earlier

8 CDST uh-huh

9 CSH and I guarantee you that that is the whole reason that all this stuff is coming up. A
10 hundred percent, because she feels betrayed like how dare you, you're going to try to
11 stab me in the back or something like that and going an trying to conspire with Doug
12 and Rich and all this other things to have a meeting to try to get me like reined in

13 CDST okay

14 CSH you know and she doesn't like being reined in, she doesn't like that, she doesn't like
15 people going behind her or in front of her but that's so much more than a coincidence to
16 me. I have never had any issues with her um professional or personal, we've kept it very
17 professional the whole time ever since sixteen and we joke like I said she, she confides in
18 me I-I confide in her on stuff and we had a-a good relationship heck I had and this is
19 another thing if I'm in there (sigh)which I wasn't but those I had to move her one time
20 and I know she talks loud but I had to move her office one time because Kathy Stinson
21 complained so much because the walls were so thin

22 CDST uh-huh

23 CSH and then you have two other girls in [REDACTED] I'm not going to do it in the first place but if I
24 was going to tell somebody oh, suck my dick, suck my dick I mean that's not the place
25 that I would say something like that okay

26 CDST okay

27 CSH I never did it I-I've never pursued anything sexual with her after that one time back in
28 2016 yes we've joked around and said different funny things and showed funny memes
29 to each other and things like that

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1 CDST okay give me an example of something that y'all have said back and forth, this flirtatious
2 banter

3 CSH (silent) I'm honestly trying to think, it's just there's been

4 CDST okay

5 CSH not even, I'm not saying there wasn't flirtatious banter but I don't know if I mentioned it
6 already that um she was even telling me to recently that you know what she didn't think
7 she had [REDACTED] tonight um who's her son

8 CDST uh-huh

9 CSH and um [REDACTED] was supposed to have her, have him and um she'd get back to me and let
10 me know because maybe she could get out and stuff like that I mean

11 CDST how recently was that?

12 CSH within the past month

13 CDST okay

14 CSH yeah within the past month it was before she started wearing her ring again, that doesn't
15 mean, I mean that was on (walking over each other) ----- also

16 CDST so i-i-it (walking over each other) your interpretation of that was she was trying to
17 pursue some type of-of social interaction

18 CSH some type of social rendezvous

19 CDST okay

20 CSH with me I and I don't have a lot of specific details about what we talked about because I
21 wasn't, I wasn't offended by it okay

22 CDST okay

23 CSH I never told her to stop I never said anything, it was joking around I-and that's just how
24 we have been and she's never ever, ever made any indication that I said to her was
25 inappropriate or not wanted or anything more than joking around or flirting to call it

26 CDST okay

27 CSH um

28 CDST nothing to indicate that it was offensive to her?

29 CSH nothing whatsoever one hundred percent

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1 CDST okay
2 CSH um (silent)
3 CDST okay and you read in there her allegation that you made a reference to having dirt on the
4 Sheriff
5 CSH that's a, that's a hundred percent false (huh-sound/sigh) I, I like to have a good
6 relationship with the Sheriff, I don't have anything, the Sheriff and I have been friends
7 and I'm not saying that disrespectfully
8 CDST yeah
9 CSH the Sheriff and I have been friends for a long time okay, everybody has stupid things
10 that they've done in their past, I have never made any indication what so ever that I
11 would do anything but support that person ever! I wou-I don't even know where that
12 came from when I was going over when you said that I would not if anything I try to
13 protect the administration okay I don't want to bring any disgrace to any of his
14 administration let alone him. I don't have, if, if I (huh-sound/sigh) here's the thing if I
15 thought that I had something that egregious that it would make some type of difference
16 I would have already like on the side try to say something to him you know
17 CDST uh-huh
18 CSH before it gets to this point where it's all going to be public record anyhow. You know, I
19 have no ill feelings towards him at all. I respect him, I like him, I consider him a friend
20 and I know that he like recently I-I couldn't go to the Christmas party, I had my
21 daughter that night you know I and I know that he mentioned that I didn't go to that, it's
22 not that I'm not trying to be a participant and stuff, it's just that in my position
23 sometimes I can't go to a lot of things
24 CDST uh-huh
25 CSH because of my commitments and cause my dad's been sick, I have my daughter and the-
26 the only thing an-and like I said it's nothing that upset me and I think that I spoke to
27 you on that same day, that I didn't feel included in the whole command staff process
28 CDST uh-huh

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1 CSH and-and we discussed that and whether he meant it as a joke or not when Enterkin was
2 getting promoted and were you in the room?

3 CDST uh-huh

4 CSH and he made that statement at the end

5 CDST uh-huh

6 CSH that hurt my feelings, it did. In front of the entire command staff and whether it was
7 joking or not it wasn't an appropriate place to do it and I already feel not important in
8 the command staff process anyhow but when he said that, it was just kind of, I even had
9 people from the room even afterward, man I can't believe he said that about you. I
10 mean and he hasn't said anything to me since about it. I don't know if that's how he
11 feels about me, I don't know because he really doesn't talk to me that much anymore but
12 I respect that man and I always have and I'll do everything that I can to make him look
13 good. I don't have dirt on the Sheriff, I'm not-I'm I hate to say it but I'm a nobody, I'm
14 not I don't, I'm not in that circle you know, I don't and for her to say that, that I mean
15 she-if anything I was wondering like what does she know about somebody because no
16 one ever pulled her in because it's been brought up. Please help us and she still can just
17 do whatever she wants, I don't have anything on anybody and even if I did I wouldn't
18 ever do that and I don't know where she came up fr-it's a hundred percent false! That is
19 not true!

20 CDST okay um (clears throat) and I-I don't remember the exact dates but I do remember at
21 some point um Major Watson uh I believe that he was a Major at the time, had asked
22 [REDACTED] about any previous sexual encounters with you and her and there was, I
23 remember I wasn't in the meeting but there was a meeting in here and that was
24 discussed um Major Watson believed after this came to light that, that was evidence that
25 [REDACTED] had lied back then.

26 CSH (soft uh-huh sound)

27 CDST Um I think we dealt with that in there, her statement was no he asked if we were
28 currently having sex and we were not but can you enlighten me, you were in that
29 meeting, can you enlighten me on-on

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1 CSH the way that I
2 CDST how that played out?
3 CSH the way that I remember it being played out, was I guess is that he heard some rumors
4 or something about I mean, I guess different Lieutenants or something having sexual
5 relations with her
6 CDST okay
7 CSH and he said something to the effect of are ya'll sleeping together or ya'll it was just like
8 one of those things. Ya'll , Ya'll Are Ya'll sleeping together?
9 CDST okay
10 CSH and we weren't I mean we had one time prior to this administration
11 CDST okay
12 CSH and he said are you guys going to have any trouble with working with each other or
13 anything like that and was like no absolutely not and that's pretty much how it was um I
14 mean is it wording
15 CDST I gue-I guess Scott what I'm asking is I-during that meeting in here and again I wasn't
16 present
17 CSH uh-huh
18 CDST um did, did you or she ever lie to anyone about that relationship specifically did
19 somebody say [REDACTED] have you ever had sex with Scott Haines and did she respond a-
20 a-I wasn't there for the questions
21 CSH I don't, I do not remember that question
22 CDST okay
23 CSH being presented that way as, did you guys have sex, have you guys had sex
24 CDST okay
25 CSH it was like are you guys pretty much are you guys fucking
26 CDST okay
27 CSH sleeping together, something like that because I heard that you are and I don't want to
28 have any problems with you guys working together something like that
29 CDST okay

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1 CSH that's how I remember the conversation because I have never lied to Watson I have
2 never lied to anybody when I'm asked questions about stuff and even if it's going to hurt
3 me. Now should I maybe have come forward and said no but we did back then but that's
4 not what was asked.

