



Florida Department of  
Highway Safety and Motor Vehicles

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## **Office of Inspector General**

# **Investigation Number 20160450**

**September 7, 2016**

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## **Investigative Predicate**

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On July 28, 2016, the Department of Highway Safety and Motor Vehicles (DHSMV), Office of Inspector General (OIG) received a complaint from Florida Highway Patrol (FHP) Supervisory Intelligence Officer Dana Green regarding inappropriate and unprofessional comments Major Brannon Snead made in the workplace. As a result, the OIG initiated an investigation into the allegations that Snead made inappropriate, unprofessional comments in the workplace and created a hostile work environment.

Due to information obtained during investigation into the original allegations, the DHSMV OIG alleges Major Brannon Snead has inappropriately used department information technology resources, and conducted secondary employment without supervisory notification/approval.

## **Investigative Narrative**

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An investigation was initiated to determine if the allegations were true, and if so, which Department policies may have been violated. While investigating the allegations, consideration was given to the following DHSMV and FHP policies:

- DHSMV Policy 3.05 – Claims of Discrimination to Include Sexual Harassment
- DHSMV Policy 3.06 – Disciplinary Process
- DHSMV Policy 6.06 – Workplace Safety and Security
- DHSMV Policy 8.03 – Personal Computer Use and Internet Access
- FHP Policy 3.03 – Code of Conduct: Regulations
- FHP Policy 5.08 – Off-Duty Employment

## **Pertinent Policy Statements**

DHSMV Policy 3.05 – Claims of Discrimination to Include Sexual Harassment defines Hostile Work Environment, “occurs when severe persistent unwelcome comments or conduct based on age, race, color, gender, sexual harassment, religion, national origin, disability, veteran status, marital status, or on any other legally protected characteristic, unreasonably interferes with a member’s or a group of members’ work performance.” Sexual Harassment is defined as, “A type of unlawful discrimination which consists of unwelcome sexual advances, requests for sexual favors and other verbal, written or physical conduct of a sexual nature including displays of sexually oriented images, when this conduct explicitly or implicitly affects an individual’s employment and unreasonably interferes with an individual’s work performance or creates a hostile work environment. The victim as well as the harasser may be a woman or a man. The victim

does not have to be of the opposite sex. The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker or a non-employee such as a vendor. The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.”

DHSMV Policy 3.06 – Disciplinary Process refers to a manual entitled “Disciplinary Procedures” which is published by the Bureau of Personnel Services. The Disciplinary Procedures manual states in pertinent parts, “Conduct unbecoming a public employee: Employees shall conduct themselves, on and off the job, in a manner that will not bring discredit or embarrassment to the state.”

DHSMV Policy 6.06 – Workplace Safety and Security states in pertinent part, “It is the policy of the Department of Highway Safety and Motor Vehicles to provide a work environment that promotes courtesy and civility, that is safe from all forms of violence, and that has the highest standard of safety and security for all members. There is **zero tolerance** of threats, threatening behavior, retaliation for reporting threats, acts of domestic violence, or any other acts of violence against members, visitors or guests by anyone whether on or off DHSMV property...” The policy also contains a procedural manual entitled, “Security Action For Employees (SAFE) Plan,” and is a supplement to the policy and serves to identify the specific procedures for maintaining a safe and secure workplace at department facilities. According to the SAFE Plan, “All members are to support and maintain a courteous, respectful workplace. Members shall not gossip, destructively criticize, spread rumors or continually quarrel or bicker. Bullying or otherwise targeting others for abuse, disrespect or mistreatment is not allowed. Occasional friendly joking and banter in the office lowers stress and promotes teamwork. However, humor can easily become inappropriate and offensive in the workplace. Keep jokes clean. Hostile, cruel or crude ‘joking’ is not acceptable. Trading insults, though meant as ‘jokes’ must not be done.”

