

Transcribed By: Sean Shrader
Date: July 29, 2016
BR: Bridget Royster
HS: Harold Schweinsberg
DG: Daniel Chris Griggs

Case # 2016450

RECORDED INTERVIEW OF: Chris Griggs, Chief Intelligence Officer, Florida Highway Patrol's Bureau of Criminal Investigation and Intelligence

BY: Inspector Bridget Royster, DHSMV, Office of Inspector General

BR: I am Inspector Bridget Royster of the Office of Inspector General, I'll be conducting interview of Deputy Chief Intelligence Officer Daniel Chris Griggs of the Florida Highway Patrol. At this time, I would like to inform you the interview is being recorded. Persons present during the interview are myself, Captain Harold Schweinsberg, and Deputy Chief Griggs. The interviews being conducted the OIG in Tallahassee. The date is July 29, 2016 and the time is 9:59 AM. The interview does not concern you as the principle, as a notary I have the authority to administer an oath in connection with the performance of my official duties. Any person making a false statement under oath, may be guilty of perjury and be subject to penalties of law. Please raise your right hand, Chris Griggs, do you swear affirm this statement you are about to give will be the truth, the whole truth, and nothing but the truth?

DG: I do.

BR: Inspector General Julie Leftheris of the Office of Inspector General's in charge of this investigation. Are you now on duty?

DG: Yes

BR: Unless you give false testimony your statements can not be used as evidence in any criminal proceedings against you. If you fail to answer any question directly related to your duties or your continued fitness for employment, you may be subject to discipline for insubordination that may result in your dismissal from the Department. Has anyone at anytime threatened, coerced, or promised you anything in order to induce you to make a statement no.

DG: No

BR: Ok, could you please state your name and position.

DG: Daniel Christopher Griggs, I'm the Chief Intelligence Officer in BCII.

BR: Ok and how long have been in that position?

DG: Uhm, three, three and a half years, three and a half years

BR: And who do you directly supervise?

DG: I directly supervise Dana Green and Elizabeth Brinkley.

BR: And how long have you supervised each of them?

DG: Elizabeth Brinkley was promoted into her supervisory position in January of 2014, I think, um so since then for her, and then Dana came onto the Department in September or October of 2015.

BR: Ok and who is your direct supervisor?

DG: That'd be Major Brannon Snead.

BR: And how long has he been your supervisor?

DG: Since he joined BCII, I believe around the same timeframe Dana did, I thin, I want to say September or October 2015.

BR: OK, and describe your working relationship with Major Snead.

DG: Um he's fairly hands of, I don't see him, I don't see him that much, he seems to trust me and allow me to run the unit mostly for myself, um when he reaches out to me, its usually because he is being asked for something that he needs my help with, so.

BR: Do you work together frequently or what's your interactions with him, how often do you interact with him?

DG: Maybe twice a week. Uh I will interact with him. He will come by my office or I will go by his office to talk about something work related, uh I would say our total face to face interaction is two hours a week, at most.

BR: Ok do you have any problems working with him or together with him?

DG: Uh, yes, (nervous laugh)

BR: And why is that?

DG: Um just some of the issues, I know I know Dana is was not supposed to talk about this aspect, but she came to me before uh she came up here uh and told me what she was planning to do, uh and I have talked with supervisors before because some of the issues that that she revealed we talked about like what's the best way to handle that, um yes so just his his abrasiveness I guess. And saying things that in my opinion are borderline inappropriate or outright inappropriate.

BR: Ok and how is he abrasive, could you give some examples?

DG: I I can give some specific examples.

BR: Ok

DG: Um, the first time I I don't remember the date it was early or soon after he started he came down, uh one of my senior analysts, her name is Mindy Srinivasan. Melinda Srinivasan and um she if you see her she's got like kind of a wild hair, uh she's like it shaved on the side, and you know it spikes very stylish you know modern haircut. And um my first interaction with Major Snead which I thought was was where something told me I'm like there's something's something's not right here was when he commented on her and he said basically that she looked like a dyke and he didn't want people like that representing FHP. My response to that was to try to talk about her she's a really good analyst, you know she's good at her job.

BR: Did you say anything to him directly about his comment, did you react to his comment?

DG: Nah

BR: Was she there, when he made the comment?

DG: No no no no

BR: It was just the two of you?

DG: Yes

BR: Was it in your office? Where was it located?

DG: I think it was in my office.

BR: Ok, could anybody have heard the conversation or the comment that he made?

DG: My walls are thin, um and he's made other comments before also we have a young lady down there who also had dyed her hair blue, um um it was kind of a sho, shocking, shocking blue, but he came in and was making comments. She's also homosexual and he came in and was making comments about her hair and I don't remember specific comments that he made, but I remember there were comments were he was making them standing just inside the door to my office which lead to me and Beth Brinkley um going out , Beth and I talked about it, he's going to get himself in trouble making those comments, let's go talk to him and just be straight with him and tell him that's not acceptable so we pulled him out it was I want to say it was this year I want to say it was maybe February. Uh We took him outside and basically said listen I understand you're you're trying to be you're trying to establish rapport and uh that's how it comes off because he's trying to be cool with and like you know we're good we're cool we can have these kind of frank conversations, but at the same time it's not professional, you're the way you're saying it you know our office is very it's an office full of intelligence analysts, so they are all very smart. Um they're going to pick up on this and they're going they're not gonna let it slide. So, cut it out.