5 CDST okay, okay and; and that's all I was getting at was because it, her statement was that no
6 she hadn't lied because that's the way the question was worded so that-that's all I'm
7 getting at

8 CSH okay

9 AM was Watson, was Watson questioned?

10 CDST in reference to?

11 AM the question that you just asked?

12 CDST no

13 AM okay

14 CDST um the uh

15 CSH that never come back up

16 CDST yeah, the allegation that she made about you sending her a text message with a picture
17 with an erect penis

18 CSH that is not true!

19 CDST you did not do that?

20 CSH I did not do that, I'd never send, I have never sent a picture of my penis to anybody from
21 this agency, in this agency, excuse me.

22 CDST okay

23 CSH Never!

24 CDST okay um the text message with the eggplant emoji

25 CSH the snapchat with the eggplant

26 CDST uh-huh I'm sorry the snapchat yeah

27 CSH I know her and I had snapchated back and forth um and that was one of the ways that
28 she would even say like about um I got to check to see if um [REDACTED] is having [REDACTED] and
29 stuff like that, nothing, nothing uh like crazy or anything like that but she's acting like

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1 that was the one I sent her no for a while not a long time there was a hand full of
2 messages that were sent back and forth between me and her
3 CDST alright and what I-what I'm asking is did you send her ee-her allegation that you read
4 was that there was a snapchat with an eggplant emoji and there was some reference to
5 you need to be over here on this or something like that
6 CSH it wasn't put that way but yes there was something and that was the time when she was
7 like I need to see, she was trying to figure out a time when she could get away from the
8 house to come over and uh a social rendezvous
9 CDST okay
10 CSH with me and that's what she was just discussing and it said something yeah you should
11 be over here and I put a emoji like that
12 CDST okay, so that was, that was a part of a-a message thread and I don't really know the right
13 term for snapchat but that was a part of an ongoing conversation and not just out of the
14 blue you sent her an eggplant and said come get up on this
15 CSH correct
16 CDST okay
17 CSH a hundred percent
18 CDST okay
19 CSH that was I mean she's like, she's like technically one thing out of it.
20 CDST okay
21 CSH that was not, that was not the context of that at all
22 CDST okay um but-but there was a conversation around about that time
23 CSH yes
24 CDST okay and it was mutual
25 CSH yes
26 CDST okay um alright the uh you already mentioned it but the item that was removed from
27 your office
28 CSH yes
29 CDST can you explain that to me?

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1 CSH I can it's going to sound stupid um that item I know the exact day that I ordered it and
2 bought it, it was done as a joke as a novelty joke um it was not purchased for her it was
3 not purchased for anyone here I just made the stupid, I ordered them or no excuse me
4 on Ju-June 11, 2018 okay um I was joking around with and who I, and him and I have a
5 good relationship this was um this I hate to drag him into it but it's Detective Conkell
6 okay

7 CDST okay

8 CSH joking around and um different people were talking about different websites that you
9 can get cheap things on and all this other stuff and-and wish.com came up

10 CDST okay

11 CSH and I was like man yeah wish.com is freaking awesome I said you can get anything you
12 want on wish.com I said and-and cheap and th-everybody was like yeah-yeah-yeah he
13 was like man you can't get any, you can't get anything on wish.com I said trust me I said
14 come up with the stupidest thing you can think of (sigh-laugh) on wish.com or uh what's
15 the stupidest thing you can think of I said I bet you I can find it and I, it was something
16 he called um I think like, look up some dick drawers, try to find some dick drawers on

17 CDST Conkell said that

18 CSH yeah

19 CDST okay

20 CSH I mean and we're joking back and forth it wasn't anything, I mean this was but I said uh
21 okay so (laugh) I look and I was like this was on my personal phone okay my personal
22 phone and I just like, I looked real quick I was like I just ordered two on their way, be
23 here in a couple of days, he was like get the "F" out of here and he started cracking up
24 and I was laughing on June 25th got them in the mail

25 CDST okay, you ordered two of them

26 CSH at my house, I ordered two pair

27 CDST where's the other pair?

28 CSH he has them

29 CDST okay

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1 CSH not in his office okay
2 CDST okay
3 CSH I just and here's the thing not, this is a-this is why I hate talking about this because it
4 sounds I'm not buying them for another dude it was a joke it was a funny joke alright
5 CDST okay
6 CSH and we've joked about them ever since and the thing is he took his home (laugh) and
7 because I-I opened them I brought them here and I opened them, he took his home and
8 I never took mine home I put them in a personal bag that I had and they were
9 underneath my desk and in a personal bag, it's a blue bag, right where they found them,
10 they have been there since 2018 in that bag and they've come out of that bag yes cause I
11 don't remember the exact circumstances when she saw them or how she saw them but it
12 was something with the fact, I mean the stuff that was already being said and with the
13 nipple ring things and i-she shows me cause it was after, it was after the nipple rings
14 that she showed me that I showed her that, she came into my office and it was like a joke
15 because it was like look what I got for my birthday or something, I just pu-it was p-
16 absolutely unprofessional okay that was all that it was, she laughed her ass off, she
17 thought it was funny, she said what the hell do you have those in your office for
18 CDST uhh
19 CSH and I just put them back in the bag and we kept talking about what we were talking
20 about, that thing that she says about a stapler and-and that other stuff a hundred
21 percent not true. I don't know where that came from
22 CDST okay
23 CSH I mean she's taken some piece of truthful things but there was nothing provocative or
24 sa-salacious about when I did that it was a joke cause she came in all serious like talking
25 about Jill and so mad and it was one of those things that I thought it would make her
26 laugh
27 CDST to lighten the mood
28 CSH yeah exactly and I'm not
29 CDST did you, did you show her with the intent to demean her?

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1 CSH No!

2 CDST with the intent to offend her?

3 CSH No!

4 CDST with the intent to harass or intimidate her?

5 CSH No! and not at all. One hundred percent No.

6 CDST okay

7 CSH and it was (laugh-sigh) just one of those things that I-I –I just picked it up and was like
8 yeah look what I got for uh I forgot what it was like my birthday or whatever or it was a
9 joke, but it wasn't around my birthday time it was just something to say, uh look what I
10 got and she laughed her ass off and it lightened the mood and then we just started
11 talking about what we were talking about

12 CDST okay

13 CSH there wasn't anything sexual like OH I want you to wear the-first of all my fat ass
14 couldn't fit in those things, if you saw how big they are, holy crap not that I tried them
15 on or anything

16 CDST uh-huh

17 CSH but I'm being or real the-there I didn't even care what size I ordered it was a joke you
18 know and for the record I'm not into that anyhow. It was a joke and that's why I knew it
19 would make her laugh because it was a joke and she took it as a joke she thought it was
20 funny.