DHSMV Policy 8.03 – Personal Computer Use and Internet Access states in pertinent parts, “Department information technology resources, such as desktop and laptop computers, network servers, tablets, smartphones, personal digital assistants (PDAs), Internet access, email, printers, fax machines and software, are valuable assets for use by members in carrying out the Department’s mission...Inappropriate use of information technology resources, including internet and email, is not determined based on the member’s personal beliefs, values, standards of conduct, or ethnic biases, but will be based on guidelines, information, and examples contained in this policy. The prohibited activities below are examples of inappropriate use of information technology resources, including internet and email, and are not all inclusive...Using department information technology resources for personal gain or for self-employment or secondary employment activities...Creating, receiving, accessing, downloading, installing, distributing or sending through email (including personal email) or the Internet any of the items listed below. NOTE: These prohibited activities apply to all department users when using department systems or resources. Additionally, these prohibited activities

apply to department users when sending to a department computer or emailing from a personally-owned computer or personal email... Non-work related material that contains graphics, pictures, sound or other media..."

FHP Policy 3.03 – Code of Conduct: Regulations states in pertinent part, "Members will conduct themselves on and off duty in such a manner so that their actions and behavior reflect favorably on the Division. Members will not engage in conduct which discredits the integrity of the Division or its employees, or which impairs the operations of the Department/Division."

FHP Policy 5.08 – Off-Duty Employment states in pertinent parts, Secondary Employment – This is a general definition encompassing employment with other than the Florida Highway Patrol. Off-Duty Police Employment – Secondary employment undertaken while in other than duty status which entails actual or potential use of police authority and requires vested police powers as a condition of employment. The definition encompasses those who schedule off-duty police employment. Private Sector Off-Duty Police Employment – Off-duty police employment that is undertaken on behalf of any private sector entity. Under the definition services are delivered to and payment remitted by private groups, firms, corporations or individuals. Requests To Engage In Secondary Employment – Any member who desires to seek private sector off-duty employment must provide prior written notification to his/her Troop Commander (field personnel) or Deputy Director (headquarters staff)."

## Complaint Information

Green reported her concerns to the OIG, which were documented on a Complaint Intake Form (**Exhibit 1**). Green provided typed notes dating back to December 22, 2015, (**Exhibit 2**) and are attached to Exhibit 1. According to Green, on numerous occasions, Snead has made inappropriate comments about her and others in the workplace, to include sexual innuendos.

## Background Information

Green is a Supervisory Intelligence Officer in FHP's Bureau of Criminal Investigations and Intelligence (BCII). Green supervises a team of Senior Intelligence Analysts, and Law Enforcement Intelligence Analysts. Green's coworker, Supervisory Intelligence Officer Elizabeth "Beth" Brinkley supervises the other team of analysts. Both Green and Brinkley report to Chief Intelligence Officer Daniel "Chris" Griggs, who reports to Snead. Green started her employment with FHP on August 31, 2015, and Snead became the Bureau Commander for BCII in October of 2015.

The OIG conducted sworn interviews about the incidents specifically noted by Green. The following is a synopsis of each incident by date:



December 22, 2015

Green stated Snead was in her office discussing a bomb threat issue that involved Florida Department of Law Enforcement (FDLE) employees. There was an apparent issue between Green and an FDLE supervisor. Snead is alleged to have said to Green, "What's her problem, is she jealous of you because you're hot and she's not?" Griggs became involved and the conversation moved to Griggs' office prior to phoning FDLE to resolve the issue. Green stated Snead asked Griggs if he was afraid of the FDLE supervisor and if he was afraid that she would put on a strap-on<sup>1</sup> and manhandle him. Green referred to this incident as "one of the most awkward moments I think I've ever had in my career."

Griggs corroborated what Green alleged Snead said in regards to the comments about being scared and in regards to a strap on. Griggs also acknowledged Green was present when these comments were made. Griggs called this a "particularly egregious incident" and was upset by Snead's comments.

Snead denied making the alleged comments.

February 2, 2016

Green stated Snead informed her he had approved her out-of-state travel for an intelligence sharing meeting, while passing each other in the hall outside of Snead's office. Green thanked Snead for doing so and Snead told her she "owed him." Green stated that she was not asking anyone for favors by requesting to go to the meeting and that Snead's comment made her feel awkward.

Snead does not recall the incident or alleged comments and said that Green did not owe him anything, other than to do a good job.