BR: And what did he say?

DG: In response to that he got he got upset but he understood and was thankful that we that we told him.

BR: Did he say anything to justify his comments or why he makes those comments or made those comments? Is that a no?

DG: No, he didn't sorry.

BR: Ok so it was shortly after he started it was the conversation about or the comment about Mindy, who was the other person with the blue hair?

DG: Lauren Berard

BR: And that was made outside your doorway?

DG: Inside my doorway

BR: Ok, so could others have heard that?

DG: Others could have heard yes

BR: When did you first talk to Beth, about the comments that he is making or the concerns you had?

DG: Pretty soon after he started, it wasn't long. Just long enough for him to basically to get to know, for us to get to know him well enough to see cause it's if you're around him for any length of time, it comes out pretty quickly, he doesn't he's pretty overt with it so shortly after he started I would say probably November.

BR: Ok

DG: Or December of 2015.

BR: And what was Beth's take?

DG: Beth actually came to me and was the one that suggested we go interact with him.

BR: Ok and what concerns did she have? Were there any comments made to her directly or?

DG: I don't know, if there were she didn't share that with me, that comments were made to her, she didn't share that if any comments were made to her directly, but um just that she had heard. I think she had been ok one of the one of the incidents that I remember was in right around Christmas time, um, we had an incident with the fusion center, the Florida Fusion Center over at FDLE, there was a uh bomb threat down in Miami and we had some, it was they had mailed into our office, to FHP's office about a bomb threat in Miami. Uh we were trying to coordinate with the Fusion Center on that threat and we had some frustrations about that and so he came into my office and it would be a lot to get into the back story of the details of that, so I won't go into that, but um he was really angry about the situation with the Fusion Center and was not happy about the way I was handling it, because I'm diplomatic I realize that screaming at people is not going to fix the problem, FHP and FDLE the Fusion Center Specifically have a strained relationship from the past that I have been trying to repair for years. Um so I didn't think screaming and yelling about it was going to help, but he came in and made me call the Fusion Center Director on my speaker phone and wanted me trying to urge me to like verbally uh attack them and we got off the phone with her finally he was upset about it and said that suggested that I was afraid of her as scared of her and made a comment about she should get a strap on like I wanted her to get a strap on and fuck me...

BR: OK

DG: Was basically the comment, Beth was in there for that I think, I think she, I think she might have been, I know Dana was for sure.

BR: So, Beth and Dana

DG: I can't remember if Beth was there, so I don't want to say that for sure, but I know Dana was but it was there were incid that was a particularly egregious incident, but...

BR: And that was towards you?

DG: That was directed at me ya

BR: And who was the individual at FDLE?

DG: Uh Christie Gordon

BR: OK

DG: She is the Director of She's my peer there, she's the Intelligence Chief

BR: And how did you respond to his comment that he made?

DG: I got defensive obviously and my response lets lets instead of yelling and being irrational about it lets talk about the end state that were trying to achieve with the Fusion Center and work from that angle and I left the office after that.

BR: Ok, were you upset by his comment?

DG: Ya man

BR: Ok, did he know you were upset, how did you show that you were upset?

DG: Uh he knew that I was upset, just just by handled it professionally, the best way that I could, but he after I discussed it I walked out, so

BR: OK

DG: I think he got the impression that I was upset

BR: And how did it make you feel, with him making that comment?

DG: It's frustrating um because I work very hard to instill a sense of professionalism in my office and you got to lead by example um one of the problems I've seen with my unit when I took it over as well as just in general here and over at the Fusion Center, it's just this tendency towards emotionalism and reactionary, viewing stuff from a place of emotion, as opposed to thinking strategically about what we're trying to get out of this and let's be the bigger people. And that's what I tell my analyst all of the time, you gotta you gotta be the bigger person, I don't care if they're acting like that, you be the bigger person. And so then when I have my leadership comes in and does exactly what I'm telling them what not to do, it just I feel like it undermines a lot as well as he embarrassed me in front of my direct reports, which I didn't appreciate, because it puts me in a position where when he acts like that I feel like obviously since he is my boss I can't respond, he's hitting me with fire, I can't respond with fire. You know, so um it's unfair. It felt unfair.

BR: And where did this take place?

DG: That, we we moved over in the course of that, we had the phone call in my office, and then we walked over to Dana's office for the se follow on conversation...

BR: OK

DG: But it was all in the same time.

BR: Ok, But Beth and Dana were in there?

DG: Yes

BR: Ok, how did Dana and Beth react to his comment?

DG: I'm trying remember for sure Beth was in there, I'm starting to think she was not, but I can't remember

BR: OK

DG: Dana was for sure.

BR: Well, how did Dana react? Did she say anything?

DG: Uh she was taken back, but she kind of has handled it like I have all along, which is you never know, that's the other thing about him, is he he he acts like he's joking around, but it's half serious and half joking. And so ya, so she didn't have any reaction other than just listening, I guess.

BR: Ok, did you tell anybody about that comment he made?

DG: No

BR: And you said that was on Christmas?