21 CDST okay she didn't say anything to you that indicated that, that upset her

22 CSH no

23 CDST okay

24 CSH one hundred percent not at all!

25 CDST okay um in-in her statement as-as you read she um has (deep breath) stated that at-at
26 some point or at various points during conversations that you've had with her, she has
27 said something to the affect Scott you need to stop, [redacted]

28 CSH Never happened.

29 CDST okay

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1 CSH one hundred percent, never happened
2 CDST she never indicated to you in any way that
3 CSH never
4 CDST ya'll were talking about made her uncomfortable or upset her
5 CSH never and that's the thing I, I've made poor decisions in the past just like everybody else
6 but I'm not dumb when it comes to sexual harassment and what sexual harassment is
7 and if anybody even if it wasn't something that I wasn't intentionally saying or doing
8 told me knock it off, stop I'm not stupid enough to keep doing that let alone to the [REDACTED]
9 [REDACTED] Okay I'm telling you never one hundred percent has there ever been any
10 indication verbally, body language wise any, anything that she had any problem or was
11 offended or anything by any type of my behavior or my talk never, never!
12 CDST Okay did you make any comments to her with regards to the item the, I, I don- I don't
13 even know what to call it, the thing
14 CSH well we can call them dick drawers that's what I called them before
15 CDST (laugh) the things that were in your office
16 CSH (laugh)
17 CDST did you make any, any reference to leaving them in somebody's locker as a joke or
18 anything like that
19 CSH I didn't say (laugh) I didn't say anybody's locker but and that's what I'm saying she was
20 laughing so hard that I said yeah I said I even told her I ordered these as a joke a while
21 back and there just here under my desk and um I said I thought it'd be funny to um
22 (laugh) when Jerry or somebody like that, cause Jerry Nash and I are good friends, he's
23 in there taking a shower like every day cause he works out and stuff like that, I said I
24 thought it'd, I think it'd be funny if that's what I'm saying I wa-I've been open with her
25 about stuff and she's been open with me about stuff, I said I thought it'd be funny if I go
26 in the shower and right before he's about to take a shower just-kind of hang them from
27 the shower knob and when he walks in there see what he says
28 CDST okay
29 CSH just joking and she laughed, she thought it was funny

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1 CDST uh-huh
2 CSH and I never did, they stayed in that bag that was it and it was, it was a joke, it was
3 CDST okay
4 CSH and-and looking back yes but the thing is it served its purpose, it was a joke it wasn't
5 anything that she took offense too, she thought it was funny it totally changed the mood
6 and it was, there wasn't anything discussed about it
7 CDST why were they still in your office?
8 CSH I just, that's a good damn question, they were in there because I never wanted to take
9 them home, I mean I live in a trailer and I have my daughter there and I thought that
10 was probably just the best place that I could keep them. I probably should have thrown
11 them out but you know what I thought they, they got a, they got a laugh from Conkell,
12 they obviously she got a laugh from it and I'm, I'm you know what I, I know you guys
13 had them but if I mean I don't want them back, they obviously cause problems but it was
14 a joke (laugh) and I was probably going to joke around in the future with them with
15 somebody else because you've known me for a long time and I do joke about some stuff
16 that and sometimes you laugh and sometimes your like Scott I didn't even expect that
17 from you okay but you know that I joke and I've always been like that and I know
18 sometimes it gets me in trouble but I have never sexually harassed anybody and I have
19 never done what she's saying I did.
20 CDST okay, okay um Scott I don't have any other questions for you is there anything else that,
21 that you want to put on the record? You've got a lot of notes there or is that something I
22 can take a look at to see if there's anything else that I want to ask?
23 CSH Sure, um (reading/mumbling) my only, my only other thing and it, it, it just talks about
24 um her confidentiality when it comes to information that's always concerned me around
25 here
26 CDST okay
27 CSH um and that's why I shouldn't not been so stupid to listen to her and to a, and to shar-
28 also share stuff with her but like I said I never thought, I didn't ever know there was a
problem. I mean, we got along fine this was a back and forth kind of thing, I mean but

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1 she's, she's disclosed to me about um different Deputies and the medications they're on,
2 controlled substances that their own
3 CDST can you give me an example?
4 CSH Davis Goodwin, she told me that Ja-D-Jason or Davis Goodwin um that [REDACTED]
5 [REDACTED] now, I think that [REDACTED]
6 CDST uh-huh
7 CSH and there was no reason to tell me other than to gossip
8 CDST okay
9 CSH and I mean [REDACTED] should be one of the most confidential ba-well that and I.A. should be
10 one of the most confidential things in this agency um she also discussed with me Buddy
11 Holders I.A. and [REDACTED] and James Vaughn and [REDACTED]
12 and seeing the doctors and [REDACTED]
13 [REDACTED]
14 CDST okay
15 CSH um and there was no reason for her to bring stuff like that up to me other than to just
16 gossip um I-she heard numerous times and Melonie and um Kilburn's office just like she
17 was in Denae's office and there discussing I.A.'s that are still going on, like she's con-a
18 co, a consultant for them or something and I'm like why is she involved in this? Um and
19 the most recent one was I guess there's some, there was, this is the morning that I came
20 up to you and said good morning and you were like hey bad news for you serve me with
21 an I.A. and I was like
22 CDST and for the record, that's not exactly how that conversation went
23 CSH I know but it was yeah, it wa-I understand that
24 CDST yeah
25 CSH it's like well, got some bad news
26 CDST okay
27 CSH but I had told you that I ran into her before you served me that morning cause I
28 CDST uh-huh

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1 CSH was, came-came through that way say hi to Melonie say hi to Wayne, say hi to Marshall
2 every morning, as I walk by she standing in Marshall's office, she doesn't see that I'm
3 there and I'm waiting to say hi to Marshall, I have no idea anything was wrong at all and
4 um they were talking about a guy in detention that's under a current I.A. for excessive
5 force and they were talking about ways that they the different statutes and stuff that
6 they can, that would apply and the levels and the discipline and how they

7 CDST okay

8 CSH can fire him and how he needs to go and all this other stuff and I'm like what the heck
9 cause it was still investigation and then um Marshall's like hey and then she turns
10 around and she sees me, it was like a quick tuck and (sound-pewww) out and I was like,
11 I even said to Marshall, I said um is she okay cause I've never seen her like that, Chief I
12 promise! She's never, ever felt uncomfortable around me and I said to him, is she okay?
13 I said she, I've never seen her like that, she just totally ignored me and ran past me. He
14 said a-a-a-a-a I don't know so I don't know if she told him or something I don't know
15 but and that's when I told you that morning just so you know in case she thinks that I
16 came up to her thinking I was already served, remember?