February 25, 2016

Green stated she was called to Snead's office. While in the office, Snead commented about Green's new blonde hair color and how it made her teeth look bright when she smiled. She also stated Snead asked her about her relationship with her boyfriend (Logan) and commented about how stressed he was and that he needed to find Mrs. Snead. Green stated Snead commented about how hard it is to find someone to date in Tallahassee, commented about women were either too young, too old, or had too many kids. Green said Snead asked how many kids she had, how old they were, what her relationship with her ex-husband was like and where he worked. Green said she felt

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<sup>1</sup> Strap-on – Wikipedia definition – a dildo designed to be worn, usually with a harness, during sexual activity.

like Snead was being too personal and he was “checking boxes” to see if she fit his Mrs. Snead profile. Green referred to this incident as “super awkward.”

Snead denied making any of the alleged comments. He did say he may have had a discussion about Green’s boyfriend because he has known him for a long time and has asked Green about their relationship several times, but nothing that would be deemed inappropriate. Snead said it was common knowledge that Green has a child and may have asked about her in the past.

February 29, 2016

Green stated Griggs and Brinkley met with Snead in the parking lot of the Neil Kirkman building to discuss the issue of him being more careful about making comments in the workplace that could be perceived as offensive, inappropriate or improper; comments that could get him in trouble. Green said as she left the building for lunch that day, she noticed Griggs, Brinkley, and Snead in the parking lot. Green stated she walked to their location as to not be awkward or rude by not speaking with them, and as she approached, Snead was staring at her feet. Green asked Snead why he was staring at her shoes and Snead replied, “It’s better than staring at your chest.”

Green said this conversation made her feel “horribly uncomfortable.” She said she wanted to wear a garbage bag to work and she should not have to question what she wore. She stated she dressed professionally and she should not have to be concerned with who she might run across during the day. She said Snead made a comment, “I guess I need to be more careful about what I say, now that I’ve been chastised.” Green said that comment was made in reference to just having been talked to by Griggs and Brinkley.

Brinkley acknowledged having a conversation with Griggs and Snead in the parking lot of the Neil Kirkman building, and corroborated Snead and his comments in the workplace was the topic of the conversation. Brinkley stated she thought Snead was appreciative and receptive to what she and Griggs had to say. Brinkley does not recall Green joining the end of the conversation and does not recall Snead making the comment about looking at Green’s chest.

Griggs acknowledged the conversation with Snead and Brinkley in the parking lot of the Kirkman building. Griggs corroborated Snead and his comments in the workplace were the topic of the conversation. Griggs recalled the fact Green came to their location at the end of the conversation and Snead was looking down when Green approached. Griggs remembers Snead saying something about not looking at Green’s chest and commented about how the conversation he and Brinkley just had with Snead was a waste of time, based on the comment Snead made to Green.

Snead acknowledged that the conversation took place with Griggs and Brinkley, but stated the conversation was about his management style and how he delivered comments. He said he asked for feedback and examples but did not receive any from either Brinkley or Griggs. Snead acknowledged Green approached at the end of the conversation, but does not recall making the comments alleged by Green.

## March 1, 2016

Green stated Griggs and Senior Intelligence Analyst Jennifer Bangel attended a Contraband Interdiction Unit (CIU) meeting in Chatahoochee. Griggs told a joke to a room full of troopers in an attempt to lighten up his audience at the beginning of his presentation, but the joke did not go over very well with the audience. Green said Snead took the microphone from Griggs at that time and commented “that was gay” referring to the joke that Griggs had told.

Bangel stated she had not arrived at the meeting yet at the time of the alleged statement made by Snead, and had no knowledge of what was said.

Griggs acknowledged speaking with the CIU group and he did tell a joke that did not get much of a response. Griggs stated Snead took the microphone from him and commented “that was gay” and everyone laughed. Griggs stated this occurred during his presentation, Snead interrupted his presentation and it occurred up front, in front of everyone. Griggs stated he was embarrassed and mad, and Snead could see that he was upset. Griggs stated Snead called him the next day concerning the incident and asked “are you ok? Are we good? are we good? are we good?” Griggs said “Yeah, Major, we’re good.”

Snead does not recall using the term “gay” and stated there was no microphone for him to take from Griggs. He gave the definition of “gay” from the urban dictionary as meaning jovial, happy, good spirited, stupid, or unfortunate, and said that he has used the word before, but again, does not recall using it on this date in regards to this incident. He also said he never called Griggs the following day to check and see if their relationship was okay.