DG: Um huh

BR: That was...

DG: The week of Christmas, I want to say it was before.

BR: And Dana brought that, was December 22nd, does that sound right?

DG: That's probably, may, ya

BR: OK

DG: If she knows

BR: And is that when you spoke to him about how he acts, was that something discussed when you and Beth talked to him or was it more of a general conversation?

DG: It was more of a general conversation.

BR: Ok

DG: I don't think we got into specifics.

BR: Ok, so there was about Mindy, and then this uh comment in December. Was there anything else, that you witnessed or that he said to you?

DG: At that time?

BR: At any point?

DG: Um I'm not good with details, so I there's I mean there's a lot of times where he would just come in and course of conversation would say things and I would just kind of try to redirect the conversation and um it was always borderline, I never saw him do anything like egregious to my direct reports that I remember. Um the

other thing I remember clearly was there was uh a contraband interdiction unit training that they had over in um over by the Florida State Hospital, Chatahochee and I went out there and we had hundreds of CIU Troopers out there and it was our there first time being introduced to the intelligence function, so my job was to get up and um give them an overview of the intelligence function and their role in that function and so when I got up and speak I was trying I was trying to drive the point home about the human mind and how it works and how we can be biased there was a joke or scenario I told where I told them and I won't get into it, but it it was it was a joke and um it kind of fell flat, um which I have used it before and it didn't fall flats so in my defense it works on certain crowds, but this was particularly standoffish so it didn't work but um after I said it the Major was standing kind of up front he stepped in he was like that was pretty gay and the whole place just like erupted in laughter. So, I know he meant it just kind of as a good natured jab um but what it felt like is that he threw me under the bus for the sake of building rapport with them between him and them, so uh there was that and I left angry out of that. And he said something to me and I walked right past him uh and left, I was heading to Panama City for for something else. So, I just got in the car and left. He called me the next day and was I you I knew that he knew that I was upset because he he was like are you ok? Are we good? Are we good? Are we good? And I was like we're good, we're good Major, we're fine, but I didn't ever say anything to him about it. The reason I didn't confront him about it directly is there's a lot of there's been several incidences um and discussions with him where he reveals like disciplinary issues he has with his other direct reports, which I don't even want to know about, uh if he has issues with sworn people like I don't care to know, I'm a big proponent of the less I know you know I only want to know about my job and that is all, but um he he talks a lot about that kind of stuff and um there were instances of people doing things, that I didn't feel like that were that bad where he was ready to fire them and let them go. So, he is very like unstable in that regard, he will fire (snaps fingers) like that. So, um when you here that language all the time, you get a tendency to kind of tread lightly and like ya, I don't want to rock the boat too much. So.

BR: So when he made that comment the entire audience heard?

DG: Yes

BR: Ok, well was it up in front of everybody or...

DG: Yes, ya in front of like they were all sitting and facing front and there was a projector screen behind us and I don't know how the whole CIU or the most of the CIU people from across the state.

BR: Ok, so it was transitioning from you speaking to him then going up?

DG: No, it was in the middle of my briefing he interjected in the middle of my presentation

BR: Ok

DG: I was at the beginning of my presentation

BR: And everybody laughed you said?

DG: At him, ya at his comment

BR: OK, and how did that make you feel?

DG: Uh embarrassed

BR: Ok. Do you recall when that happened?

DG: No, it, Spring sometime

BR: Ok

DG: I'm sorry I'm really...

BR: That's fine

DG: I'm not a detail person

BR: That's another one that uh Dana brought up

DG: But I know I remember I know it was after when whenever Beth and I talked to him, I know it was after that because I remember thinking that I'm not going to try to help him anymore, like that's over, he's I feel ostracized at that point.

BR: Ok

DG: Ya

HS: Chris at that CIU meeting, I know there was a lot of people there, but as far as the uh are there any CIU members that you recall that you happened to know dealing with before that you know were there, by name?

DG: Uh, I don't really know any of them, so no.

HS: Ok.

BR: Was there any other command staff there?

DG: Captain Herbert Head was there, Randy Head, uh I'm thinking Sergeant Chris Porter was there. And my analyst, one of my senior analyst Jessica Bangel was there. Actually this was an introduction to her, she did the presentation, I kind of introduced her and gave some over some high level overview, so I was kind of in the process of introducing her, and she was talking about the analysis function that underlies contraband introduction, so I was trying to set the stage for why that's important, that's why I was in front of them.

BR: Dana documented that on that meeting took place on March 1st, does that sound right?

DG: That does sound about right.

BR: Ok

DG: I would have a record of it in my calendar, I just don't know off the top of my head

BR: OK, any other situations? Incidents that come to mind, or any other comments that were made? Even if you can't recall a specific date, but

DG: I'm trying to trying to think, mostly it was just a lot of small like eh where the conversation started going in a direction, I was like I don't want to go there, I tried to pull it back but...No, there's nothing else that I can think of...

BR: When say his conversations go in a direction what do you mean? What direction do they go in?