17 CDST uh-huh

18 CSH I said, that was unintentional cause I had no idea

19 CDST yeah

20 CSH this was going on um but and then um she talked about Jacquelyn's I.A. all the time
21 when it was going on I mean just the whole, her lack of confidentiality when it comes to
22 stuff to me has always been concerning

23 CDST okay

24 CSH but at the same time I hate to say it, I deal with it cause I don't feel like I have a choice
25 because higher people than me know about it

26 CDST okay

27 CSH and her and I, I thought we were fine, I thought we were friends yes I voiced it to Rich
28 cause he voiced it to me and he was concerned and I said you know what, me and
29 Watson have the same concern which we've been trying to address it, he said Doug's on

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1 board, let's come together, friend or not. Let's come together and see what we can do to
2 get her under some type of control
3 CDST uh-huh
4 CSH and literally that's a couple of days later this comes out.
5 CDST okay, after you talked to Sgt. Aloy
6 CSH after I talked to Sgt. Aloy
7 CDST okay, do you know if he talked to anybody about that
8 CSH I didn't ask him about it
9 CDST okay
10 CSH um but I knew the Christmas party was coming up that night and I did say look I said I
11 know, I said I know how things go I said don't bring this up to Doug or the Sheriff
12 during the Christmas party because I said I'm not going to be there anyhow so don't
13 bring it up and he said oh no-no-no I don't want to ruin the Sheriff's Christmas party
14 like that and I said please don't talk to Doug about it until we get back and we can all sit
15 down and talk together
16 CDST okay
17 CSH I made that known to him and it was stupid for me to say that because I know without a
18 shadow of a doubt that he told Doug what I said and I know that Doug is friends with
19 that's why I was kind of surprised wow we actually are getting him on our side
20 with this, that maybe we have some good input but (sigh) obviously that's not how it
21 went. Um that's pretty much
22 CDST okay uh just one quick follow up uh did you, have you, did you ever confide in anybody
23 prior to all of this breaking loose a-a-about your sexual encounter with her in 2016
24 CSH Never
25 CDST Never, okay
26 CSH and that was the thing
27 CDST alright
28 CSH when Watson um, when Watson asked us that, that was, I mean her and I were like look
29 this is never, this is not an issue

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1 CDST okay
2 CSH because shortly after that um is when it came out that she was with [REDACTED]
3 CDST uh-huh
4 CSH you know and I was concerned about that, look that was a onetime thing, she called me
5 over, drunk, wasn't even working together and stuff like that but she um she's like no I
6 never told, I've never told [REDACTED] I'd never tell a soul, this is just, to the grave I was like
7 okay but then she did tell me um and I don't know wha-whe-it was, it was after [REDACTED]
8 I.A. that he had
9 CDST uh-huh
10 CSH she told me that she told [REDACTED]
11 CDST okay
12 CSH about that time
13 CDST okay
14 CSH and I was like are you high (laugh) almost and I was like, she's like, he'd never say
15 anything because he wouldn't want me to be-have troubles at work or anything like that
16 and you don't have to worry about it and he says I just wanted to be honest with him
17 because of the whole thing that happened with [REDACTED] I felt like I should tell him and
18 I was like well, I mean I-I trusted her a hundred percent, that's why I was never going to
19 say anything about it
20 CDST okay
21 CSH and it was, it was, it never affected our working relationship, I-like I said we were up
22 until the day, up until the morning that you served me I had no issue or anything that
23 there was, anything wrong with our relationship and everything was positive and
24 everything was good. I didn't agree with how she handled stuff and I didn't agree with
25 how she'd jump chain and back door me sometimes but I had no clue
26 CDST okay
27 CSH none
28 CDST okay, alright um Captain Haines have you been wholly factual and truthful in your
29 statement today?

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- 1 CSH one hundred percent
- 2 CDST is there anything else you wish to add?
- 3 CSH no
- 4 CDST Okay, Mr. Miller anything you want to add
- 5 AM uh, no
- 6 CDST ok um that's all the questions I've got, we will go ahead and conclude this interview, it
- 7 is 10:48 hours
- 8

9 *Transcribed by: Angela S. Ouimette*

10 *Date transcribed on: 01/23/2020*

11 *CDST-initials: Chief Deputy Shane Tucker*

12 *CSH-initials: Captain Scott Haines*

13 *AM: Attorney Alan Miller of the Florida Bar*

14 *.....: Can't make out what is said, they talked over one another*

15 *(): laugh / sighs / breaths / sounds made / mumble-reading / silent / walking over*
each other / clears throat / soft sound

**SCOTT HAINES
(Interview #2)
IA CASE # 19-026**

6 ST *Today's date is Jan 14, 2020. The time is approx. 08:43 hours. My name is Asst. Chief*
7 *Deputy Shane Tucker of the SRCSO. I am in my office with Capt Scott Haines, also of the*
8 *SRCSO. This will be a sworn recorded interview taken by a sworn law enforcement officer*
9 *pursuant to FL ST Statute 117.10. Capt Haines will you raise your right hand? Do you*
10 *swear or affirm that the testimony you are about to give to be the truth, the whole truth &*
11 *nothing but the truth?*

12 SH Yes I do

14 ST This morning we are in here discussing matters pertaining to IA Case #19-026. Capt Haines
15 you & I conducted a formal interview yesterday with PBA Rep Alan Miller. Is that correct?

16 SH Yes that is correct.

17 ST This morning pursuant to that interview you followed up & brought me a list of some notes.
18 A copy of some notes that we discussed during that interview this morning. Is that correct?

19 SH Yes. It was yesterday during the interview.

20 ST And, as we were discussing that, we came across a point that you felt might justify some
21 clarification, so that is why we are on the record again, pursuant to the same IA. Is that
22 correct?

23 SH Yes

24 ST Just for the record, because this is an official proceeding. You are under oath & you are
25 required to tell the truth, however you are not mandated to make any statement, you are here
26 because we agreed to go on the record. At any time you can terminate this interview. You are
27 not required to answer any questions what so ever. Is that fair?

28 SH That is fair & understood.

29 ST What was it that you felt we could clarify this morning?

30 SH I remember in the, when I was reading through the binder, there was some mention about a
31 conference with Maj Bringmans & Brittany. I don't even know her last name. There was
32 some allegations made in there about me having a conversation with [REDACTED] about
33being angry. Paraphrase. I was angry he was going. He shouldn't be going, I should be
34 going, because I wanted to, pardon my language, fuck Brittany. I believe that is what it said

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35 in there. I wanted to clarify that. I did not have a conversation with [REDACTED] about that
36 conference in the first place. I didn't even know she knew about that conference. I did have a
37 conversation with Miranda Sergeant about that conference.

38 ST Any chance you would remember a ballpark timeframe when you had that conversation with
39 Miranda?

40 SHWithin the past couple of months. I don't remember when it was. I guess you would
41 have to look at the training records or something. Because I never put in for it. I didn't take
42 any notes down about it.

43 ST Was that conversation at the training facility?

44 SH It was actually over the phone. She talked to me in my office over the phone. She was
45 basically saying that, because I am the Grants Administrator with the sheriff's office. At least
46 my title. She does most of the work. I didn't know that Maj Bringmans & Brittany had
47 anything to do with grants when Miranda called me.