## March 11, 2016

Green stated Snead, Brinkley, and Griggs came into her office and closed the door. They were discussing a work-related topic when Snead said to Brinkley something to the effect, he likes how Brinkley gives it to him straight and does not hold back, and it made him excited and he thought about it once he was home alone. Green took that as a sexual comment. Green also stated during this same meeting, Snead walked around the back side of her desk while she was flipping through papers to show her a particular page, and commented he needed to be careful not to touch her boob. According to

Green, Snead then said if he did, he would never wash his hand again and Green told him, "That's when you get slapped." Green said he made additional comments and sexual innuendos regarding his ID number "22" being double deuce and he could see Green's mind in the gutter. Green did not understand that reference. Green also said Snead made a comment about a troop commander down south needing to get an RV (recreational vehicle) to live in, and that transitioned into the bus rocking and how Green must know all about that. Green interpreted that as a reference to her and her boyfriend, because Snead knows her boyfriend has an RV and that they travel a lot.

Green said she was "pissed" at Snead for his comment about being careful not to touch her boob. She stated it was the first time she had actually said something to Snead about his behavior and he actually did brush her chest with his arm as he was reaching for papers while standing in back of her desk.

Brinkley recalls being present in the meeting. Brinkley did not specifically remember Snead commenting about giving it to him straight and not holding back, but said Snead has told her that several times. She does not recall any of the other comments alleged by Green except the comment about the RV rocking. She does recall that comment and that it was directed toward Green.

Griggs does not recall the alleged comments made on this date.

Snead stated that he did make the comment that he likes the way Brinkley gives him information in a straight forward manner, and says he has told her that several times. He denied making any of the other alleged comments on this date.

## March 21, 2016

Green stated after a BCII meeting and all of the analysts had left, she, Griggs, Brinkley, Captain Herbert "Randy" Head, and Snead stayed behind and conversed. According to Green, the conversation turned to her relationship with her boyfriend Logan. Snead commented that Green deserved an award for taming Logan and she must have put some kind of "mojo" on him, and Snead needed to stay away from Green because she's trouble.

Green described this conversation as awkward and "not wanting to be thought of in a sexual way by him you know about whatever it is I got going on with my boyfriend."

Brinkley does not remember specifics about comments made by Snead on this date. She did state Snead has commented about Green's relationship with her boyfriend from time to time. Brinkley said Snead "will make jokes like he did about the RV, he'll make jokes about her keeping Logan sexually happy." She does remember the "mojo" comment and related it to the sexual relationship between Green and Logan.



Griggs corroborated what Green stated about the comments that Snead made on that day after the meeting. He recalled the comments about Green taming Logan and the comment about deserving an award and putting a “mojo” on Logan. He also recalled Snead saying Green was trouble and he needed to stay away from her. Griggs stated Snead often finds a way to personalize conversation and take it back to a past relationship, referring to how Logan used to be wild and how Green has calmed him down. Griggs referred to this conversation as “uncomfortable.”

Head said he did not recall the conversation.

Snead admitted to having several conversations about Green’s boyfriend. He stated he often uses the word “mojo” as meaning “being in the zone,” but never in a sexual context. He does not recall making any of the other alleged comments on this date.

April 11, 2016

Green stated while attending training at the FHP Training Academy, Snead referred to her as “dirty Dana” in front of a few people who were in attendance. She said he also said “I love me some Dana Green.” Green stated she questioned Snead what he meant by his comments and Snead replied he was just playing. Green identified FHP Majors John Gourley, Joseph Franza, and Robert Chandler as being present, as well as FHP Captain Randy Head, when Snead made these comments. Green stated, “I am not a dirty person like filthy you know I’m a clean person so I’m like the only other possible reference is something sexual so...” Green said she texted Griggs telling him what Snead had said.

Griggs stated he sent Green to the training at the FHP Academy and that he did receive a text message from Green (**Exhibit 3**) notifying him of what Snead called her.

Head did not recall any comments made by Snead or recall if Green was even present at the training.

Gourley, Franza, and Chandler did not recall being introduced to Green or any comments made by Snead regarding “dirty Dana” or “I love me some Dana Green.” Chandler only remembered seeing someone on that day that he had never seen before, but did not remember Green or being introduced to her.

