

Transcribed By: Paula Harlow
Date: August 26, 2016
BH: Bryan Hudson
HS: Harold Schweinsberg
BS: Brannon Snead
SM: Sid Matthews

Case # 20160450

RECORDED INTERVIEW OF: Major Brannon Snead, Florida Highway Patrol

BY: Inspector Bryan Hudson, DHSMV, Office of Inspector General

BH: I am Inspector Bryan Hudson of the Office of Inspector General. I will be conducting the interview of Major Brannon Snead of the Florida Highway Patrol who is the subject of this investigation. This constitutes an official agency proceeding. At this time I would like to inform you that this interview is being recorded. Persons present during this interview are myself, OIG Captain Harold Schweinsberg, Major Brannon Snead and Mr. Sid Matthews. The um, at this time I would like to inform you again um, that this is interview is being conducted at the OIG here in Tallahassee. Today's date is the August 26, 2016 and the time is 11:12 AM. This interview will be conducted according to Section 112.532 Florida Statutes known as the Law Enforcement Officers Bill of Rights. If applicable to you this interview is also being conducted according to the requirements of the collective bargaining agreement. Inspector General Julie Leftheris of the Office of Inspector General is in charge of this investigation. You may be represented by counsel or any other representative of your choice; do you request counsel or any other representative present during this interview?

BS: Yes sir

BH: The specific nature of the investigation is administrative. As I have stated before you are the subject of this investigation. The allegations are you have made inappropriate unprofessional comments in the workplace, you have created a hostile work environment, you have inappropriately used Department resources and technology and you worked secondary employment without supervisory notification or approval. The name of the complainant is Dana Green. Have you been afforded an opportunity to review the complaint, all witness statements including all other existing subject officers statements and all other existing evidence as required in Section 112.532 (1)(d) Florida Statutes prior to this interview today?

BS: Yes sir I have

BH: As a law enforcement officer pursuant to Sections 117.10 and 92.50 Florida Statutes I have the authority to administer an oath in connection of 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. Would you please raise your right hand? Major Brannon Snead do you swear or affirm that the statement you're about to give will be the truth, the whole truth and nothing but the truth?

BS: Yes sir I do

BH: Thank you. Are you now on duty sir?

BS: Yes sir I am

BH: The investigation concerns administrative matters only. Unless you give false testimony your statements cannot 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. Do you understand your rights under Section 112.532 and if applicable to you your rights under the collective bargaining agreement?

BS: Yes sir I do

BH: Has any promise or reward been offered to you as an inducement for you to make a statement?

BS: No sir it has not

BH: Would you please state your name and rank for the record?

BS: Brannon Snead, S-N-A-E-D, Major Bureau Commander of Bureau of Criminal Investigations and Intelligence

BH: Okay and what are your, how long have you been in that current position sir?

BS: Since October 2015

BH: Do you remember the exact date in October?

BS: No sir I do not, I want, if I recall it was October 23rd

BH: Okay and what are your duties in that position?

BS: I provide oversight and management responsibilities and leadership to the Criminal Investigations Analyst Section, the Investigators which are approximately 65 sworn investigators, the Traffic Homicide Section, the Auxiliary and Reserve as well as uh, dignitary protection details for uh, all cabinet members and the Lieutenant Governor aide to camp

BH: And who is your immediate supervisor?

BS: Uh, Chief Ernest Duarte

BH: And what is your designated work schedule?

BS: Uh, Monday through Friday from 8 AM to 5 PM

BH: And who are your direct reports sir?

BS: Uh, Captain Herbert Head, Northern Section Commander BCII, Captain Christopher Fletcher, Southern Section, of uh, Bureau of Criminal Investigations and Intelligence, uh, Christopher Griggs, Chief Intelligence Officer and Helen Phillips who's an Administrative Assistant

BH: The complainant in this case Ms. Dana Green provided typed notes of dates documenting what she alleges to be inappropriate and unprofessional comments made by you in the workplace and what I'd like to do now sir is to take each of those dates and ask you specifically what has been alleged. Uh, I'd also like to repeat the allegations uh, I'm gonna direct two of the allegations at this time; one would be that you've made inappropriate unprofessional comments in the workplace and the second would be that you created a hostile work environment. Sir I want to direct your attention uh, to December 22nd uh, 2015 just a couple days before Christmas. Do you recall having a discussion with Ms. Green about a bomb threat assessment?

BS: I spoke to Ms. Green and Mr. Griggs regarding a Bomb Threat Assessment that occurred where we did not receive information and Ms. Green had a verbal altercation with FDLE personnel and that was my involvement with her regarding the uh, conversation

BH: Was there a conversation that took place about that bomb threat assessment with Ms. Green just you and her one on one before it involved the three of you?

BS: Uh, yes sir it was. Ms. Green had told me that she had an issue with the Chief Intelligence Officer at FDLE which was Christy Gordon and she gave me some background information of why her and Ms. Gordon did not get along because uh, basically they worked together in the past and they had issues while they were employees at FDLE

BH: Did you make any comments to Ms. Green regarding the FDLE supervisor Ms. Gordon that you just mentioned?

BS: The only comments I made to her was trying to get a background from her of the history because I did not know Ms. Gordon and I was asking her what Ms. Gordon was like, what was her personality, what was her demeanor, how did she present herself, what was her management style, anything I could do because I wanted to give Ms. Gordon a call and speak with her and introduce myself since we hadn't had a chance to talk and I had also the reason why I wanted to do that is because I felt like what Mr. Griggs was doing he was being very passive and he wasn't handling the situation

BH: Okay did you ask Ms. Green or did you make a comment to Ms. Green referring to Ms. Gordon? Did you use the word dyke, is she a dyke?

BS: No sir

BH: Did you say to Ms. Green uh, what's her problem is it because you're hot and she's not?

BS: Uh, I might have asked what her problem was but I do not recall and I would say I never made that about was she hot or not, no sir

BH: Okay and then you mentioned that you moved uh, this conversation about the bomb threat assessment eventually on that same day it moved to uh, Chris Griggs' office is that correct?

BS: Uh, yes sir if I recall I think we did have a conversation in Chris Griggs office about it

BH: And would that be the three of you? Yourself, Ms. Green and Mr. Griggs?

BS: Yes sir

BH: Okay and was a phone call made to FDLE?

BS: Yes it was

BH: Okay and what was that phone call about?

BS: Uh, I called FDLE, spoke to Ms. Gordon, uh, asked Ms. Gordon basically uh, to provide me with what was going on she told me uh, how Ms. Green had called over there and was rude and inconsiderate to her employees. I then basically found some way to talk to Ms. Gordon to come to a mutual understanding and arrange for us to have a meeting so that we could discuss the situation and alleviate this problem

BH: Okay and at any time before or after that conversation did you ask Mr. Griggs if he was afraid of Ms. Gordon?

BS: Um, I don't recall asking him if he was afraid I know I wanted to ask him what the background was like and what she was like because I personally wanted to go over and sit down and speak with her

BH: Okay and was there any comments made to Mr. Griggs by you that uh, insinuated or were sexual in some nature that uh, referred to Ms. Gordon putting on a strap on and manhandling Mr. Griggs?

BS: No sir

BH: So if Ms. Green and Mr. Griggs both said that that statement occurred would both of those individuals uh, be giving a false statement?

BS: That's correct yes sir

BH: On February 2nd uh, in passing just prior, as some point prior to that uh, Ms. Green alleges that she had submitted a travel request to attend some intelligence training in Hilton, South Carolina, are you aware of that request?

BS: Uh...don't really recall the request but I do remember her submitting a request several, she submitted several requests for training

BH: Okay did were some of them approved? Did you approve the one in Hilton Head, South Carolina?

BS: I'm not sure I don't recall

BH: Okay. So do you recall telling her that it had been approved?

BS: No sir I don't recall telling her that

BH: Okay so would you recall that based on her allegation that you did tell her on February 2nd that her training had been approved and that you made the comment that uh, she owed you for approving that?

BS: I never made a comment to Ms. Green about her owing me anything um...she doesn't owe me anything except to do a good job

BH: Uh, February 25, 2016 Ms. Green alleges that you summonsed her to her office and she even gives a time of 10:34 um and that when she got there the reason that she was there was that you were asking her to pick up some travel papers for members of uh, Elizabeth Brinkley's squad and the reason that she was asked up there is because Chris and Beth, when I say Beth I'm referring to Elizabeth, that uh, they were both gone for that day, do you remember calling her to your office?