DG: Uh Like when he starts oh I do have another one, that just made me made me think of one. Um we hired a new analysts recently or two new analysts one of them is a female, moving down from Phila Philadelphia, and I was telling him so I was in his office this was not that long ago, maybe month and half ago, two months ago. Um after the interview and selection process for the analysts, I was in his office just kind of bragging on the caliber of people that we were bringing in and hiring and I was telling him the bios and I was talking about her, her name is Leisha Reitter, R-E-I-T-T-E-R, and he asked if she was cute, I said she's attractive and he said is she Major material. So, I don't I don't know.

BR: What did he mean by that? Or how did you take that?

DG: As in As in he is looking for a girlfriend and would she be in his caliber.

BR: Did you respond to his comment?

DG: No

BR: You just kept going with the conversation...

DG: Yes

BR: with whatever you were talking about? So that was before you hired her?

DG: It was after we hired her, before she started.

BR: Ok

DG: Ya

BR: So do his conversations, back to my question how they go in a certain way

DG: Oh so when he starts talking when it's in anything female related at all, I just I try to get out of that conversation immediately cause it always goes somewhere bad or when he's that starts going in to like his frustrations and challenges on the sworn side and disciplinary issues he has, I I try to avoid that also. Um also, he he got somewhere along the lines Dana did something Dana Green my my direct report, did something it wasn't it wasn't anything overt she did to upset him but I don't I don't know what happened um that had him upset I don't remember and he would complain about her or he started to complain about her to me on a couple of occasions and like that is an example of when he started down the road and I would try to just go on to a different different topic.

BR: Go down the road about discipline with her or?

DG: Not discipline, just just complaining about her.

BR: What would he complain about?

DG: Well some we've had for instance Dana Dana was involved in an an investigation of an Outlaw Motorcycle Gang in Central Florida and we had a Trooper that was undercover as part of that investigation Dana was working with that Trooper

closely and assigned to support him and they I guess this Trooper and his informant got found out by the Outlaw Motorcycle Gang, and they were texting threats to the Trooper and the confidential informant and Dana took it very seriously and she was pursuing it heavily to the point where Dana and I were having calls after hours and stuff like that talking about what actions should we take what how how known this aspect about the Trooper, trying to work out the the details of the of the case and Dana we kept trying to push it and the Major was blowing it off cause uh we got the impression he didn't like that that Trooper or the Trooper did something wrong and so he was kind of on his own and we didn't feel like that was a good answer so um we kept trying to push and Dana got frustrated with the Major, so I think she had a phone call or something with him where she was forceful about the issue like it needs to go up something needs to be done. And so after that like he would calm down to the office and the types of comments he would make in those scenarios is well you know Dana she dates law enforcement she's soft on law enforcement so you go basically you got to take what she says with a grain of salt. Um, kind of starting to go down that road and he has a tendency to when he gets on to a sub like a person like that or a conversation like that he will just keep going with it and it tends to kind of like spiral. Um so it's it was it was relatively innocuous comments like that and I just I try not to let it go any farther. That's...

BR: Ok

DG: But that's an example of those types of things.

BR: Ok and other comments female related, does it go into uh a sexual conversation or?

DG: No

BR: Has he ever talked to you about Dana and whether he's attracted to her or not?

DG: I don't think so

BR: So, overall how would you describe his comments or the conversations that go in another direction, how would you overall describe them?

DG: Thinking so I answer that question accurately...Just that he gets very personal, he takes it out of the realm of professional and what matters from an official business operations standpoint and takes it into the realm of personal. The fact that relation, that Dana has a relationships with law enforcement officers outside of the office really should not funct, factor in whatsoever into our our jobs here that we have to do as analyst. Um so getting personal I would say and then generally if I had to describe the the tone of his conversations that are border line

inappropriate its always seems like he is trying to play cool with people like he like he knows you and like you're you're best friends and so he can say these inappropriate things but he does it in such a way its like before you've even established that level of a relationship where you would say those kind of things he says him before it gets to that point and then they're particularly I mean I had only been working for him two months when he told me that I wanted Christie Gordon to get a strap on for me and yeah that was tough to hear.

BR: So do you socialize with him outside of work?

DG: No

BR: Are no fri, you are not friends outside of work or anything?

DG: No, nope.

BR: Anything else come to mind? I know it's kind of putting you on the spot now? Um

DG: No, I don't , I know you guys are probably looking for like specific dates and instances and specific quotes and things like that I just for me it's more of a general like it's to the point where I think it's affecting office morale, he's maybe, I don't think that would be OIG material stuff, that's more just his leadership style, I don't it's rough but um

BR: Ok, on or do you

HS: Can you explain more what you mean? About the...

DG: Leadership style stuff? We had an incident last week where um , or at week before , last week, the RNC when we had the Troopers up at the RNC. I have an analyst uh embedded over at the Fusion Center to monitor kind of real time intelligence threats, that are that are going on, um there was a write in to the Public Website for the Attorney General, and at the time, the Attorney General was up at the RNC, and we are in charge of the security detachment, BCII has a security detachment for the Attorney General well uh the write in to the Attorney General's website the Attorney General's Office forwarded that to FDLE, instead of FHP, I don't know if they just didn't know we were the security detail or what. They forwarded it to FDLE, and word got back around to the FDLE Watch Desk, that they were trying to get ah, that there was this threat and they wanted the contact information for the security detail up in Cleveland. So, Jessica Bangel, my Senior Analyst that's that was over at the Fusion Center um did what she new to do, she called the analysts here, my analysts that is in charge of the R, that has that is monitoring the RNC stuff and she said hey, who's in charge of the security detail in Cleveland. Joe Lopez, Major Joe Lopez, ok, so she emails Joe