48 ST Was that what she called you specifically about that grants class?

49 SH Yes

50 ST So that wasn't like a secondary conversation?

51 SH Correct. We do have regular conversations & meetings about the grants that are going on &
52 stuff like that. But this was to let me know about a training that was coming up...regarding
53 federal grant writing & tips & stuff they do with stolen gardens (unclear ??) & things like
54 that. She said that Maj Bringmans & Brittany were going to be going. I was surprised. What
55 are they doing going? And, I don't remember the exact conversation, but she was like
56 'exactly'. She said Brittany helps with the grant reporting, stolen garden & stuff like that. She
57 said it has advantages for her. But, she had also concerns about those two going together.

58 ST Did she express what those concerns might be?

59 SH She basically said something to the effect of that Brittany is young, she vulnerable & I don't
60 want anybody taking advantage of her. I have already kind of put her under my wing & trying
61 to protect her from any type of bad things around here. And stuff like that. Basically, saying
62 that it probably wasn't a good idea for them to go out of town together.

63 ST Referring to Brittany & Maj Bringmans

64 SH Yeah. Brittany would be open to anything or do anything, but concerns about Doug going &

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65 his reason for going.

66 ST Miranda expressed that to you?

67 SH Yes. It was kind of like a, it was one of those conversations where it is like I want to keep
68 this here kind of thing. But, it is important. I said well this sounds like something I should be
69 going to also. If it is that important that he goes. And he is not even the grant administrator.
70 Maybe should I go to it also. She said I think that would be a good idea & that way you can
71 keep your eye on her too. Make sure that everything is above board & stuff like that. I said
72 maybe I need go & do that. That was pretty much the end of that conversation with her.
73 Then,

74 ST Did you ultimately end up putting in for that conference?

75 SH No, because I didn't want to fight that battle. The, but it was before the conference. Shortly
76 after that, because there was still time to register for the conference.....Maj Bringmans
77 approached me out here in Admin, looked upset. Said I need to talk to you. And it wasn't like
78 'hey I need to talk to you'. It was like 'I need to talk to you.' Alright. Come on. I've never
79 had a problem talking to him. We go in the HR Conf Room. He shuts the door. I don't
80 remember the exact verbiage, but he says, basically Scott you & I have known each other for
81 a long time. Been friend for a long time. You are a funny mother fucker. You know. I have
82 never had an issue with you. He said, but I want to know what is your problem with me?
83 What is your problem with me going to a grants conference with Brittany & why are you
84 running your mouth about it? Something to that effect. And, I basically, lying or whatever,
85 pretty much for my own safety, I thought at the time. (laugh) I said I don't have a problem
86 with you going with her. I said I have a problem with the way it was handled without me
87 even knowing about it. I said I don't know if you know or not, I am the grant administrator &
88 I didn't even know you & Brittany had anything to do with grants. Miranda & I work with
89 grants, that may be a failure with her to tell me that you were going to get involved &
90 Brittany was going to get involved. Here you guys are signed up for a class that I don't even
91 know about. I said if it was so important that you guys need to go, somebody should have
92 told me that 'hey you might want to go to this too'. That's my issue. I could tell he didn't
93 believe me. I mean he was like listening to me like.....un huh. He said well it is a good class.
94 You should sign up. You should come. It will be a good time. I still didn't feel very

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95 comfortable with that. I was like, no you all got it. (laugh) That was pretty much that. But,
96 that whole conversation, I never had a conversation, it came up there about me wanting to go
97 & Doug shouldn't go because I should be fucking Brittany instead of Doug or something.
98 That is100% false. I only conversation I ever had about that class was with Miranda.
99 ST Did Miranda go to that class? Do you know
100 SH Idon't know. I honestly don't know. I really don't.
101 ST Okay
102 SH I don't even know if it has happened yet. That I what I am saying. This is all in the past
103 couple of months. It could have been something they signed up for way in advance. I have
104 never discussed that grant with [REDACTED]. I don't know where she got that information from,
105 that was all with Miranda.
106 ST Just for clarification in regards to that. She made the statement. Again, I am paraphrasing.
107 But you were upset because Doug was going, because he only wanted to go so he could fuck
108 Brittany. And that you, that it was your place to go. You should have been the one there to
109 fuck Brittany. [REDACTED] said you made that statement to her.
110 SH 100% false.
111 ST Did you make that statement to anybody?
112 SH No. Never. No. The second part, absolutely not. The first part I didn't say specific wording,
113 but when Miranda & I had our conversation we were basically on the same page that we
114 didn't feel comfortable with them going out of town together. Because not because of
115 Brittany, but because of Doug.
116 ST So just for clarification for the transcript. The part about you should be going so you could
117 fuck Brittany, that is the second part that you absolutely did not say?
118 SH Correct. 100% not true.
119 ST Ok. Anything else about that you feel like warrants clarification?
120 SH No. That was the main thing I wanted to clarify with that.
121 ST With that in mind. Would you be amenable to me asking a couple of points of clarification
122 from our conversation yesterday?
123 SH Yes.
124 ST We had discussed some of the allegations & statements that were allegedly made, or were to

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125 have alleged to occur in [REDACTED] office [REDACTED]. Obviously, and you are not
126 likely to have kept a log. How routine or common would you say it is that you actually went
127 into [REDACTED]

128 SH Very common. I try to make my rounds, every morning through the sheriff's office. Even if it
129 people I don't know. Just to say hi. Because a lot of times, people just like to see Admin & I
130 just say hi to them. But being in [REDACTED], I always walk down & say hi to Melanie, say hi to
131 Wayne, go through Maj Crimes & say hi to those guys. Walk down that hallway. Say hi to
132 Kilburn then go into [REDACTED] Peek my head in & say good morning, anything going on,
133 something like that. Peek my head in to see who is in there, just to check to see if anything is
134 going on. Because a lot of times they will say hey I need you to sign this for me. Different
135 types of personnel orders, things like that. Or whatever. Backgrounds. But, it is usually a very
136 quick thing, unless she is like hey I need to talk to you. But, pretty regular basis. Since I have
137 been over [REDACTED]

138 ST Regularly

139 SH Regularly until this

140 ST Close to almost daily?

141 SH Until Dec 30th. I haven't been in [REDACTED] since.

142 ST Out of those times, would there ever be occasions when you would go in & close the door to
143 the [REDACTED] office to where it would just be you & her in the office?

144 SH Yes

145 ST Can you describe circumstances that would happen.

146 SH It was not the routine. But there were times that she wants to discuss different things about
147 whether it is issues going on with, which have been constant, different personnel in HR like
148 that have been terminated, fired. Things like that. Or talking about different things hiring
149 process where we are at with dispatchers, things like that. Nothing that the door would really
150 need to be closed for. I would not close that door unless she was like, give a signal to shut the
151 door. Or ask me to shut the door. But there were always people right outside. If I am ever in a
152 room, just like you. I like the blinds open. But no, there were times, yes the door was shut.
153 But there are also many times that I go in there of a morning & somebody is already in there
154 with the door shut. Because sometimes she has the door shut. That's to include Entrekin. I

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155 have seen Erlemann in there. I have seen Doug in there a lot with the door shut. She has
156 closed door conversations. That is not out of the ordinary.

157 ST For professional reasons.

158 SH Un huh.

159 ST Was there ever a time when the door was closed with the purpose of masking sexually
160 explicit conduct?

161 SH Never.

162 ST Alright. The folks that work in [REDACTED] now, I know that 2 of them are brand new. They've
163 probably are not as familiar with you. Tammy has been there longer than [REDACTED] Do you
164 think she, would she ever have witnessed I don't know, anything you feel like might be
165 relevant? Your demeanor? Or [REDACTED] demeanor? Following a closed door conversation or
166 anything like that?