BS: Typically I don't call anybody to the office, my administrative secretary does so she might have called her and she said for her to come see me so she could get them because it might have been something that was timely due to the turn around

BH: Okay

BS: If I'm not mistaken this might have been before we went to DocuSign and time was of the, some time because when they submit training it's last minute training that needs to be expedited

BH: Okay let me rephrase my question. On February 25th whether you summonsed Ms. Green or your administrative assistant summonsed Ms. Green, was Ms. Green summonsed to your office for the purpose of picking up travel papers?

BS: I don't recall if she was that date or not

BH: Okay. Do you recall

BS: It's not, it's not uncommon for me to have them come up there and pick stuff up

BH: Okay. While she was up there, did she stay for a few minutes and did y'all have a discussion?

BS: I leave my door open um, my administrative secretary is there uh, any conversations I have with anybody that comes to my office is with the door open

BH: Okay.

BS: And if I had any conversations with her my administrative secretary Ms. Helen Phillips would have been present and could have overheard any conversations I had

BH: Okay. So I'll ask you this...on that date when she came to your office to pick up travel papers for members of Ms. Brinkley's team, did you comment to her that you liked her hair because she had changed its color to blonde?

BS: No sir

BH: Did you comment that uh, the reason you liked it is because she smiled a lot and it makes her teeth stand out?

BS: No sir

BH: Did you have a conversation with her on that same date while she was up there after having been summoned to your office to pick up travel papers, did you have a discussion with her about her boyfriend and how their relationship was going?

BS: I've had several conversations with her regarding her boyfriend; they have just been general conversations. I've known her boyfriend for years therefore I wouldn't have any conversations that were deemed what I would call inappropriate out of respect for him. He's a Tallahassee Police Officer uh, him and I worked the road together for a while and I've known him for an extremely long time um, I would probably say 20 years

BH: Did you have a discussion with her about how you were stressed and how's it's difficult to find Mrs. Snead?

BS: No sir

BH: Did you ask her how old she was?

BS: No sir

BH: Did you ask her how many children she has?

BS: Uh, she has pictures in her office and makes it very well known that she has one child so at that time I would say I never asked her maybe in the past we've had a conversation about how many kids she has cause she often refers to her daughter

BH: Okay at that time did you ask her how old her child was?

BS: No sir

BH: On February 29th talk about an incident, were you summoned to have a meeting with Griggs and Brinkley in the back parking lot on the DHSMV headquarters here at the Kirkman Building?

BS: Mr. Griggs and Ms. Brinkley said that they wanted to talk to me. We were having some issues in the um, intel analyst section with the way that uh, some of the members were dressing uh, they have a bad tendency to be gossiping in that office and they said that they would like to talk to me about that to establish a game plan on how to address those issues

BH: Is that all you talked about in the parking lot or did you talk about other things?

BS: Uh, we spoke about other things um....uh...we spoke about my management style and discipline of the situation and how I delivered things and they said that um, they just wanted me to be, be careful about the way that I delivered comments, no specific comments were mentioned it was just the way I delivered them. I asked for feedback as to what they were asking, what they were referring to and neither one of them provided me any feedback just that I always have my comments and talk to people with the door open, I don't ever close anything or I stand in the hallway and that's what that conversation was about

BH: It had nothing to do with inappropriate comments that you make?

BS: They did, that I make or that I allegedly made?

BH: That you make

BS: Oh no sir they basically said that it was about uh, things that were said and they never said anything about inappropriate or it being inappropriate just the way that things were being delivered and the way that they were perceived

BH: Delivered by you?

BS: Yes sir

BH: and perceived by who?

BS: I guess other people

BH: Other people in your work unit?

BS: Uh, they never, in the analyst section is what I would say

BH: Okay. At the end of that conversation we're still there at the 29th, did Ms. Green approach the three of you as you were in the parking lot?

BS: She did walk up at the end of the conversation yes sir

BH: Okay and when she walked up at the end of that conversation uh, what were you doing or what did you say to her?

BS: I was in uniform I had my sunglasses on and all I did was say hello and that was it

BH: Okay

BS: At that time I was still trying to process what they were saying, what they had just said to me

BH: Okay well, help me understand what, what is it that the conversation was only about the way that comments were made and how they were perceived what, what was it that you were trying to process?

BS: I asked them for specifics and they didn't give me any specifics so I was trying to basically think about what the specifics were that they were talking to, I was trying to reflect back on what they were referring to

BH: Okay and as she, as Ms. Green approached, did she ask you a question?

BS: I don't recall her asking me any questions; maybe she might have said how's it going

BH: Did she ask you why you were looking at her feet or her shoes?

BS: No sir she did not

BH: She didn't ask so you didn't make a comment, you don't recall making a comment?

BS: No sir I do not

BH: Okay do you recall saying that it's better than looking at your chest?

BS: No sir I did not say that

BH: And before y'all parted did you make any other comments to Ms. Green?

BS: Not that I recall no sir

BH: Okay do you recall saying something to the effect that um...I guess I better be careful what I say to you because I've just been chastised

BS: No sir I do not recall making that statement

BH: Did you attend a CIU meeting in Chattahoochee on March 1st, 2016?

BS: Yes sir I did

BH: And was Chris Griggs the opening speaker at that meeting on March 1st?

BS: No sir actually I was opening speaker and I introduced Chris Griggs

BH: Okay. Did you speak or did you just introduce him?

BS: I basically laid out the outline of what the day would be like and then I introduced him um, after basically laying out what our outline was gonna be and what our objective of what was gonna happen during the meeting was

BH: Okay then after that you mentioned you introduced Mr. Griggs did you turn it over to Mr. Griggs?

BS: Yes sir

BH: Were you present while he was speaking?

BS: Yes sir I was present while he was speaking um, Jessica Bangel had came in late but she was present while he was speaking and Captain Head was standing to me while he was speaking

BH: Okay and did Mr. Griggs tell a joke while he was speaking that really didn't get much of a response?

BS: I don't recall Mr. Griggs telling any jokes

BH: Do you recall while Mr. Griggs was speaking uh, commenting while he was speaking, making a comment in regards to the joke that he told?

BS: No sir I don't but I do, I read his statement and I know what you're referring to and I would like to comment on that

BH: Okay well let me ask you the question uh, did you at some point take the microphone from Mr. Griggs and make a comment either that's so gay or you're so gay or something similar to that?

BS: There wasn't a microphone for that so there was no microphone for me to take

BH: Okay

BS: Um and I don't recall making that statement however if I did make that statement again I would like to refer to somethings and the terminology that he used it

BH: The terminology that he used it or that you used it?

BS: That was referred to in Ms. Green's complaint

BH: Okay did you read Mr. Griggs' statement?

BS: I did read Mr. Griggs' statement

BH: Okay well go ahead and whatever you'd like to say then

BS: I know both of y'all are familiar with the Urban Dictionary which has slang word and phrases it's uh, has approximately 70 million of those phrases in it. Um, according to Urban Dictionary gay can mean several different things. It can be jovial, it can be happy, good spirited often used to describe something stupid or unfortunate as well. Like man these seats are gay I can't even see what's going on. Also growing up I played a game called smear the queer did it mean that anything that we played was geared towards a person that we were playing football with was gay or any kind of innuendo that they were um, many times I've attended training at the academy often at the academy you're referred to as bud which I took it as everyone's friend but bud can also refer to the women's clitoris as well so when you say hey bud is that what you're calling? You know it's a perception it's an open conversation. Have I ever said that something is gay before yes I have said that before and I will admit that

BH: But you don't recall saying it while Mr. Griggs was

BS: No sir I don't recall saying that

BH: So if he said that you said it while he was speaking would he be giving us a false statement?

BS: I mean I don't want to say that anybody lies but I don't recall saying that

BH: If you don't recall saying it why do you think it's important that I know what the Urban Dictionary defines it as? Or that anybody would know?

BS: Because it's an allegation made against me and it's something that I have used before in the past

BH: Okay

BS: in competition

BH: Is it something you use commonly in that way?