Snead recalled that Green came late to the training and that she left early. He did not recall introducing her to anyone and denied referring to her or making the comment “dirty Dana.” He said he has used the phrase “I love me some” referring to people, but never used the phrase “I love me some Dana Green.”

April 13, 2016

Green stated after a monthly BCII teleconference and in a room full of people, Snead commented about her red lipstick and said he liked it. Then he said first you went blonde and now you got your red lipstick. Green stated Head's secretary (Regina Smith) was present. Green stated she could feel herself blushing. Green stated "It makes me wonder what do people think, what, does he want them to think there's something going on or, or just he not have any lick of common sense I don't know but it's horribly uncomfortable."

Head and Smith did not recall Snead commenting about Green's lipstick.

Griggs was not present but stated Green told him about the comments Snead had made.

Snead did not recall making the alleged comments about Green's hair or lipstick.

April 19, 2016

Green stated while in Griggs' office with Snead and Head, out of nowhere, Snead asked her how much she weighed. Green commented the question made her feel awkward and she even told Snead, "Don't you have any home training, you are not supposed to ask a woman how much she weighs..." Green said she thought to herself, "why does he care what I weigh? and why is that any of your business." She said the question just came out of nowhere.

Head did not recall Snead asking Green how much she weighed.

Griggs recalled Snead asking Green how much she weighed. He stated they were discussing something work related and Snead was sitting across from Green looking at her, and just randomly asked her how much she weighed. Griggs said, "Dana handled it, I mean she, Dana has handled everything pretty well and I mean she, she'll rib people back at first like she tried to do with him, but I think it got, eventually got to the point where it was too uncomfortable for her."

Snead did not recall asking Green how much she weighs.

May 3, 2016

Green stated she was briefing Snead in his office about a threat assessment involving a trooper and a CI (confidential informant). Green said Snead changed the subject of the

conversation and said the trooper being discussed was under investigation “for banging a CI.” Green said Snead commented he did not know what the trooper was thinking because “you’re better off banging another employee than to bang a CI.” Green said she tried to shift the conversation back to the threat on the trooper but was thinking “is this some sort of subliminal message like you’re trying to tell me it’s okay to get with another employee...” Green said it was “very awkward and very uncomfortable.”

Snead recalled discussing confidential informants but did not recall making the alleged inappropriate comments.

May 10, 2016

Green stated Snead and Head were in her office and Snead commented how he would like to go back to Tampa and he misses it there. Green said Snead then said “but I can’t go to Tampa without you, you’re my girl, you know you’re my favorite.” Green said she did not know how to respond, that it was just “super awkward again.”

Head recalled Snead talking about missing Tampa and has heard him say he misses being there on several occasions. He did not recall the comments Green alleged Snead made.

Snead said it was common knowledge that he likes Tampa and misses working there. He did not recall making any of the other statements alleged by Green, nor did he recall if Head was present.

May 24, 2016

Green stated she was in Griggs’ office and he told her about a conversation he had with Snead concerning hiring two new analysts. Green said Griggs told her when he briefed Snead about the chosen applicants, Snead asked him if the female applicant was “hot” and if she was “Major material.”

Griggs corroborated he briefed Snead about hiring two new analysts. Griggs was bragging to Snead about the caliber of these two new hires and said Snead asked about the female (Leisha Reitter) and Snead asked if she was cute and if she was “Major material.” Griggs stated he took Snead’s comments as in “he is looking for a girlfriend and would she be in his caliber?”

Snead denied asking Griggs about Reitters’ appearance or if she was “Major material.”

June 8, 2016

Green stated she was on her way to lunch walking across the parking lot when Snead was returning from lunch. She said Snead saw her and jokingly sped up like he was going to hit her, but slowed down. As Snead approached Green's location, she said he rolled his window down and said while laughing, "I was going to hit that." Green said she rolled her eyes and walked away taking his comment in a sexual way. Green said Snead asked her later that same afternoon if she had heard what he said earlier, and Green replied to him "yeah I heard you" turned and walked away hoping he would take the hint. Green said Head was in the car with Snead when the incident occurred.

Head did not recall the incident.

Snead remembered Head being with him but did not remember making any comment to Green or later that day asking Green if she had heard what he said.