167 SH No! She would witness normal interaction. She's never heard me raise my voice. Try to,
168 intimidate or harass or anything like that. Like I said, I didn't know there was any issues until
169 30th of Dec. I have had nothing but professional behavior in that office with all of them. And,
170 I feel very confident that Tammy would say I don't know. I haven't seen anything. Or yes he
171 100% frightful. That'sI have no reason to think different.

172 ST Ok. You did read [REDACTED] transcript of her interview. Were there ever any occasions where
173 you thrust out your hips or leered at your groin in a sexualized manner?

174 SH No.

175 ST Is there anything else that you can think of that relevant that you would like to clarify? Or
176 that you think that I need to look into?

177 SHJust the thing, how this whole thing transpired from that one timeframe that I talked to
178 Rich, then somehow it gets to Doug, to [REDACTED] that quick. And I don't know how that
179 happened.

180 ST I don't recall. Did we discuss that on the record yesterday with your conversation with Sgt
181 Aloy? I don't know that came up.

182 SH Yes it did.

183 ST During our original interview.

184 SH Un huh

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185 ST Ok.

186 SH Yeah it came up. I don't know how that transpired, but like I said a couple days afterwards.
187 Of me expressing my, of him & me expressing our concerns about her rogueness per se. This
188 complaint came in. I have never had anything but cordial professional behavior with her.

189 ST Can you think of anything else?

190 SH Not that I can think of.

191 ST Capt Haines, have you been completely truthful & factual in your statement today?

192 SH Yes I have

193 ST We will go ahead & conclude this interview. It is approx. 08:59 hours.

194
195 ST Asst Chief Deputy Shan Tucker, Internal Affairs Investigator
196 SH Capt Scott Haines - subject

197 s) (.....) no verbal comment

198 Transcribed by: Leandra L Skinner, Jan 14, 2020 14:22 hours.

SANTA ROSA COUNTY SHERIFF'S OFFICE

PRIOR DISCIPLINE WORKSHEET

HAINES, SCOTT PETER

DEPUTY CAPTAIN

ADMIN

DATE **DISCIPLINE TYPE**
VIOLATION

6/22/1999 Suspension
Involved in an accident that caused injuries and was at fault

5/15/2008 Written Counseling
NOT MAINTAINING SAFE DISTANCE BETWEEN CARS.

4/28/2010 Written Counseling
Policy Violation: J-003 III, D, (096) Failure to attend training (Level One Violation)

11/1/2010 Written Counseling
Policy Violation: J-003, A, (007) Agency Motor Vehicle Crashes (Level One Violation).

4/26/2011 Suspension
G.O. J-003 IV, B (069) Desregarding Job Duties by Neglect: members shall be attentive to their job duties and shall avoid any appearance of loafing, loitering, or otherwise neglecting work while on duty. (Level Two Violation).

PRIOR DISCIPLINE WORKSHEET

4/26/2011 Suspension

G.O. J-003 IV, A, (043) : a) Members shall not engage in any conduct that constitutes conduct unbefitting a member, or any act that is likely to adversely affect the discipline, good order, or reputation of agency (Level Two Violation)

4/28/2011 Written Reprimand

Policy Violation: G.O. J-003 IV, A. Improper Conduct Offenses: (020) Agency Equipment: a) Abuse: Members shall not intentionally or by negligence, abuse, misuse, or damage agency equipment (Level Two Violation).

D-008 Sexual
Harassment

B-003 Oath and
Canon of Ethics

User - Scott Haines (SHAINES)

Certificate History

Certificate	Awarded	Expires
Blood Borne Pathogens Refresher	5/23/2019	5/23/2020
Blood Borne Pathogens Refresher	5/30/2018	5/30/2019
Blood Borne Pathogens Refresher	6/28/2017	6/28/2018
Blood Borne Pathogens Refresher	7/26/2016	7/26/2017
Blood Borne Pathogens Refresher	7/21/2015	7/21/2016
Performance Evaluation Rater Training	8/13/2015	Never
Project Lifesaver Orientation	9/26/2017	Never
Annual Use of Force Training	12/4/2019	12/4/2020
Annual Use of Force Training	1/2/2019	1/2/2020
Annual Use of Force Training	1/9/2018	1/9/2019
Annual Use of Force Training	2/3/2017	2/3/2018
Annual Use of Force Training	3/7/2016	3/1/2017
Oaths and Canon of Ethics - Annual Acknowledgement	4/17/2019	4/17/2020
Oaths and Canon of Ethics - Annual Acknowledgement	4/25/2018	4/25/2019
Oaths and Canon of Ethics - Annual Acknowledgement	5/5/2017	5/5/2018
Oaths and Canon of Ethics - Annual Acknowledgement	5/18/2016	5/18/2017
Drug Free Workplace - Annual Acknowledgement	5/1/2019	5/1/2020
Drug Free Workplace - Annual Acknowledgement	5/7/2018	5/7/2019
Drug Free Workplace - Annual Acknowledgement	5/9/2017	5/9/2018
Drug Free Workplace - Annual Acknowledgement	5/18/2016	5/18/2017
Harassment and Discrimination - Annual Acknowledgement	5/1/2019	5/1/2020
Harassment and Discrimination - Annual Acknowledgement	5/7/2018	5/7/2019
Harassment and Discrimination - Annual Acknowledgement	5/9/2017	5/9/2018
Harassment and Discrimination - Annual Acknowledgement	5/18/2016	5/18/2017
Equal Opportunity Employment - Annual Acknowledgement	5/1/2019	5/1/2020
Equal Opportunity Employment - Annual Acknowledgement	5/7/2018	5/7/2019
Equal Opportunity Employment - Annual Acknowledgement	5/9/2017	5/9/2018
Equal Opportunity Employment - Annual Acknowledgement	5/18/2016	5/18/2017
Conditions of Employment / Appointment - Annual Acknowledgement	5/7/2019	5/7/2020
Conditions of Employment / Appointment - Annual Acknowledgement	5/7/2018	5/7/2019
Conditions of Employment / Appointment - Annual Acknowledgement	5/9/2017	5/9/2018
Conditions of Employment / Appointment - Annual Acknowledgement	5/18/2016	5/18/2017
Motor Vehicle Pursuits - Policy Familiarization	5/7/2018	5/7/2019
Motor Vehicle Pursuits - Policy Familiarization	5/9/2017	5/9/2018
Motor Vehicle Pursuits - Policy Familiarization	5/18/2016	5/18/2017
Photographic Identification, Line-ups, Show-ups	5/7/2018	5/7/2020
Photographic Identification, Line-ups, Show-ups	5/19/2016	5/19/2018
Modification to Florida Crime Information Center (FCIC) Identity Theft Password Field	6/27/2016	Never
Interviewing Victims, Suspects, and Defendants with Developmental Disabilities	5/23/2019	5/23/2020
Interviewing Victims, Suspects, and Defendants with Developmental Disabilities	5/30/2018	5/30/2019
Interviewing Victims, Suspects, and Defendants with Developmental Disabilities	6/28/2017	6/28/2018