Lopez and says hey do you have the contact for the security detail, the the Troopers that are in charge of security detail for Pam Bondi, and he emails it to her. That's all that happened. I don't know what happened but word got back around to Major Snead that um we had basically bypassed the chain of command, he got blasted from the Lieutenant Colonel, because why is Major Lopez in your in your junk he he ripped me a new one, he he he cussed me out on the phone, he was cussing Jessica, um that it was just a simple procedural error on our part not realizing that it was or Jessica's part not realizing there was a separation between the RNC detachment which she was under the impression Lopez was in charge of versus Pam Bondi's detail, which Snead was in charge of, but he got really upset about that and insisted that all communication come through the chain of command first and um wanted me to discipline or counsel uh my Senior Analyst about about the incident, which I brought her in and did did talk to her and explained here is why it is being perceived as wrong, but in the time that it happened he made such uh uh a stink about it that it affected her and she got really upset about it. Um, and it when really if you see and he had the facts all wrong too uh according to him, when he had called me, she had called the Lieutenant Colonel and not identified herself and said there was a threat against Pam Bondi, none of which she did. She emailed Lo Lopez, and asked if he had contacts for the security detail, she never said anything about a threat, I saw her email, I even forwarded the Major her email, his her email um but just its more that emotional reaction and just blowing things way out of way out of proportion. Um that's the general thing, the other thing he does, that I don't I don't appreciate, Major Lopez was my boss before um and I am not not loyal or disloyal I I believe in the chain of command and I report the chain of command and he comes in after Lopez and he's made a lot this happens a lot um he'll he throws Lopez under the bus, Lopez swept stuff under the rug and tried to screw you guys over and he he's just always undermining Lopez it's obvious he's got some kind of a personal I don't know what their personal history is, I don't care um but just trying to, he's constantly throwing people under the bus including his own chain of command.

HS: Chris, I know you mentioned you had another appointment, when can take a break if you need to call and reschedule that and you want to do that?

DG: Let me, can we can we do that?

HS: Yeah

DG: I'll I'll call, I don't want them sitting

HS: You want to stop and start over?

BR: (Unintelligible)

HS: We can, well we don't want him conversation.

(Unintelligible)

BR: OK, we're going to go through some dates that are specific to us that um you possibly where there to witness a comment ...

(Unintelligible)

BR: or conversation. Um Dana told us it was February 29th, when you and Beth spoke to the Major in the parking lot about his comments um it was just the three of you correct?

DG: It was the three of us, it was myself, Beth, and the Major...

BR: Ok

DG: The three of us

BR: And then do you recalled what happened, did Dana join the conversation at some point?

DG: She ca she came in at the end of the conversation, she walked up.

BR: Ok, do you recall anything that was said, once she arrived?

DG: Yeah

BR: And what was that?

DG: Uh, what I think the Major was upset and being sarcastic about um the fact that he felt like he had uh temper his his comments but uh she walked up and I think he was looking down and he made some comment I don't remember exactly but it was something like he couldn't look at her their chest or something.

BR: He couldn't?

DG: Yeah

BR: Do you know why he...

DG: Or or he would get in trouble he was being sarcastic in reference to our conversation we just had about inappropriate comments.

BR: Ok, how did Dana react to that?

DG: Uh She she kind of took it in stride, and laughed uncomfortably, which is what we usually do.

BR: Did you say anything to him?

DG: No, cause I mean we had just had the conversation

BR: Did Beth?

DG: No, but like when the I remember after he he thanked us for having been frank and open with him and um, he left and I just remember us looking at each other and it's like, huh this guy.

BR: So you spoke to him

DG: Yeah we spoke to him...

BR: And then Dana showed up and then he made uh...

DG: Immediately makes uh makes uh an inappropriate comment.

BR: Ok, how did that make you feel?

DG: Lo, like this was a lost cause, yeah.

BR: Ok

DG: I've considered bringing this up to OPC or to you guys before and yeah just haven't, because most of the egregious stuff was directed at me and I can I'll handle it I would rather rather handle it, but

BR: Ok. Dana explained that on March 11th, um the Major came into her office and you were there and Beth was there with the door closed, you had some work related conversation, and then she said um that the Major said something to Beth and how he likes how she gives it to him straight and doesn't hold back. Do you remember anything about that conversation?

DG: Vaguely...

BR: Ok, Dana said that um the Major said it made him excited and he thought about it once he was at home alone, that how I guess he gives it to him straight that excited him...

DG: I

BR: Do you recall that conversation?

DG: I don't remember, I don't remember that specific comment.

BR: Ok, and then she said you rolled your eyes and left at that point.

DG: Maybe, I might not of

BR: Ok, and then another one...

DG: Dana told me that she was documenting this stuff, so I would default where my memory fails, I would default to her, she if she was documenting it as it happened then she will probably know dates and more details.

BR: Ok, and then another she said on March 21, um there was an analyst meeting and um some of the analysts left and the Major stayed in the room with Beth, you, Captain Head, and Dana and that he made the comment that she deserved an award for taming Logan, who's her boyfriend...