July 27, 2016

Green stated she and analyst Mindy Srinivasan were in Green's office when Snead and Head came in. Green asked Snead if he had seen her award she received in her leadership class, for the best overall project. Green said Snead did a 180 and looked at her and said "I know everything that is going on around here I've already had to talk to the Colonel about your project and how it's gonna potentially impact our troops and what they're gonna have to do with it..." Green said he turned the conversation into a negative thing and Snead went on to say, "Don't doubt my knowledge, I'll have your ass back to the Sheriff's Office." Green said she felt intimidated and threatened and did not appreciate what had occurred. She spoke to her boyfriend about the incident and decided she was "tired of walking on eggshells, I never know what to expect from him...it's uncalled for and I'm not taking it anymore..." She said at this point she told Griggs what she was going to do.

Head recalled being in Green's office and the four of them talking about the award and how it would impact the field if the project Green did was implemented. He did not recall any comments by Snead about sending Green back to the Sheriff's Office.

Srinivasan corroborated she was present during the discussion about Green winning the award. She stated Snead told Green that if implementation of her project did not work he would be sending her back to the Sheriff's office. Srinivasan took his comment serious because she said there was a feeling in the office that if Snead did not like someone, they would not stay in their position.

Snead acknowledged the conversation took place and that Srinivasan and Head were also present. Snead denied making any comment about sending Green back to the



Sheriff's Office if the project was unsuccessful. Snead said he told her this was not like the Sheriff's Office, we have to look at this project on a statewide level.

## Investigative Items and Supporting Materials

The OIG obtained Snead's People First timesheet<sup>2</sup> (**Exhibit 4**) and determined he was on-duty working on all 15 days Green alleged Snead's inappropriate conduct occurred. The OIG also obtained Snead's personal computer and state cell phone for review and forensic examination to determine if there was information related to the allegations reported by Green.

### Department Email – Snead's Email Address

The OIG reviewed Snead's Department email for evidence related to the allegations. Several emails were discovered that were perceived as unprofessional and somewhat "flirtatious" in nature (**Exhibit 5**) and bookmarked them for further review and inquiry into the allegations made by Green. One in particular was a communication between Snead and Assistant Legislative Affairs Director Angela Bonds, in which Snead signed off using the statement "I love me some AB," which is the same statement that Green alleged he used in referring to her when introduced at a training meeting at the FHP Academy. Snead also had several email documents that were personal in nature and were related to gambling, sale of an RV, a personal loan and communication with Head and his mistrust in an administrative assistant. Evidence that Snead was inappropriately using Department information technology resources to conduct secondary or off-duty police employment were discovered. Invoice documents related to Snead Enterprises (**Exhibit 6**) were discovered and the allegations were added to the complaint by the OIG. These documents were sent by Snead from his personal email to his state email. These invoices were prepared for monthly services of off-duty Tallahassee police officers working at SouthGate Campus Centre<sup>3</sup>, and were billed by Snead Enterprises, Incorporated.

### Florida Profit Corporation Research

The OIG researched Snead Enterprises, Inc. through the Florida Department of State website [www.sunbiz.org](http://www.sunbiz.org). Snead Enterprises has a registered business address of 3539 Apalachee Parkway, Suite 3 #136, Tallahassee, Florida 32311, and lists Brannon M. Snead as the Registered Agent and CEO of the Corporation (**Exhibit 7**).

<sup>2</sup> PeopleFirst is an online program that Department employees use to report their work and leave hours.

<sup>3</sup> SouthGate Campus Centre is a student housing facility associated with Florida State University.

## Computer Hard Drive Analysis – Snead’s Computer

The OIG performed a forensic analysis of the hard drive removed from Snead’s Department issued Mobile Data Computer (MDC). The forensic report (**Exhibit 8**) was limited to items that were potentially relevant to the allegations in this case and were broken down into the categories of: documents, pictures of interest, and internet artifacts of interest, none of which were work or duty related.

Documents - Most of the 49 bookmarked documents were related to Mackenzie Reynolds. Reynolds is a former FHP trooper who also goes by the name Mackenzie Doss. College papers and assignments, resumes and presentations, a complaint filed against Reynolds’ husband (Polk County Deputy) by Snead, all associated with Reynolds, appear on Snead’s hard drive. Twelve documents related to Snead Enterprises, a corporation owned by Snead, also appear on the hard drive and are related to off-duty police employment invoices and annual tax information prepared by Snead or Snead Enterprises. The remaining documents are related to Lincoln High School baseball.