SANTA ROSA COUNTY SHERIFF'S OFFICE

Sheriff Bob Johnson



General Order: D-008		HARASSMENT AND DISCRIMINATION		
Distribution:	Issue Date:	Effective Date:	Review Responsibility:	
All Members	05/09/2016	05/19/2016	Human Resources	
Accreditation Standard: CFA – 7.07M FCAC – 4.09M		Rescinds/Amends:	D-008(10/08/2006)	Forms: None

POLICY

It is the policy of the Santa Rosa County Sheriff's Office that no member of or an applicant to this agency is to be discriminated against on the basis of race, color, sex, political affiliation, religion, national origin, age, disability or marital status regardless of source. No member of this agency, regardless of rank or position is authorized to engage in conduct that constitutes harassment or discrimination. The Santa Rosa County Sheriff's Office does not tolerate any type of harassment or discrimination, including harassment or discrimination based on characteristics protected by local, state or federal law, such as: gender, race, color, national origin, age, disability, marital status or status as a Veteran of Military Service. It specifically includes, but is not limited to stalking and sexual harassment. Thus, regardless of whether the harassment or discrimination in question amounts to a violation of the law, it may amount to a violation of policy. [CFA 7.07M]

In other words, harassment and discrimination are absolutely prohibited. This agency does not condone any situation where a member's submission to harassment is made a term or condition of employment, is used as a basis for employment decisions or where harassment has the effect of creating an intimidating, hostile or offensive working environment.

As prohibition against harassment or discrimination applies to everyone at the Santa Rosa County Sheriff's Office, no member of this agency will be harassed by any supervisor, co-worker or third party over whom the Sheriff's Office has control, such as: vendors, clients or members of the public. Our policy is to exercise reasonable care to prevent any harassment or discrimination and if such misconduct occurs, to investigate and take proper remedial action, regardless of whom is involved. In a case in which a supervisor or a member of the administration is accused of harassment, all reasonable steps will be taken to insure the fairness and objectivity of the investigation, including the use of outside investigators, if appropriate.

All members are entitled to work in an environment free of offensive or disparaging conduct. Therefore, it is the policy of this agency to strictly prohibit any conduct by its members, which defames or demeans the nationality, culture, color, creed, religious belief or gender of any person. Specifically, members will not:

1. Use coarse, profane or insulting language; nor will they speak disparagingly; nor make or tell jokes about the race, sex, religion, national origin, age, disability or marital status of any person;
2. Participate in any practical joke, which could adversely affect the physical or mental well being of a member;
3. Behave in any other manner that substantially interferes with any member's work performance or creates an intimidating, hostile, abusive or offensive working environment.

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It is the policy of this agency to encourage any member of this agency who reasonably believes that he or she may be the victim of discrimination or harassment to report such incidents. [FCAC 4.09M]

DISCUSSION

The Sheriff's Office will not tolerate conduct that creates an intimidating, hostile or offensive working environment. The Sheriff's Office does not prohibit normal social interaction among members. However, unwelcome advances, requests for sexual favors, conduct of a sexual nature or conduct that is racially or ethnically biased, insulting or instills fear will not be permitted.

Examples of Sexual Harassment include:

1. Any suggestive or obscene letters, notes, invitations or e-mail;
2. Any derogatory comments, slurs or jokes;
3. Any unwelcome or uninvited touching;
4. Any leering, sexual oriented gestures or display of sexually suggestive or derogatory objects, pictures, cartoons or posters; and
5. Any threat or insinuations that lack of sexual favors will result in reprisal, withholding support for appointments, promotion or transfer, rejection on probation, punitive actions, change of assignments or a poor performance review.

Examples of Stalking include:

1. Any course of conduct directed at a specific person which causes emotional distress and serves no legitimate purpose;
2. Any verbal or nonverbal threat, or combination of the two that places a specific person in fear;
3. Any willful, malicious, repeated harassment directed at a specific person.

PROCEDURE

I. Procedures for Reporting and Investigating Incidents of Harassment or Discrimination: [CFA 7.07M] [FCAC 4.09 M]

- A member who believes that he or she has been the victim or currently is the victim of harassment or discriminatory treatment should, if possible, immediately notify the alleged harasser that the behavior is not appropriate. If the behavior does not cease immediately, the complainant is encouraged to report the most recent alleged harassment (within 48 hours after the alleged harassment) to their immediate supervisor. If the accused is the immediate supervisor, the act should be reported to another superior. Any member may also report an alleged incident directly to the Human Resources supervisor. A supervisor receiving the complaint will immediately (within twenty-four (24) hours) report the complaint to the Human Resources supervisor. The complainant should be asked what he or she would like to be done in response to the complaint.
- If any supervisor has reason to suspect that an incident involving harassment or discrimination has occurred, whether or not a complaint has been made, the supervisor will immediately report the incident to the Human Resources supervisor.

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- C. Incidents which should be reported include, but are not limited to: any conduct that is sexual or racial harassment or stalking and which is caused by any person, whether or not a member of the Sheriff's Office, including personnel from other agencies or service providers or any person having business with the Sheriff's Office.
- D. An investigation of all complaints will be undertaken immediately.
- E. The accused will be notified of the allegation within five (5) working days of receiving the complaint. The accused will examine his/her conduct and discontinue any behavior that might be construed as discrimination or harassment. The accused will be assured that the matter is being handled with complete confidentiality on the part of the agency and the complainant. All investigative inquiries will be kept confidential during the investigation. After the investigation is completed, it may be subject to disclosure pursuant to the Public Records Law, Florida State Statute 119.07.
- F. The complainant will be notified that the accused has been informed of the allegation and that an investigation will be conducted.
- G. The Sheriff or his designee will order the Internal Affairs Investigator to fully investigate all allegations of harassment and discrimination. The Major of Administration will provide direction as necessary. The complainant and the accused will be notified of the findings.
 - 1. If the findings are sustained, appropriate disciplinary action up to and including termination and remedial training will be initiated.
 - 2. If the allegations are unfounded or not sustained, the complainant and the accused will be informed accordingly.

II. Retaliation:

- A. The Santa Rosa County Sheriff's Office strictly prohibits retaliation against any person who files a complaint of harassment. If a member has made a complaint of harassment and believes that he or she has been retaliated against for making the complaint, the member may use any of the methods referred to above for making a complaint about retaliation. Any complaint will be properly investigated to assure compliance with the Sheriff's Office policy prohibiting retaliation.

DEFINITIONS

Discrimination - A difference in treatment based on race, color, religion, sex, ancestry, national origin, place of birth, age or disability, where the difference is not justified by business necessity or is not job related.

Harassment - Means to engage in a course of conduct directed at a specific person which causes substantial emotional distress to that person and serves no legitimate purpose.

Course of conduct - A pattern of conduct composed of a series of acts over a period of time, however short, which evidences a continuity of purpose. The term does not include constitutionally protected activity such as picketing or other organized protests.

Stalking - Means to willfully, maliciously, and repeatedly follow, harass, or cyberstalk another person which causes distress with no legitimate purpose.

Harassment on the Basis of Sex - Consists of unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature that creates a hostile, offensive or intimidating work environment.