DG: Yes

BR: Do you remember that?

DG: Yes

BR: Could you describe what happened or from the best that you remember?

DG: Well it kind of goes back to that he always takes it like it's the personal side and I guess he knows her, so Dana is dating Logan, who's a che, Leon County, TPD, I, Leon County, maybe he's TPD, but I guess he knows, the Major knows her boyfriend from from way back and so in a lot of conversations with Dana he always kind of refers back to how's Logan doing, tell Logan I said what's up, Logan's well he's wild, he's wi Logan's crazy, he kind of uh he kind of emphasizes his past relationship with Logan and then makes comments about

their relationship also, so it was uncal, I mean it was just just uh another uncomfortable like comment where I think all of us kind of felt let's let's redirect this conversation somewhere else..

BR: Now...

DG: but I don't remember that being anything terribly bad it was just like you've you've tamed him and

BR: Do you know what he was referencing to what she tamed him?

DG: No, just I guess he was wild in the past er he knew him, but a long time ago and he was wilder and she has calmed him down and.

BR: Ok, and she said that um he said I must've have some kind of mojo that I put on him. said I need to keep you away from me your trouble, do you recall him saying that?

DG: Yes

BR: Do you know what he would have meant by that?

DG: NO

BR: How did the room react , when he was having this conversation, do you remember?

DG: Uncomfortably

BR: Everybody?

DG: Yeah, cause it it was like once he gets into we've we had been around him long enough at that point, that once he gets on those kind of conversations it never goes anywhere good, so we try to professionally spear it back.

BR: Ok, ok there's another one on April 11, while at the Academy for Dedax training um..

DG: I was not at the Dedax training.

BR: Ok

DG: I rem I remember the Dedax training happening, but I wasn't there for it.

BR: Ok, do you recall her texting you, about a comment that he made at the training?

DG: Yes

BR: And what was that about?

DG: Uh he I think he called her Dirty Dana, uh at some point and she was really embarrassed about it, um my impression from the conversation what he was doing it in kind of a this is my friend way, Dirty Dana, she's great, but I don't know why he would call her that, but she embarrassed her it was her first time meeting all of the Troop Commanders or a lot of the Troop Commanders and it was embarrassing for her.

BR: Ok, do you still have that test message?

DG: I might

BR: OK, can you look for that?

DG: Yes, I can I have my phone right here.

BR: Ok

BR: Whispering (unintelligible)

HS: We can, we can get it after

BR: Ok

DG: Do you want to get it after?

BR: We can get it after. So you weren't there ...

DG: Yep

BR: for that training?

DG: No

BR: That was something she reached to you about while she was there

DG: That was something I as I assigned her to attend...

BR: Ok

DG: On my behalf, I I think I had something else going on that I couldn't attend.

BR: Ok.

DG: What was the date of that training, you said it was...

BR: She said April 11. And then another one, that she said that on April 13, while in a conference room after BCII Troop Teleconference, he asked her about the lipstick she was wearing and the color of it.

DG: She told me about that, so I know about it, but I was not present.

BR: You were not there.

DG: At that time.

BR: Ok. And that another one on April 19, she said this took place in your office and Captain Head and the Major were was there, um and out of nowhere he asked her about her weight.

DG: What m...I'm sorry, I I got the text message...

BR: No, that's fine

DG: When was that?

BR: April 19, in your office, Captain Head and the Major and Dana.

DG: Ye, Yeah, Yeah

BR: Can you how did that come up?

DG: Totally randomly, I don't remember the details of what we were talking about before, but it seems like we were discussing something work related and then this he's sitting there, she's sitting across from him and he's looking at her and he's like what do you weigh? And she was like excuse me, you know it was just kind of out of it was just out of the blue.

BR: How did that make her feel? Did she react or?

DG: Yeah, she handled it, I mean she, Dana has handled everything pretty well, and I mean she she'll she'll rib people back at first, which she tried to do with him, but I think it got to eventually got to a point where it was too too uncomfortable for her.

BR: Ok

DG: Um, but yeah I don't remember her liking the comment. I do have the text, right here.

HS: Is that your personal cell?

DG: No

HS: It's a

DG: It's my work cell.

HS: Could you, would you, is there anything else on there that you wouldn't anyone to see or can you maybe screenshot and just send it to us?

DG: Uh that's fine, just for the record, I um she didn't want to go to the Dedacs training, and I sent her and she texted you owe me and I said shush and then that's when she explained what happened below that, so just for context, that's what she's talking about.

BR: Ok

HS: Ok

DG: I don't think she sent anything else. Send it to you?

HS: Yeah, that's fine.

DG: Ok, I will.

BR: And then when you're out of the office and possibly Beth, in training that was sent up to be approved for any of the analysts or any employees, would it be common for him to call or let's say you are out of the office, would it be common for him to call Beth or Dana up to his office to pick up travel?

DG: No

BR: Are you aware of a situation of when that occurred?

DG: Yes

BR: Could you describe?