Pictures of interest – Three photographs were bookmarked, two of which are personal and reveal Snead, one with a woman and one with him lying on a sofa. The third is a picture of professional baseball player Pete Rose grabbing his crotch.

Internet Artifacts of Interest – Snead accessed several websites through Internet Explorer from his state computer that were identified as being non-work related. Casinojournal.com, youtube.com, cancer.net, zillow.com, and homes.com. All of these sites were visited on multiple occasions with the exception of one, cancer.net. One of the youtube videos accessed was a documentary of basketball player Wilt Chamberlain, which is a sexual discussion about the number of women he had sex with. Another was a one hour and eighteen minute music video titled, the best of Def Leppard.

## Snead’s Department Cell Phone

The OIG performed a forensic examination of the Department issued; iPhone issued to Snead. An Extraction Report (**Exhibit 9**) was created and documented cell phone activity that was relevant to the allegations in this case. Exhibit 9 was broken down into the categories of chats, messages, web history, and images.

Chats – Four chats were extracted from Snead’s cell phone. One was work related, covering several days and was communication with Green about a case. One chat was with Scott Martis, and Snead asking him if he was interested in an RV (recreational vehicle). The other two chats were long in duration, covering several months between Snead and Reynolds. These chats were personal and often had comments that they loved each other.

Messages – two types of messages were extracted from Snead’s cell phone, two Multi-Media Message Services (MMS) and one Short Messaging Service (SMS). The MMS messages were jpg photos related to Dave Brannon running for sheriff in Volusia County. One photo was of a vehicle and one photo was of a flyer for a fund-raiser barbecue. The SMS message was from Green and work related, inquiring about the ban on out of state travel.

Web History – Seven Hundred and fifty four (754) visits to web sites were extracted from Snead’s cell phone and identified as relevant to the allegations in this case, and identified as non-work related. All but 20 of these web site visits occurred between July 24, 2016, and July 28, 2016, and most were visits to real estate websites searching for homes for sale and rent in Volusia County. Snead also visited web sites related to baseball and football, youtube and facebook. He researched silver prices, police jobs, manufactured homes, RV parks, retirement communities, stock market projections, how to make a raspberry lemon drop martini, 2017 E350 Mercedes, Dave Brannon for Sheriff – Volusia County, and who built the white house.

Images – Twenty Five (25) photographs were extracted from Snead’s cell phone and identified as non-work related. Five photographs of a washing machine, one photograph of a men’s hair-care product, two photographs of his birth certificate, two photographs related to Dave Brannon’s campaign for Volusia County Sheriff, 2 photographs of a baseball uniform, one photograph of his checkbook and 12 photographs of an RV.

## Policy Acknowledgements

The OIG reviewed Snead’s Department iLearn<sup>4</sup> (**Exhibit 10**) and Power DMS<sup>5</sup> transcripts (**Exhibit 11**). On February 2, 2016, he completed the training for DHSMV Policy 3.05 – Claims of Discrimination to Include Sexual Harassment, DHSMV Policy 3.06 - Disciplinary Process, DHSMV Policy 6.06 – Workplace Safety and Security, and on August 7, 2011, Personal Computer Use and Internet Access, DHSMV Policy 8.03 On April 26, 2015, he completed the training for FHP Policy 3.03 – Code of Conduct: Regulations and on August 5, 2012, the training for FHP Policy 5.08 - Off-Duty Employment.

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<sup>4</sup> iLearn is an online Department Learning source that provides schedules and documentation of required and elective learning for employees.

<sup>5</sup> Power DMS is an online program which members use to receive, review, and electronically sign for Department policies.