BS: Don't think that I use it commonly, I have used it before

BH: Okay. Look at March 11th, it's alleged that yourself, Mr. Griggs and Ms. Brinkley were in Dana Green's office and that the door was closed and that you were having a work related conversation and according to Ms. Green you made the statement that you referring to Beth, that you liked the way that she gives it to you straight and that she doesn't hold back, do you recall saying that?

BS: I have told Ms. Brinkley several times that I do like the way that she's a straight shooter, she shoots from the hip, that she gives you candid information unlike Mr. Griggs and Ms. Green who basically give you a, I don't want to say a politically correct but they basically straddle the fence with their answers. You know a lot of things what we do are time sensitive and I need an answer and I don't have time to figure them out so I do appreciate Ms. Brinkley's candidness so I have to her in the past I do appreciate you being straight with me

BH: And attached to that statement did you say anything else about how you, other than the fact that you know what you just explained, did you make some kind of comment that it gets you excited and you think about when you're at home alone?

BS: No sir that doesn't even make sense to me

BH: Do you recall during that same meeting that there was a file that Ms. Green was flipping through um...Facebook print outs had to do with a case that y'all were working, do you recall stepping around the side or the back of her desk as she was flipping through that file?

BS: I've never been in Ms. Green's office, just her and I there's always been somebody in there

BH: We're talking about four people in there I just

BS: No I don't remember that no

BH: Okay

BS: I

BH: And did you make some kind of comment in her office with the four of you that I mentioned that uh, did you make any kind of statement that you needed to be careful not to touch her boob as you walked around

BS: No

BH: her desk to help her

BS: No sir I've never made that comment before with people in there

BH: Okay and did you make any type of comment about your ID number being 22 or double deuce?

BS: No sir it's well known what my ID number is

BH: Okay and do you recall making a statement that uh, when you were referring to double deuce that you could see Ms. Green's mind in the gutter?

BS: No sir

BH: Do you remember making a comment about a Troop Commander down south that he needed to get an RV to live in

BS: I never made a comment about a Troop Commander living down south about getting an RV to live in. Anything I've had to do with about down south had to do

with uh, Troopers. Troopers looking for a place to stay cause I do own a RV down south

BH: Do you recall making any kind of statement after referring to an RV about the bus rocking and that Dana would know what that's all about?

BS: No sir

BH: Turn your attention to March 21st after an analyst meeting that took place. Ms. Green's alleging that yourself, Ms. Brinkley, Mr. Griggs, Captain Head that y'all were had remained in the room after the analyst meeting and some discussion again took place about Logan, which is Ms. Green's boyfriend, do you remember that?

BS: I don't remember conversation taking place about Logan, we have often talked about Logan because Logan, I, I consider Logan to be a friend and prior to me coming here Logan got in contact with me and asked me you know to look out for Dana and take care of her

BH: Have you ever made a comment and I'm referring to this day about taming Logan, referring to Ms. Green?

BS: I don't

BH: She deserved an award for taming him?

BS: I, I, I don't recall saying that no sir

BH: How about that she must have some kind of mojo on him?

BS: I used the word mojo as being in the zone but I've never used it in a sexual preference or calming him down or anything like that no sir

BH: Did you say that you needed to keep yourself away from her because she was trouble referring to Ms. Green?

BS: No sir I never said that

BH: Did you attend the Dedax training on April 11th which took place at the FHP Training Academy?

BS: I don't know the date but I was at Dedax training for three days yes sir

BH: Okay and was Dana there?

BS: Dana came to Dedax training late and then she left early and did not complete the training

BH: Okay

BS: I think she was only there about ½ day

BH: Okay. So she was there?

BS: Yes sir

BH: Okay

BS: For part of the training yes sir

BH: At any point did you introduce Ms. Green to anybody?

BS: I don't recall introducing Ms. Green to anybody um, I remember speaking to Ms. Green there but I don't recall introducing her to anybody

BH: Did you talk about her at all?

BS: No sir I don't recall talking about Ms. Green

BH: No conversation at any time while she was there with anybody about Ms. Green?

BS: No sir

BH: Okay did you ever refer to her at that training as Dirty Dana?

BS: No sir

BH: Did you ever make a statement about Ms. Green saying I love me some Dana Green?

BS: No sir

BH: Have you ever used that statement I love me referring to anybody else at any other time?

BS: Yes sir I have

BH: Okay but not to Dana?

BS: No sir

BH: April 13th of this year conference room B333 after a BCII Troop Teleconference did you make a comment about Ms. Green's lipstick?

BS: No sir

BH: No comment about her red lipstick and then comments about her blonde hair and how the red lipstick you like it?

BS: No sir

BH: April 19th in Mr. Griggs office yourself and Captain Head did you ask her what she weighted?

BS: No sir

BH: Have you ever asked her how much she weights?

BS: Not that I recall no sir

BH: Five, three, May 3rd of this year, in your office discussing a threat assessment involving a Trooper in Orlando, just you and Ms. Green...did you make a comment to Ms. Green about a confidential informant?

BS: We were discussing a case that was being worked um, and the case involved confidential informant so I'm pretty sure that we spoke about confidential informants and I made some type of comment

BH: Okay did you make a comment that the Trooper was banging the confidential informant?

BS: No sir I don't recall making that statement. Is that the terminology that was used?

BH: I'm asking you

BS: No sir

BH: Did you make

BS: No sir I don't recall making that comment, no sir

BH: Do you recall making a comment that you're better off to bang another employee than you are to bang a CI, confidential informant?

BS: No sir and again my secretary administrative assistant sits right outside my office she can hear my conversations

BH: Okay but my question is, I'm not asking you if she heard it, I'm asking you if you said it.

BS: No sir I did not say it

BH: Okay. May 10th, 2016...yourself, Captain Head and Dana Green in your office and I know that the door stays open so I think you've, you've made that point clear in every conversation that you have that your door stays open, did you make a comment that you'd like to go back to Tampa?

BS: Made it well known that I'd like to go back to Tampa and enjoy the area

BH: Okay and in that meeting on the 10th do you recall, and the dates not pertinent but in, in that meeting do you recall not only saying that you'd like to go back to Tampa but that'd you like, you couldn't go back without Ms. Green?

BS: No sir

BH: Did you refer to her as your girl?

BS: No sir

BH: Did you refer to her as you know you're my favorite?

BS: No sir

BH: That you can't go back without her?

BS: No sir

BH: Do you recall Captain Head being there?

BS: I, I don't recall

BH: May 24th, 2016...Ms. Green alleges that she was in Chris Griggs office and they had a conversation prior to that had you and Mr. Griggs had a conversation about two new analysts that he hired?

BS: Mr. Griggs uh, told me he had hired two analysts and he provided their background to me and that was the conversation we had about the two analysts

BH: Did you ask any questions about the analysts?

BS: Ask questions about them?

BH: Yes that's what I asked you

BS: Um, I think I asked about their background, where they were from and how they'd be able to contribute to our unit and what set them apart from the other applicants

BH: Did you, are you aware that one of the applicants was male and one was female based on the conversation that you had with Mr. Griggs?

BS: Yes sir

BH: And did you, did you ask anything about the appearance of the female applicant?

BS: No sir

BH: Never asked if she was cute?

BS: No sir

BH: Never asked if she was hot?

BS: No sir

BH: Did you at any time ask if she was Major material?

BS: No sir

BH: June 8th, 2016...it's alleged that, by Ms. Green that she walking across the parking lot at lunch time and that you approached her in your vehicle and according to her in a playful way kind of sped up but as you got closer to her slowed down do you recall that?

BS: No sir I don't recall that

BH: Alright. Do you recall rolling down your window and making a comment to Ms. Green as she, you approached her location as she was walking across the parking lot?

BS: What kind of comment?

BH: Do you recall making a comment? I'll get to that

BS: No sir, no sir I'm sorry

BH: That's alright. And that you slowed down, rolled down your window and made a comment I wanted to hit that?

BS: No sir

BH: You don't remember making that comment?

BS: No sir...no sir

BH: Do you remember if Captain Snead was with you on that day

BS: Captain

BH: Excuse me if Captain Head was with you?

BS: I think Captain Head was sitting in the passenger seat yes sir

BH: Okay but you don't recall making that statement?