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Ethnic, Racial, Age, Religious, Disability or Political Harassment - Any conduct or actions of a racial, ethnic or religious nature or which is based on age, disability or political beliefs, which may offend any employee or applicant for employment at this office. Included within this prohibition are jokes, comments, insults, cartoons, innuendos, as well as, personal conduct or mannerisms, based on or related to race, ethnicity, religion, age, disability or political beliefs, which may reasonably be construed as offensive.



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SANTA ROSA COUNTY SHERIFF'S OFFICE

Sheriff Bob Johnson



General Order: B-003		OATHS AND CANON OF ETHICS		
Distribution: All Members	Issue Date: 6/20/2013	Effective Date: 6/30/2013	Review Responsibility: Dept. of Law Enforcement	
Accreditation Standard: CFA – 7.01M, 7.08M FCAC – 4.08M, 4.10M			Rescinds/Amends: B-003 (10/01/2003)	Forms: None

POLICY

It is the policy of the Sheriff's Office to comply with all state and federal laws, as well as, to preserve and protect the constitutional rights of all citizens. In so doing, members shall abide by their respective Oaths and Canon of Ethics upon assignment with the agency. [FCAC 4.08M]

DISCUSSION

Florida State Statutes mandate that law enforcement officers subscribe to an Oath of Office before appointment and before performing the duties of office. It is an agency requirement for certified detention officers to subscribe to the same oath. In addition, all sworn certified officers and civilian members must sign a loyalty oath as a condition of employment and adhere to the principles as set forth in the respective Canon of Ethics.

PROCEDURE

I. State of Florida Oath of Office:

- The Oath of Office for Deputy Sheriff's is mandated by Section 30.09 (1), F.S.S. and must be taken prior to assuming law enforcement duties. The language is set forth in Article II, Section 5 (b) of the Florida Constitution.

I DO SOLEMNLY SWEAR and affirm that I will support, protect and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of Deputy Sheriff of Santa Rosa County on which I am about to enter, so help me, God.

- The signed Oath will be witnessed by a member of the agency, who is a notary and then filed in the member's personnel file.

II. Loyalty Oath:

- Before assignment to agency duties, all members are required by F.S.S. 876.05 to take and sign a Loyalty Oath to support the Constitution of the United States and the State of Florida. The signed Oath is to be witnessed by a member of the agency, who is a notary and then filed in the member's personnel file.

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III. Agency Members/Volunteers Canon of Ethics: [CFA 7.01M] [FLA-TAC 5.01M A]: As a member of the Santa Rosa County Sheriff's Office, I recognize that I am given a special trust and confidence by the Sheriff and the public that I serve. This trust and confidence is my bond to ensure that I shall behave and act according to the highest professional principles and shall abide at all times to the following:

- A. Members/volunteers will respect and protect the civil and legal rights of all individuals.
- B. Members/volunteers will treat every professional situation with concern for the person's welfare and with no intent of personal gain.
- C. Relationships with colleagues will be such that they promote mutual respect within the profession and improve the quality of service.
- D. Public criticisms of colleagues or the agency will be made only when warranted, verifiable and constructive in purpose.
- E. Members/volunteers will respect the importance of all disciplines within the criminal justice system and work to improve cooperation with each segment.
- F. Subject to the individual's right to privacy, members will honor the public's right to know and will share information with the public to the extent permitted by law.
- G. Members/volunteers will respect and protect the right of the public to be safeguarded from criminal activity. Members will not use their positions to secure privileges or advantages for themselves or others. [FCAC 4.09 A]
- H. Members/volunteers will not, while acting in an official capacity, allow personal opinions, biases, prejudices, party affiliations or consideration of the status of others, to impair objectivity in the performance of duty.
- I. No member/volunteer will enter into any activity, formal or informal, which presents a conflict of interest or is inconsistent with the conscientious performance of his duties.
- J. No member/volunteer will accept any gift, service or favor that is or appears to be improper or implies an obligation inconsistent with the free and objective exercise of his professional duties.
- K. In any public statement, members/volunteer will clearly distinguish between personal views and those statements or positions made on behalf the agency.
- L. Each member/volunteer will report to the appropriate authority any corrupt or unethical behavior where there is sufficient causes to initiate a review.
- M. Members will not discriminate against any individual, because of race, gender, creed, national origin, religious affiliation, age or any other type of prohibited discrimination.
- N. Members/volunteers will preserve the integrity of private information; they will neither seek data on individuals beyond that needed to perform their responsibilities, nor reveal non-public data, unless expressly authorized to do so.
- O. Members/volunteers shall carefully adhere to those standards of behavior promulgated by the sheriff in the performance of duties.
- P. Members/volunteers shall not engage in, nor condone brutal, cruel or inhumane treatment of others.
- Q. Members/volunteers shall ensure that there is proper use and accountability of property and funds entrusted to

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their care.

- R. Members/volunteers shall adhere to the standards and principles of honesty and integrity and shall keep their private and professional lives unsullied as an example to all.
- S. Members/volunteers shall treat all members of the public courteously and with respect, including inmates, arrestees and visitors.
- T. Members/volunteers shall avoid regular or continuous association or dealings with persons, other than immediate family, who they know or should know, are under criminal investigation or indictments or who have a criminal or immoral reputation in the community, except as necessary in the performance of official duties.
- U. Members/volunteers shall respect, promote and contribute to a workplace that is safe, healthy and free of harassment in any form.
- V. Political Activity: Members will not engage in political activities while on duty. [CFA 7.08M] [FCAC 4.10M]
 - 1. State and federal law shall guide employees insofar as their involvement in political activities is concerned.
 - 2. No employee shall use their official position with the agency for political purposes. The use of one's official position for a non-duty related involvement in an election is prohibited.

IV. Detention Canon of Ethics: Certified detention deputies shall abide by the agency members Canon of Ethics, as well as, the following: [FCAC 4.08M]

- A. As a Detention Deputy, my fundamental duty as a member of an important and honorable profession is to provide every person in my custody or care with professional, effective and efficient detention services;
- B. I shall carry out my assigned duties with integrity, fairness and impartiality, never employing unnecessary force or violence;
- C. I will be exemplary in my conduct, edifying in my conversation, honest in my dealings and obedient to the laws of the county, state and country;
- D. I shall not ridicule, mock, deride, taunt, belittle, willfully embarrass, humiliate or shame any person, including arrestees or inmates, or do anything reasonably calculated to incite a person to violence.
- E. I will regard my fellow officer's honor and life as I guard my own.

V. Law Enforcement Canon of Ethics: Sworn law enforcement members shall abide by the agency members Canon of Ethics, as well as, the following:

- A. As a law enforcement officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all men to liberty, equality and justice;
- B. I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my agency. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret, unless revelation is necessary in the performance of my duty;
- C. I will never act officially or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or

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violence and never accepting gratuities;

- D. I recognize the badge of my office as a symbol of public faith and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession -- law enforcement; and
- E. I will regard my fellow officer's honor and life as I guard my own.

DEFINITIONS

Canon of Ethics – The rules or standards governing the conduct of members of a profession or agency.

Oath – A solemn, formal declaration or promise to fulfill a pledge.