DG: Yeah and I didn't know about this and in full disclosure Dana gave me this sheet um so I know it so and she told me and so in reading that I did not I was not aware the full amount of detail of what happened, but she had told me about it before, uh just that she got called up there and he was just asking her personal questions, that's all I knew at the time until I read that. Uh

BR: Ok

DG: But, no it's not common for them to call my supervisors up there for another team's travel, because as I understand the detail this was something for Beth's team, but he called Dana. Now, what I will say is that our absence the supervisor is kind of the acting section lead. So, I don't think it's inappropriate, it's just not common. It's rarer that were that two of us would be out and one would have that but um I don't recall getting called up any time since he's been here to specifically get rejected travel or approved travel forms. Usually there shrouded, so.

BR: So you...

DG: It's a little lopsided

BR: wouldn't know why he would've called her up there specifically?

DG: Correct

BR: For a travel for one of Beth's...

DG: Yeah, it would not normally happen, I will say that.

BR: Ok, that could that have waited...

DG: Yes

BR: For you or Beth to get back?

DG: I sus I suspect so.

BR: Ok

DG: I guess um what I'm saying is from an organizational perspective, she was the acting section lead at the time, it makes since, but it it's it's irregular.

BR: And then she told us back in February, was she approved to go to a training or conference in Hilton Head?

DG: Yes, I think so.

BR: Did she go, do you recall?

DG: I don't recall, but I want to say yeah.

BR: Ok

DG: I don't remember, sorry

BR: Do you recall the reason for her going to that training, was that something she requested or yeah it yeah it was something she she specifically requested?

DG: I remember that and I remember I approved it and routed it up, I don't remember what the training was about or whether she went.

BR: So, so would there have been a need for her to go to that? She said it was a conference.

DG: Yeah

BR: Ok, and is that something is it ever approved for employees to have out of state travel for conferences?

DG: Sure, I went to one in uh May

BR: OK

DG: April

BR: And it was out of state?

DG: I was in Louisiana

BR: And who who approved that?

DG: I would have to go back and look, well uh it goes up the I route it up to through Major Snead's office. So, he would have approved it.

BR: She told us that um the Major told her he approved her training and the travel request, and that um he told her that she owed him, would that be something that would be out of what she she would regularly be doing for out of state travel that she wouldn't normally be approved or?

DG: Emmm, no. Um tra training is mandated as part of their I have included it as part incorporated training requirements hour requirements as part of their SMART expectations. Um whether it is out of state or not I don't I don't specify we take what training we can get. She specifically asked to go to that training. Um now I know there's been kind of a clamp down on out of state travel it's made it harder to get approvals for out of state, so that could be the nature of the comment, I did

BR: Did he have any discussions with you about that training and her going?

DG: Not that I recall. No

BR: And you said you thought about bringing up your concerns to OPC or somebody else, is there a reason why you did not?

DG: Because most of the stuff I have been witnessed to, the the worst of it has been directed at at me and um frankly I've learned from these situa, I've seen these situations happened, I've never been involved in one, but I've seen these situations happen in the past with other people and regardless of whether or not you can prove retribution on the part of the people who are affected, it does happen and it affects the person and it affects the perception of the person. Uh I view myself as uh as uh professional, I'm not going to and I'm thick skinned I mean I come from the military where way more worse has been said and done so, um I'm used to it and I don't think it's, I make a judgement call about myself whether or not what is being said and done is worth the is it really worth it for me to pursue. So, for me it's uh it's a calculated decision of of risk and and rewards, I

I just I just I didn't think it was bad enough, I also try to look at the intent and the heart of the person, and the Major Snead's case uh with us a lot of the comments he's saying, I don't think he's saying them out of out of a genuinely or at least directed towards me there's there's no mal-intent there's no you know he's not he's not trying to make me uncomfortable he's trying to develop rapport, I just don't think he knows how to go about it at least with me. Um so I I try to take all those things into consideration and the only time I considered reporting it is after Dana came to me with some of her explicit concerns, cause I talk to them early on after he started making comments and I told both Dana and Beth I'm sorry I can't control what the Major says if it gets to that point we'll we'll address it and you tell me. And Dana came to me on a couple of occasions, but never wanted to pursue it, she was just like uh I can't believe what he what he said and it was stuff like that and um it's gotten worse recently with um the issue with Jessica Bangel, the Fusion Center Pam Bondi security detail that and then Dana told me so Dana told me that this week he came by her office and threatened to fire her and like that's where I'm like if she had not come at that point, I would have, cause that's like, I've never and she he told her that in front of her Senior Analyst, her one of her direct reports, so um it's just been, it's always been borderline, like uh do we go after it or not it's never been just out right so blatant to me directed at anybody else, that I would go on my own before I guess. I that's the best I can answer.

BR: Besides what we talked about um, Beth's had her issues or her observations and then Dana, is there anybody else errr are you aware of anyone who would have any other similar incidents?

DG: Captain Head, Randy Head is around him all the time, way more than I am, they've when they come down to my office, they frequently come together, Captain Head has been privy to a lot of these types of conversations, so he would he would have heard more stuff, as far as are there other females that he would have directed those kind of comments to, I don't think so, not in my office, he doesn't have expo, he doesn't have one on one exposure to them, to the same degree that he has to myself and supervisors. So...

BR: Ok

DG: I don't think so

BR: And what you have observed with his comments directed toward Dana are these out of nowhere or is she giving him the impression that she's maybe interested so that's he's coming back with these comments or?