BS: No sir

BH: Later that afternoon, that same afternoon talking about June 8th where she alleges that occurred which you've denied taking place, did you see her on the 4th floor and ask her if she had heard what you had said to her?

BS: No sir

BH: July 27th while in Ms. Green's office she was accompanied by Mindy Srinivasan, I think I'm saying that correctly, and that you and Captain Head came by do you recall that day?

BS: Yes sir

BH: Okay and did a discussion come about or take place about an award she had won?

BS: Yes sir

BH: Could you tell me about that conversation please?

BS: Yes sir I had uh, like I try to do when I have time is come down say hi to everybody uh, see if they have anything going on they'd like to talk about and as I made my way around usually what happens is I'll stop at Dana's office last because I come in through the front part, I go see Chris Griggs then I walk through the hallway I speak with uh, all the analysts then I go to Ms. Brinkley's office and then to Ms. Green's office. Uh, at that time uh, when I walked in Captain Head was with me, uh, Mindy and Ms. Green were in the office and um, they were talking I said oh I'm sorry to interrupt I just wanted to come in and say hello see if everything is going okay, and then Ms. Green says oh have you seen my award that I won and I said yes I said I haven't seen it but that's nice I'm aware of you winning your award um, I'm familiar with what's going on congratulations and then she began to discuss a leadership and development project that she was working on. At that time um, and she was talking about wanting to get it implemented and I basically said hey Dana look um, I think it's important I think it's a great idea but there's a lot that's involved, a lot of moving parts what we need to do is I've got to get with a lot of people and it's gonna be a primary focus, primary focus for me next week and I said I hope what you understand is that you know this isn't like the Sheriff's Office you know we, cause I could tell by looking at her face that she was kind of put off by that, by me telling her that I guess maybe she felt like I didn't think it was a priority and I told her look this isn't like the Sheriff's Office we got to look at this on a statewide level and it involves a lot more people than just us getting together. I've got to get with the Chief Technology Officers, I got to get with Sergeant Crosby and some other people about implementing it and I said I also have to get with the Chief again to find exactly what direction we want to take so we can present it to the Colonel, that's what the conversation was about

BH: Prior to that conversation had you previously briefed the Colonel about it?

BS: No sir I had not briefed the Colonel. What happened was Chief Duarte had sat in on the LDO presentations and he came to me and gave me a heads up and wanted me to find out exactly what was going on to get a background so when we had to brief the Colonel we would have the information to be able to brief the Colonel

BH: Were you upset about this conversation and the award and implementing the project?

BS: No sir not at all I think the project has a lot of good ramifications for the Department

BH: Did you make the comment at that time that you had already briefed the Colonel?

BS: No sir

BH: Okay. Do you uh, did you make the statement that you needed to be given credit for knowing what was going on?

BS: No sir

BH: in the place

BS: the comment I made was that I have my pulse on things and I know what's going on but give me some time to work on it. I never made a comment about giving me credit

BH: And in addition to the comments you mentioned that you made about implementation of the program was there anything said that it better work and if it doesn't work certain things are gonna happen?

BS: No sir

BH: Okay did you ever say that if it didn't work or wasn't successful that she'd be going back to the Sheriff's Office?

BS: No sir I did not

BH: Or to quote the allegation " I'll send your ass back to the Sheriff's Office"

BS: No sir I did not

BH: Okay and you mentioned at the beginning of your explanation that Mindy was present correct?

BS: Yes sir she was

BH: So if she made the statement that you did say that you would send Ms. Green back to the Sheriff's Office if it didn't work, would that be an untruthful statement that Mindy made?

BS: Yes sir it would be

BH: Have you ever used the word dike when referring to someone's appearance while in the workplace?

BS: No sir

BH: Never?

BS: No sir

BH: How about describing Mindy Srinivasan? You ever make that comment about her?

BS: Have had some conversations with Chris Griggs about Mindy due to her, due to her appearance

BH: Okay I asked you if you've ever used that word.

BS: No sir I don't recall using that, that comment

BH: Okay

BS: referring to Mindy no sir

BH: Okay have you ever used that word dike in conversation with Chris Griggs when referring to Mindy?

BS: I don't recall using that word with Chris Griggs when referring to Mindy

BH: Have you ever used that word when speaking with Ms. Brinkley?

BS: No sir that

BH: That word dike

BS: I don't recall

BH: Have you ever used

BS: using that

BH: that word when speaking with Captain Head?

BS: No sir not that I recall

BH: I want to refer you back to the bomb threat assessment that took place in December, I think I've already asked you this and if I have um, I apologize but I'm gonna ask you again and it's in reference to that word dike. Did you use that word when referring to the FDLE supervisor uh, that you and Ms. Brinkley, excuse me that you and Ms. Green were discussing about that issue with the bomb threat assessment?

BS: No sir

BH: I'm gonna ask you about Angela Bonds. Have you ever sat down and had a discussion with her in her office?

BS: I have spoken to Ms. Bonds once in her office

BH: Once?

BS: I, roughly one time yes sir

BH: Okay

BS: I don't recall any more conversations than that

BH: At any time during that conversation with Ms. Bonds in her office was there discussion about your health issues?

BS: Uh, Ms. Bonds asked me how I was feeling uh, the reason I was in Ms. Bonds office was due to the fact that she had, her family owns a I don't know if it's a salon or what it's called um, she had purchased a product which helps with

reducing the loss of thinning hair and I had come there to pay her for the product and pick it up

BH: Was there any conversation at that time, if there's only been one conversation in her office, about your cancer?

BS: Uh, I think if I'm not mistaken she asked me how I was feeling because with my cancer because she referred to somebody as having breast cancer that she knew about

BH: Okay did you comment to her about taking testosterone shots?

BS: No sir

BH: If she gave a sworn statement to this office that that conversation took place about you getting and taking testosterone shots would that be a false statement on her part?

BS: Yes sir

BH: At any time during that conversation did you (knocking) knock on the desk make a gesture and reference to testosterone shots and having no problem in that area?

BS: I really don't know what you're referring to

BH: Okay

BS: But I don't remember making a comment

BH: But you did talk about testosterone shots?

BS: Uh, no sir I haven't taken testosterone shots

BH: And you've mentioned previously that on several times you've asked Ms. Green about her boyfriend is that correct?

BS: Yes sir

BH: And your reason for doing that based on the statement that you've previously given is because he contacted you and asked you to keep an eye on her?

BS: Well I felt like Ms. Green's boyfriend and I, we're friends and yes I gave her a circle familiarity because we were friends

BH: Okay but has there been any discussion or conversation with Ms. Green that had any type of sexual innuendo's what so ever?

BS: Not that I deem sexual or inappropriate no sir

BH: Okay nothing about her personal appearance, nothing about RVs rocking, nothing like that?

BS: No sir the only conversation I've had about appearance is with Mr. Griggs about Ms. Green

BH: Okay does Logan, Ms. Green's boyfriend, does he own a motorhome or a RV?

BS: Uh, I think he does because his son races, races motorcycles or something like that

BH: Okay but no conversation with Ms. Green what so ever about don't come a knocking bus might be rocking or

BS: No sir, not that I recall no sir

BH: Not that you can recall okay. Do you ask other females in the workplace about their relationships with their boyfriends?

BS: Uh, I talk to my administrative secretary all the time about her relationship with her husband

BH: Okay but that's it?

BS: And Ms. um, Ms. Smith I've spoken to her about hers too because we work uh, I work with them every day. How they are doing, how's thing's going, what are y'all doing this weekend casual conversation. Have spoken to Mr. Griggs about his relationship with his wife, told me about them living out of Pickwick, all it is, is casual conversation. Have had conversation with Ms. Brinkley about her husband she told me about the past, because I was coaching baseball and he was baseball player in high school and I have had conversations with other employees that work here about their family and their kids and stuff because I try to take a personal interest in that with them and a lot of them do work with me sworn and non-sworn

BH: Okay. Have you ever made comments to Brinkley about taking it in the ass?

BS: No sir

BH: Never?

BS: No sir not that I recall. I don't recall making any comments about that to her about that

BH: So if she gave a sworn statement that you have would that be lying?

BS: That's just out of character for me

BH: That's not what I asked you, I said would that be a lie?

BS: I don't like to call anyone a liar, maybe it's dishonest or untruthful but I don't want to say it's a lie

BH: Okay but you're saying you've never done that?

BS: I don't recall saying

BH: You don't recall

BS: Yes sir I don't recall ever saying about somebody taking it in the ass

BH: Okay. Not on that day in reference to a strap on either?

BS: No sir

BH: Dealing with the threat assessment and the FDLE supervisor

BS: No sir

BH: Okay. Are you familiar with Department policy and its definition of sexual harassment?

BS: Yes sir I am

BH: Are you familiar with Department policy and its definition of a hostile work environment?

BS: Yes sir I am

BH: Are you familiar with the Department's SAFE plan?

BS: Yes sir

BH: Sir at any time have you made inappropriate or unprofessional comments in the workplace?

BS: Have I at any time in my career?

BH: Made inappropriate or unprofessional comments in the workplace?

BS: Yes

BH: Have you at any time since promoting to the rank of Major made inappropriate or unprofessional comments in the workplace?

BS: I don't recall making any appropriate comments in the workplace since I've promoted to the rank of Major

BH: Have you ever threatened anyone with losing their job in the workplace?

BS: No sir

BH: How about Ms. Green in reference to her project, did you talk about sending her back to the Sheriff's Office?

BS: No sir I did not

BH: And if that was witnessed by someone else and they've given statement is that still your answer you've never done that?

BS: Yes sir

BH: When you first came into BCII and you mentioned I believe sir that was October of 2015 is that correct?

BS: Yes sir

BH: Since your promoting into that position, have investigators in the field been removed from the unit and sent back to the field?

BS: There were several investigators being removed from the unit as I came in due to pending cases that were already going on

BH: Okay but it didn't involve you? The removal of those sending them back to the field did that

BS: No sir they were based upon pending cases that were already going on um, I think I only had dealings with; no that was a pending case

BH: Okay but they were removed?

BS: Yes sir

BH: Okay has there been any discussion in, in conversation in dealing with analysts, have you ever referred to the removal of those investigators from the unit to, back to the field?

BS: Yes when referring to things that were going on I have referred to that, yes

BH: Okay and that was the only purpose for referring to that?

BS: It was referring to it because it was scenarios that had to do, some of them had to do with intelligence, some of them had to do with uh, not following up on things and basically all it was, was just talking to them about being aware and conscious with the people they deal with, the investigators

BH: Have you often praised the analysts?

BS: I've praised them constantly

BH: Have you ever mixed the praise of the analyst with referring to these investigators meaning sent back to the field?

BS: I have brought it up in the same conversation yes

BH: Have you read the statements provided to this office, the OIG's office made by Ms. Green?

BS: Yes sir

BH: Have you read the statements provided to this office by Mr. Griggs?

BS: Yes sir

BH: Have you read the statements provided to this office by Ms. Brinkley?

BS: Yes sir

BH: Have you read the statements provided to this office by Ms. Bangel?

BS: Yes sir

BH: Have you read the statements provided to this office by Ms. Srinivasan?

BS: Yes sir

BH: Do all of these people work under your command?

BS: Yes sir they do

BH: Based upon what we've discussed and the allegations that have been made against you, your answers to the questions concerning those allegations and knowing that the statements which have been made by members under your command serving as analysts and intelligence officers, sir have you created a hostile work environment?

BS: No sir I haven't based upon our definition of hostile work environment... and when I say our DHSMV

BH: Alright um, we're gonna take a break for a few minutes alright. Want y'all to know these are on we're gonna step out for a minute you can do the same.

(BREAK)

BH: Alright let's pick back up gonna go back it's uh... 12:10 and we're gonna go ahead and pick back up. I want to go back to a few of the dates that we discussed and uh, refer back to 12/22 of 2015 that was the bomb threat assessment I had asked you if you'd ever made uh, a comment um,

about...uh...being hot or not referring to the FDLE and Ms. Green you know are you jealous um, cause she's hot or you're hot and she's not and your, if I recall, your statement was that you don't recall using those words

BS: Yes sir

BH: Okay are you saying you didn't ever use those words or you saying you just don't recall using those words?

BS: I don't ever remember using those words during that conversation

BH: Okay. How about anything similar to that? Cute, hot?

BS: No sir

BH: Uh, go back to 2/25, February 25th talked about a meeting that uh, took place between yourself and Beth and Chris on that day, and...you know you said you didn't recall making a comment about her hair color...said you didn't recall making a comment about her hair color, I asked you if you made a comment about her blonde hair and you said you didn't recall

BS: No sir I don't remember making a cal..uh a comment about her hair color

BH: Okay have you ever made a comment about her hair color?

BS: Yes to Mr. Griggs I have yes sir

BH: Okay and, and how so? I mean what was the context of that

BS: The color in compliance with the BCII policy manual, the dress code that they have created that I will talk about here when I get an opportunity to

BH: Okay. Um...

BS: And it is their personal, their own department's dress code

BH: And on, but you never mentioned that you liked it? You've never said that you've liked it?

BS: No sir

HS: Are you referring to Dana's hair?

BH: Correct Dana's hair

HS: Okay

BH: referring to Dana's hair

BS: I think that any comment that I've made has been it looks more natural once it was changed

BH: Okay but never that you liked it?

BS: No sir

BH: Back to 3/1 that was the CIU meeting in Chattahoochee...do you recall that?

BS: Yes sir

BH: And I asked you, you gave me an urban definition of the word gay, was Griggs upset at the end of the

BS: I'm sorry to interrupt you

BH: Was Griggs

BS: Griggs never spoke to me about that and never ever told me he was upset. He never ever conveyed that he was upset; he never ever conveyed that anything that I said to him was demeaning or upsetting. We didn't even have a conversation about it

BH: Did you call Griggs the day after that and ask him if y'all were okay?

BS: I don't recall calling Griggs and asking him anything about that we were okay or anything like that um, I try to be very open with, with Mr. Griggs and have a conversation with him because he needs a little bit, he's very intelligent, very smart but he needs just a little bit more of assertiveness when he handles things

BH: Okay are you saying you didn't call and ask if you were okay or you don't recall?

BS: I don't recall calling him and asking him about that conversation something from March, five months ago, no sir I don't recall that...but I do recall him never coming to me and talking to me about the comment or that was upsetting or he had any issues with the comment that if I allegedly made that comment

BH: Did he display any physical appearance of being upset?

BS: No sir

BH: Let's go back to March 11th, which was...a work related conversation between yourself, Griggs and Brinkley in Ms. Greens office and I asked you if you said uh, made a comment about not touching her boob and if I'm correct your response was you don't recall making, have you ever made a comment about touching her boob?

BS: No sir not to my knowledge I've not made a comment to Ms. Green about touching her boob or boobs or breasts or anything to that reference

BH: Okay and then I asked you about your ID number 22, referring to double deuce and I believe your comment was everybody knows what my ID number is it's common knowledge, what, what does double deuce mean?

BS: Uh, ID number 22

BH: Okay does it have any other meaning what so ever?

BS: No sir. It might to someone else but not to me it's my ID number that I refer to, my call sign ID radio number

BH: But it doesn't have any other meaning to you?

BS: No sir

BH: On April 11th, which was uh...the Dedax training okay I asked you if you had made a comment I love me some Dana Green and you said you don't recall making

BS: No sir I don't recall making that comment

BH: Do you recall ever using that term I love me some referring to somebody?

BS: Yes sir

BH: ever use that before?

BS: Yes sir I have it means that you like something

BH: You like something if you refer to a person does that mean you like that person?

BS: You like them but it could be you like them, like I like you and I like you it doesn't mean that I want to have a relationship with you, it means I like you I don't dislike you

BH: Why wouldn't you say like instead of love then?

BS: Cause that's just the terminology

BH: And who else have you used that term with before?

BS: Uh, if I recall I sent, had an email conversation or a conversation I don't recall if it was an email with Angela Bonds and she was telling me that I did not like her and I said no I love me some Angela Bonds or something like that to that reference

BH: So

BS: and that meant I like you, I don't love you, I don't want a relationship with you and because I helped her out with a K9 demonstration we were having I put it on with Lieutenant Harris and we put on a K9 demonstration she wanted it because she thought it'd be a good idea because of the Legislative Session going on to have a K9 demonstration here so that they can invite people to see what the K9 teams do

BH: On 5/3 I asked you about a discussion that took place involving a Trooper out of Orlando and I asked you if you used the term uh, banging a confidential informant you said you don't recall using that term. What did you talk about with Ms. Green in regards to the confidential informant?