DG: I hate to speculate on um intention or things like that, my my impression of Dana is she is not welcoming there's no flirtatious behavior, there's nothing on that part coming from her and Beth had and really I hadn't heard any issues with Beth, like

I haven't seen him really or I don't remember him engaging her in the same way that he does Dana and Beth has never come to me to complain about direct comments at her and pretty thick skinned though and she might just not be saying anything, but with Dana no she's I mean she'll when he says those kind of things I mean she laughs uncomfortably and and rib him back but she has gotten a lot more straight faced and stern recently. Um, but no there's nothing she's doing to welcome it, this.

BR: Ok, how have you been affected by these incidents, these comments, or conversations?

DG: I feel like my what I'm trying to do with the team and a good sense of I believe it's important to have a lot of faith in the chain of command uh and understand that people above us are working for our best interests and trying to do what's best for the mission. Uh because I like to hire people, I like to bring in people, and instill a sense of mission, we've got a job to do here. When you have a boss like that who reacts emotionally and who says things. He came in I have have a staff meeting every Monday where I bring my analysts in and a lot of times the sworn people have started participating in that meeting as well because we are exchanging intel, we are talking about cases, or work. Uh he's use started using it as a venue to talk and he came in this this most recent Monday and it's it's hard for me to uh, it's for me to uh articulate and explain the feeling that goes down, but he came in and wanted to talk about the issue that Jessica had with the Pam Bondi detail and security detail, so he very subtly he kind of gave a discipline speech, but then spent ten minutes telling everybody how awesome they are and it's the it's happened several times like that, it's like he's saying words that are very supportive and flattering to the analyst, but then underlying it all is this kind of since of foreboding if you will and after that meeting, actually one of one of Dana's analyst went to Dana and said just the morale on this team is bad like we're we're feeling like we can do know right and after your Major came in and just flattered you for ten minutes, it's just interesting that someone else has that same feeling as well. It's I think everybody feels a little bit insecure, I think if I had to describe the feeling to me it's insecure and worried about the future of the unit, because I don't know how we're we're being represented uh up the chain of command. We're doing good work, we trying to do good things and I just I hope it's not being undermined.

BR: Ok, and overall, we've talked about a lot of situations and some directed towards you or Dana, how do his comments make you feel?

DG: Unappreciated, insecure. Um uneasy knowing that probably this was going to eventually come, yeah. There are other things to about, um I'm going to just throw this out there, small stuff, I I work very hard, it took me a long time to get raises for my analysts, I got the positions reclassified they weren't being paid what they were worth, I was losing good analysts to outside agencies and so as

part of my Leadership and Development, Leadership Development Institute project I argued for and eventually received reclassifications for the pay, uh it concluded with a final meeting where we had FHP command staff in there and I had to kind of make my argument to them, Snead was brand new when that meeting happened, I think it was one of the first meetings I attended with him, but then I found out later, that I even heard him say, overheard him say to one of the analysts, I just got you a raise. Like he was going around touting that he gotten raises for the analysts. And I'm not going to embarrass him in front of, in front of the team, because I again, I think you need faith in your chain of command and so I don't want to do that, but at the same time I was taken back by that, I worked very hard for that and I'm not all about waving the flag and trying to get credit, but for him to step in at the very last meeting and he literally his only input was, do you have any inputs, no. Uh I support whatever he says and then he's telling the analysts he got them raises, um undermines me as a leader and what I have done for the team so...

BR: Ok

DG: Small things like that too.

BR: Has any of these incidents or conversations affected your ability to do your job?

DG: Only in the sense that I'm hesitant, like I have we're constantly trying to push the envelope, only in the sense that I can't he's preoccupied with personal stuff and Lopez, Major Lopez called me before the RNC before the RNC, well before the RNC um and was asking me about intelligence support for the Troopers at the RNC threat and stuff and we had a good conversation and I was thinking about ways we can support them and what we can do, and when I gave it to the Major about it, his response I don't want you talking to Major Lopez, you don't need to be going to Major Lopez, he's not your boss, you need to come to me. And so it's issues like that where I think for the good of the order, for the good of FHP and for the for the for safety of the Troopers why I would need as the Chief Intelligence Officer talk to like Troop Commanders and things like that, but his my impression is that he is very insecure about that, doesn't like that and so to that extent it has affected my job, I still do fine, I mean we still do find on on a day to day basis, but for larger issues, that require coordination, I feel like I can't really go to him.

BR: Is there anyone else who might have information about similar comments or incidents that we should talk to?

DG: Captain Head, um I don't speculate anybody else, because Captain Head is the only one I know has been present, so he's the only one I will say, Beth, if you haven't talked to Beth.

BR: Is there anything that I have failed to ask you that you would like to add to this statement?

DG: No

BR: Is there anything that I failed to ask you that is pertinent to this investigation that should be brought out?

DG: No, I do want to ask, if I remember anything else or think of anything else can I come back and provide a statement then?

BR: Absolutely

BR: Upon request you'll be provided a copy of your statement at no cost to you, you are instructed not to discuss this case or disclose your statements to anyone other than designated Department authorities until the case is closed. This is the end of the interview and the time is 10:56 AM.