BS: Do you want me to use specifics of the case?

BH: What, the general discussion

BS: Um, Ms. Green, Ms. Green was doing a threat assessment on [REDACTED] who had received some threats from an outlaw motorcycle gang and she was discussing to me um, the findings of the threat assessment or what the findings were gonna be or something about from what my recollect is something about the threat assessment

BH: Was that

BS: and what was gonna be contained in there

BH: Was that the extent of it?

BS: Yes sir

BH: Did you at any time during that conversation inform her that he was under investigation?

BS: I don't recall informing her that he was under investigation

BH: I asked you about uh, an incident on June 8th

BS: Can I comment back on that question real quick

BH: Sure

BS: Please. Um...any investigations we work are criminal and I only have knowledge of criminal investigations I don't have knowledge of internal investigations so I would have not known if he was under investigation or not unless it was criminal investigation that we would be handling. I don't deal with the Office of Inspector General nor Office of Professional Compliance which would have that knowledge...to know if he was under investigation

BH: June 8th

BS: Yes sir

BH: I asked you about the incident in the parking lot where Ms. Green was crossing the road and I asked you if you playfully kind of sped up and then slowed down and rolled down your window and made a comment to her in regards to I should have hit that and your response was you don't recall that incident. But you did say that you recalled Head being in the car with you that day. You recall Head being in the car but you don't, is it your statement that you don't recall the incident?

BS: No sir I don't recall speeding up and trying to hit Ms. Green with the patrol car or playing around. I do recall Captain Head and I seeing Ms. Green in the parking lot talking to her real quick, Captain Head was present but I don't remember saying I should have hit that or anything to that derogatory type comment I don't ever recall saying that. I would say that I didn't say that

BH: Okay and back that one meeting that you had in Ms. Bonds office, Angela Bonds.

BS: Yes sir

BH: Alright did you at any time in that meeting knock on her desk?

BS: I don't recall knocking on her desk

BH: Are you saying you didn't knock on her desk or you don't

BS: I don't remember knocking on her desk or what that would refer to if I did knock on her desk I mean I don't know what the point is of knocking on someone's desk

BH: We've covered the allegations that have been presented by the complainant. If you had said anything that's been alleged in these allegations would you consider this inappropriate and unprofessional?

BS: Um, I would consider the comments to be...some of the comments yes and some of them the culture of the profession that I'm in, law enforcement profession

BH: Does your current position have two cultures or just one?

BS: Two

BH: Okay and what would those be?

BS: Uh, you have non-sworn and sworn

BH: Okay would, is it your statement that they're different cultures?

BS: Yes sir

BH: Would some things in one culture be appropriate that aren't appropriate in the other?

BS: Yes sir

BH: Is that, I'm trying to understand what you

BS: Yes sir, yes sir to me I think I believe so yes sir

BH: Okay and these allegations that have been made, which culture did those come out of?

BS: The Intel analyst section

BH: Alright I'd like to ask you some questions about computer and cellphone use. Are you familiar with Department policy concerning the use of information technology resources?

BS: I'm familiar with it yes sir

BH: Do you know the different between appropriate use and inappropriate use as it relates to the use of technology resources?

BS: No sir not off the top of my head

BH: If you saw the policy off of what was appropriate and what was inappropriate would you be able to answer that question?

BS: Yes sir

BH: And anytime that you feel like looking at it let me know I've got it here with me and you're welcome to refer to it

BS: Okay can I look at it? Please

BH: Absolutely. Sir do you have a personal cell phone that has email and internet use capabilities?

BS: Yes sir

BH: Do you have a personal computer?

BS: No sir

BH: Talk about some of the documents that were located on your MDC, your Mobile Data Computer. Sir who is McKenzie Reynolds?

BS: That's the girl that I date

BH: And so that would be your relationship with her, your, a dating relationship?

BS: Yes sir on and off dating relationship yes sir for some period of time

BH: Why do you have numerous documents related to her school papers, resumes, power point presentations on your state computer?

BS: I kept them in a folder on there um...I kept them in a folder on my computer cause I was helping her with um, reviewing her school work

BH: How did those documents get there?

BS: I put them on there

BH: Is that appropriate use of state resources?

BS: I would say no

BH: What is Snead Enterprises?

BS: Snead Enterprise is a business that I own. It's a sole proprietor business, LLC

BH: And what kind of business is it?

BS: Um, it's a basically right now used for payroll processing. It was, it's a business that I no longer use and haven't used since February 2016

BH: You say February 2016?

BS: Yes sir

BH: Why are Snead Enterprise documents on your state computer?

BS: Cause I put them there

BH: Are some of those dated after February 2016?

BS: Uh, if they are dated after February 2016...they were, I haven't done any business with Snead Enterprises since February 2016

BH: Okay I'll ask you again, are any of those Snead Enterprise documents on your computer dated after, I've heard your statement, that you haven't done any business but if they are dated after February 2016 how did they get there?

BS: I would have put them on there

BH: Okay. So are you saying you're not sure, are you, are you saying that February

BS: Without

BH: date

BS: I know you provided the documents but I didn't capture the dates in my mind to refer to that and properly answer your question I apologize to you...but no one else would have had access to my computer to put those on there

BH: Sir, are some of those Snead Enterprise documents that are on your state computer were they sent from your personal email to that state computer?

BS: I don't recall if they were

BH: Do you sometimes send emails and sign them with x's and o's from your state computer?

BS: Yes sir I have

BH: What do the x's and o's mean?

BS: Uh, hugs and kisses traditionally is what it means. Um, I have sent something to Ms. Kim Smith she was like a mom to me um, when I went through my ordeal in Tampa, cancer, she's the administrative secretary down there so yes I have done that

BH: How about pictures? Did you place personal pictures on your state computer?

BS: Yes sir I have um, basically I had kept a file from my old desktop and stuff like that from when we transitioned computers and I have many files on there that pretty much I have basically forgotten what's in there

BH: And when you do that is that...is that permitted? Is that appropriate use of state resources?

BS: It's only a limited amount of pictures that are allowed to be on your computer

BH: Okay have you exceeded that limited amount?

BS: Uh, I would say yes

BH: Internet use, have you visited the casino journal website from your state computer?

BS: Um, I don't recall, I do Google stuff and look at it yes sir so...

BH: Would that be work related?

BS: No sir

BH: Would it be inappropriate use?

BS: Yes sir

BH: How about YouTube?

BS: Yes sir I do, I have, I listen to music sometimes

BH: Is that all just music?

BS: Yes sir, to my knowledge that's what it is

BH: Is it appropriate use?

BS: Um, no, no sir

BH: How about Homes.com and Zillow.com? Have you accessed those from your state computer?

BS: Yes sir I was looking at possibly if uh, transferring what would be, what would be in that area to relocate

BH: Would that be work related?

BS: It would have been due to work but it was to find a place to live in and around that area I was looking at potentially transferring to

BH: Would that be appropriate use of state resources and technology?

BS: No sir

BH: Have you ever watched a YouTube video on your state computer of Wilt Chamberlin, the documentary about how many women he's had sex with?

BS: I don't recall that no sir

BH: Are you saying you didn't?

BS: I would say no I don't ever recall looking at that

BH: How about Def Leppard, the Best of on YouTube?

BS: Yes sir music

BH: But that's, that's music video correct? If it's on YouTube?

BS: I would say so yes sir

BH: Is that appropriate use?

BS: No sir

BH: Is it work related?

BS: No sir

BH: Ask you about your cellphone use, your state cell phone use. Have you had long personal text message, chats with McKenzie Reynolds on your state cell phone?

BS: Yes sir I have

BH: Were they work related?

BS: No sir

BH: Is it appropriate use?

BS: No sir

BH: of state resources?

BS: No sir

BH: You mentioned you have a personal cell phone correct?

BS: Yes sir

BH: Why would you not use your personal cell phone for that type of communication?

BS: I don't know

BH: Do you have an interest in Dave Brannan's campaign for sheriff in Volusia County?

BS: No sir

BH: Why are there photographs that depict his campaign for Sheriff on your state cell phone?

BS: I like the car, the way it looked. The picture of the car that's on there

BH: What about the bar-b-que fundraiser poster?

BS: I don't recall that being on there it could be I don't

BH: It's on there

BS: Okay

BH: Why would you take a picture of that?

BS: I don't know

BH: Why are there hundreds of real estate searches, Homes For Sale in Volusia County on your state cell phone?

BS: Cause I was looking at relocating around to that area

BH: Is it appropriate use of state technology and resources?

BS: No sir

BH: Is it work related?

BS: No sir

BH: Have you watched YouTube videos on your state cell phone?

BS: Um yes sir

BH: Is it work related?

BS: No sir

BH: Have you searched stock market reports on your state cell phone?

BS: Uh, maybe I've looked at the stock market yes sir

BH: Is it work related?

BS: No sir

BH: Have you looked at law enforcement jobs on your state cell phone?

BS: Yes sir

BH: Is it work related?

BS: No sir

BH: Have you browsed or shopped for a 2017 E350 Mercedes on your state cell phone?

BS: Yes sir

BH: Is it work related?

BS: No sir

BH: Is it appropriate use?

BS: No sir

BH: How about searching for how to make a raspberry lemon drop martini, have you done that by using your state cell phone?

BS: Um, I don't recall doing that

BH: Are you saying you didn't do it or you don't recall?

BS: I don't recall doing it is what I'm saying

BH: Why wouldn't you use your personal phone to do those things?

BS: I...bad error of judgment

BH: Have you photographed an RV with your state cell phone?

BS: Yes sir

BH: Is it your RV?

BS: Yes sir

BH: Why would you do that?

BS: Uh, because I had some troopers who were interested down south in renting it to them

BH: Would that be work related?

BS: No sir

BH: Major Snead have you inappropriately used state resources and information technology for non-related work purposes?

BS: Yes sir

BH: I'd like to ask you a few questions about um, secondary employment and your business that you mentioned. When were you promoted to the rank of Major sir, you told me October but

BS: End of October 2015

BH: and you said you believe it's the 23rd is that correct?

BS: Yes sir

BH: Did that promotion require a geographical move on your part?

BS: Yes sir

BH: Since your promotion to Major and assignment to General Headquarters here in the Kirkman Building, have you ever notified the Deputy Director of your intention to work secondary employment?

BS: No sir

BH: Since being promoted to the rank of Major, have you at any time been engaged in or conducted secondary employment?

BS: Uh...yes sir

BH: Were you required by policy to notify the Deputy Director of your intention to do that before conducting that employment?

BS: Yes sir

BH: Is Snead Enterprises your corporation sir?

BS: Yes sir

BH: Do you have any paid employees?

BS: No sir

BH: If I were to call Snead Enterprises would your personal cell phone ring?

BS: Yes sir

BH: Is Snead Enterprises involved with South Gate Campus Center here in Tallahassee?

BS: Yes sir it is

BH: And what services does Snead Enterprises provide for them?

BS: Payroll processing

BH: And how does that occur?

BS: Uh, South Gate uh, basically what happens is Officer Jody Fruchtnicht from the Tallahassee Police Department is considered their coordinator and scheduler. He schedules and coordinates uh, security for Tallahassee Police Officers um, he then lets me know what um, the hours are and I basically process the, the hours through South Gate and send them an invoice for what was worked

BH: So does Snead Enterprises once invoiced, does Snead Enterprises receive payment?

BS: Yes sir

BH: And how do the officers get paid?

BS: Uh, they are paid by Snead Enterprises

BH: Who writes those checks?

BS: I do...and then they are 1099'd at the end of the year through a CPA company

BH: On those invoices, there are three line items; one is for the number of hours worked by the security officers

BS: Yes sir

BH: One is a fee

BS: Yes sir

BH: Tallahassee Police Officer fee, what's that fee?

BS: That fee is equivalent to a fee like uh, that we have for mileage they charge a fee for officer use of a set fee for each officer and it's required to be paid to the city by who um, and then it's billed to South Gate and they pay the fee through the company

BH: So does Snead Enterprises make that payment to the City?

BS: Yes sir

BH: And the Snead Enterprises fee would be the third line item on that

BS: Yes sir

BH: Tell me about that fee. What, what does that encompass, how is that made up, how is that determined?

BS: That fee was a fee that was determined by South Gate Campus Center in order for uh, for to provide that service it was something that they offered, something that they um, basically presented and it pays for everything from uh, insurance to preparation of 1099's, W2s anything that requires um, to cover expenses, paper, stamps uh, anything as of that nature

BH: Are you aware of FHP policy and Department policy concerning secondary and off duty police employment?

BS: Yes sir I am

BH: As the CEO of Snead Enterprises have you been involved in secondary employment since your promotion to the rank of Major?

BS: Yes sir

BH: Have you violated policy as it relates to secondary employment by not notifying the Deputy Director as required by policy?

BS: Yes sir

BH: I'd like to go back uh, real quick to an answer that you previously gave when I was asking about uh, your...information technology resources use and please correct me if I'm wrong but I believe you mentioned that one of the reasons you were doing real estate searches was you were considering a transfer to Volusia County

BS: No sir there's uh, considering the um, the anticipation of the next promotion to Chief which is in the Southern District the rumor is that it's between people in that area and what I was looking at is for residential places within that area

BH: Okay

BS: Potentially in that area and out of all the areas I find Volusia County was the one that was more feasible to what I wanted to be in and where I wanted to be and it was within the mileage so that I could work Orlando or anywhere else possibly close to there within the 40 miles

BH: Okay and one other question going back to the, the secondary employment type thing um, have you worked any ODPE Off Duty Police Employment since being promoted to the rank of Major?

BS: No sir

BH: Okay have you scheduled it?

BS: No sir

BH: Is there anything that I've failed to ask you that you would like to add to your statement?

BS: May we take a break for a few minutes?

BH: Absolutely

(BREAK)

BH: Okay time is now 12:40 and we'll pick back up. Major Snead is there anything that I've failed to ask you that you would like to add to this statement?

BS: Yes sir there is. I would like to present some documents on my defense. Go down this book right here um, exhibit 1 is a disbarret treatment case and what is shows is it shows uh, cases of similar nature and what the outcomes were. Um, exhibit 2 is a photo of Dana Green with other employees I would like to comment on that please. This was dated August 5, 2016 in a um...in an email that sent out by the Executive Director basically on Kudos to employees and it shows what I was dealing with in there as far as dress code goes. Reason why I was addressing issues like this um, as you can see in this picture DHSMV policy requires that you can't wear short skirts. Also in this right here it shows Ms. Green um, this right here is the BCII policy manual, the intel analysts have come up with and there should be a copy of it in here if not um, I'll provide it to you. Basically it talks about um, the extension of the dress and how it's permitted. Talks about the heels, hairstyles um, it says that hairstyles, color that's normally occurring is prohibited which mean it presents a professional appearance. The time when I was dealing with these issues and speaking about hair color Ms. Green had a hair color that was dark maroon, it's considered a power red which are referred to as strong, bold, intense, rebellious colors. I have pictures here of various hair colors that her hair color was and those were colors that I was addressing with Mr. Griggs during the time to deal with, with Ms. Green as well as other members of the appearance and their appearance was so, was so egregious that was the reason why they developed this dress code. This was created by Mr. Griggs and the rest of the staff and based upon this Ms. Green

changed her hair color. Um, these were conversations that I had with Mr. Griggs one on one, I don't know how he conveyed them to his personnel whether he said it was the Major doing it or whether it was him I wasn't privy to those conversations but they were also according to Mr. Griggs gonna sign them and apparently based upon the email that he sent that I have right here that I'll present as well um, he didn't get them to sign that to hold them accountable for, to hold them accountable for um...the policy or any policy violations. As the Bureau Commander policy is very clear that I have to enforce policy and all I was trying to do here is just enforce policy that's right here. After going back through related correspondence I now remember that I didn't require everyone to sign it that was supervisor discretion for their teams. I made it applicable to the section as you'll see in the attached email but I never actually had Dana or Beth sign on. Um, it's, it's obvious to me that through this conversation that Mr. Griggs, Ms. Green, Ms. Srinivasan all of them have been speaking about this and keeping a running tally log based upon their statements and the comments that were made in there and they all have been conversing about this whole situation. Um, not once did any of them ever present their notes or anything they were taking and a lot of this is what's going on is, is hear say based upon what was presented by them. Um, also in here is the email from Griggs uh, about the Security detail which speaks about Ms. Bangel, she makes it very clear in her statement that she was upset about things that were being done. BCII policy is very clear about you going through the chain of command and them being required to inform me of any issues that were going on especially ones that pertained, it's well known that they know that uh, we oversee the uh, dignitary protection team details of any cabinet member or aid to camp for Lieutenant Governor and basically what's not in here that was requested was Mr. Griggs lack to provide direction to Ms. Bangel and them to send to me what she did not provide in this email and what's happened with this is um, I had a conversation the week that this happened with Mr. Griggs about accountability and him being held accountable for everything that was gonna be going on and what I mean by everything is ensuring the dress codes followed, the chain of command um, his lack of providing supervisory oversight to the unit, he's kind of a lase faire supervisor, I'm very direct it gets immediate response uh, have to be like that in the way of the demand since I've come here and since amount of work load has been added to BCII including um, the reserve and auxiliary as well as the traffic homicide investigations so I have a lot of parts um, I also have in here access door cards to show that my access which is here into the BCII office is very limited. Which no member of, I mean when I say BCII I mean Intel analyst that none of them suffer from any type of distress none of them took any excessive absenteeism or took off. None of them were out of work due to anything that was supposedly or allegedly said and even Ms. Brinkley brings up the fact that after they allegedly or after they spoke to me in the parking lot that there hasn't been any comments that's she's heard been made aware to her attention since then and then it's apparent by looking at Ms. Green and Mr. Griggs statement that both of them were conversing about this and building something up against me. Um, a lot of what was said other people were there, they didn't hear what was

said or they didn't recall it, they didn't hear it or they said I didn't say it um...and I'd just like to present this uh, as far as it goes as far as the um, exhibits go but I'd also like to make a uh, factor mitigation for the secondary employment. Um, no employment that was involved in I received uh, W2 or 1099 forms for the uh, payroll work that I did. I did work from um...from my own company uh, and I did work, I didn't work for any other company uh, the services I performed were those of payroll services through my CPA who, who worked for the company cause I hired her to do payroll services um, I performed no police services. I did not act as a LEO in uniform or out of uniform. I did not use a patrol vehicle or agency vehicle to conduct any of this. I was not involved in any hire-back program, provided no security protection for dignitaries and did not act as a manager or as an employee. Um, I provided no private security off duty LEO services and I did not act in any off duty police functions. Uh, the CPA of the company acted as an independent contractor and consultant and the off duty employment rule appears to be ambiguous and capable of several different meanings when you asked it to me. Um, as far as...hostile work environment goes... there was no severe persistent unwelcome comments or conduct based upon their age, race, color, gender, sexual harassment, religion, national origin, disability, veteran status, marital status or any other legally protected characteristic that reasonably interferes with the members or groups work performance. They never commented that any of this was interfering with their work performance. Um, again I'd just like to reiterate that Ms. Brinkley basically said that after they had a conversation with me in the parking lot I explained to you what that conversation was that...that there wasn't any more issues or anything like that um...and the BCII...BCII policy manual regarding organizational structure requests contact supervisors for official purpose shall be transmitted up the chain of command through succeeding managerial levels, that wasn't happened, didn't happen in Ms. Bangel's case and cause that was addressed and it became an issue and concern to her um...Mindy had a conversation with Chris Griggs and I don't recall if Ms. Green or Ms. Brinkley was there about Mindy and her dress because she presents us at the, at the um, Human Trafficking as well as her hair that conversation was in private and if it wasn't an issue then why did they create this right here this before that and I just find it ironic that everybody who I've had to address issues with Chris, Mindy or Beth are the ones that are presenting statements against me. And this boils down to basically a...disagreement in my management style the way that I present things um...there's a lot of demand from the intel and analyst section, I have very limited contact with them and when I do have contact with them it's just very direct to get an immediate response because of things we need are time sensitive it has nothing to do with um, me trying to get a date or anything like that I can do that on my own and what it has to do with it has to do with the fact that we're giving the best repair military organization and we're giving the best presentation we can to the public based upon our appearance and the product that we're producing so yes it is a high stress, high demand job and it's dealing with a group of people of workers who are not used to being told, told that and I give them a lot of praise and I basically don't want to saw warn them but I talked

to them about other things so that they are included and they don't feel like they are excluded from what goes on in the bureau. I've talked to them about things that go on in the CIU because each of them have a focus area and each of their focus areas cover across BCII so we do talk about other issues outside the intel and analyst section. Um, the difference between me and other people is I have a background in Homeland National Security so I do challenge Mr. Griggs with cases because Mr. Griggs can't snow ball me with things that are being said, he's very passive, he's not, he's not a direct supervisor, what I mean by that is he's not confrontational, and for him to address things it's drawn out, he's extremely intelligent, he does a great job in what he does but when dealing and managing people he's very lase faire and non-confrontational and unfortunately when dealing with situations like this he just needs to address the situations, therefore I've had to go back over and re-address situations with him and all this is based upon my management style, as far as the first two allegations go and that's all I would like to add to it and present to you to add today.

BH: Is there anything that I have failed to ask you that is pertinent to this investigation that should be brought out other than what you've just brought out?

BS: Um, there is one other thing I'd like to talk about is my, you mentioned the thing with the cancer and stuff like that look I, I, since I've had surgery I have low ambition um, and my primary goal is work um, I work a long extended amount of hours anybody who knows me cannot take away the fact that I'm committed to the Highway Patrol and I work. Um, and I don't have a drive that a person who did not suffer the type of cancer, testicular cancer because I had the removal of my left testicul I don't have the drive that I would have if I was doing this type of conduct and I have medical records to show that and prove that um, I suffer from what's considered low T which is low testosterone and I'm not receiving any type of therapy replacement right now or in 2016 to, to bring my testosterone up to levels where it needs to be. So I suffer from fatigue um, tired and issues like that that are convenient with having low T levels. My levels are equivalent according to my doctor to what a seventy to eighty year old man would have. So there's no aggression or I feel like I've been made out to be some sexual predator it's now been referred to from employees in the comments bringing up things that a womanizer you know I mean that's not the case, that's not the case here at all you know I mean uh, and having conversation with people and in bringing them into your circle and giving them direction this is all based upon my management leadership style and a disagreement in philosophies and way things should be handled because we are a pair of military organization no I'm not a touchy feely lase faire supervisor I'm very much involved and, and up on current events to address situations.

BH: Anything else?

BS: Um, regarding, regarding anything um, as far as the things uh, I have no political ambitions nothing motivated by politics or campaigns, I know you brought up those pictures I'm not running for office, I'm not trying to seek office, I'm not doing any of that um...and what I was trying to do was look for options to end up getting out of Tallahassee cause I have made the comment that I miss Central Florida because when I left here in 2011 I really enjoyed being in Central and South Florida and that was my whole purpose was to look at seeing if there was options, I found a county that I really liked an area that I liked and I really was thinking about if, if something opened up the Orlando Troop D for just for listen to rumors position I really wanted to put a transfer in. The Department has set precedence by transferring commanders given them first pick of places and I really like the area because of the restaurants, the foods, places to live and the cost associated with it and did not want to live in Orlando where the traffic is the way it is and with the 40 miles that was the reason why I was looking at places to stay. I mean it, I know that Ms. uh, Ms. Green was making a comment about um, keeping things in outline or anything did she ever present a diary or journal? No

BH: You saw everything we have

BS: Yeah, we don't know, she never presented

BH: You saw everything we have

BS: Okay well I just thought that might have been important to see what she was keeping. It was apparent by, by reading this stuff that um, Mr. Griggs and her were talking, comparing notes, getting their stories correct because that's exactly what it was um, so that's all I have

BH: Upon request you will be provided a copy of your statement at no cost to you. Upon conclusion of this investigation you shall be notified in writing of the disposition of this case. You are instructed not to discuss this case or disclose your statements to anyone other than designated department authority until the case is closed. This is the end of the interview and the time is now 12:56 PM.