## Interview of Witnesses

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### **Dana Green, Supervisory Intelligence Officer**

On July 28, 2015, DHSMV OIG interviewed Green at the OIG in Tallahassee, Florida. The following is a synopsis of Green's statement which contains paraphrasing:

Green works for Griggs as a Supervisory Intelligence Officer in BCII. Green was questioned about 15 specific dates and comments she alleges Snead has made to her and others in the workplace. Green stated she first became uncomfortable with Snead on December 22, 2015, and began keeping notes in February of 2016. On July 27, 2016, Green felt threatened by Snead to be sent back to the Sheriff's Office if the implementation of a project she worked on was not successful when it was sent to the field. This incident was witnessed by Srinivasan, her subordinate, and is what caused Green to finally complain. Green gave statements as to the nature of what Snead said on each of these 15 dates, who was present, who the comments were directed toward and how she felt as a result of the comments Snead made. Green was physically present for 14 of these incident dates. Three of the incidents involved just Green and Snead. Many of the incidents involved sexual comments or were perceived by Green as sexual innuendos.

Green stated she and Snead were discussing an issue Green was having with an FDLE supervisor on December 22, 2015. Green said Snead asked what her problem was referring to the FDLE employee, and commented "what's her issue with you, is she jealous of you because you're hot and she's not, is she a dyke or something?" This conversation moved to Griggs' office to call FDLE and resolve the issue. Green stated that Snead asked Griggs if he was afraid of the FDLE supervisor and that she was going to put on a strap-on and manhandle him. Green described this incident as "one of the most awkward moments I think I've ever had in my career." Green said on February 2, 2016, while passing Snead in the hallway, he told her he approved her out-of-state travel for training, she told him thank you, and he replied "You owe me." Green described this encounter as "a little odd." On February 25, 2016, Green was called to Snead's office. Green said Snead commented on her new blonde hair color and how it made her teeth look bright when she smiled. Green said he went on to ask her about her relationship with her boyfriend and ex-husband, and how it was hard to find someone to date in Tallahassee that was not too young, or too old, or had too many kids. Green said Snead asked her how old she was, how many kids she had, and stated he needed to find Mrs. Snead. Green said it was like Snead was "checking boxes."

Green stated Griggs and Brinkley talked to Snead about his inappropriate comments in the workplace on February 29, 2016. At the end of that conversation, Green approached the three of them as she was going to lunch and Snead was staring at Green's feet. Green questioned what Snead was doing and according to Green, he



replied "It's better than looking at your chest." Green also said Snead made comments about how he would need to be careful what he says to her now that he's been chastised. Green said this incident made her feel "horribly uncomfortable" and questioning her appearance and what she should or should not wear to work because of who she might run in to.

Green described an incident she heard had occurred on March 1, 2016, at a CIU training session in Chatahoochee. She received her information from Griggs who told her about how Snead embarrassed him in front of a group of troopers. Green said Snead commented to the class "that was gay," referring to a joke that Griggs had told the class.

Green said Snead, Griggs, and Brinkley were in her office on March 11, 2016, discussing work. Green stated Snead commented about how he likes how Brinkley gives it to him straight and it made him excited when he was home alone thinking about it. Green took this as a sexual comment and according to her, Griggs rolled his eyes and left the office. The conversation changed to a case involving an undercover trooper. Green said she was going through a folder when Snead reached to find a paper in the folder and brushed her chest with his arm and joked that he better be careful and not touch her "boob." According to Green, Snead added "If I did, I would never wash my hand again." Green said she told Snead "that's when you get slapped." Green said Snead also commented about his ID number being 22 and referred to it as "double deuce," and Green knew what he was talking about and for her to get her mind out of the gutter. Green did not understand what he was referring to. She said the conversation turned to a troop commander down south looking for an RV (recreational vehicle) to live in and told Green you know he's going to be rocking that bus. Green said Snead looked at her and said you and Logan know what that's like. Green said she looked at Brinkley and just shook her head and thought "again, you're an idiot...I think just so many times you're floored, you don't really know what to say..."

Green said after a meeting on March 21, 2016, she, Snead, Griggs, and Brinkley remained and talked for 30-45 minutes. Green said Snead asked about her relationship with Logan and said she deserved some kind of an award for taming him. Snead said she must have put some type of "mojo" on him, and Snead said I better keep you away from me, you're dangerous, you're trouble. Green said she felt "super awkward" and did not know what provoked Snead's comments and "not wanting to be thought of in a sexual way by him..."

On April 11, 2016, Green was at the FHP Training Academy for training. While on a morning break, Green was introduced to several of the troop commanders and Snead commented he loved some Dana Green. She also said that Snead referred to her as "dirty Dana." She thought to herself, "what is he talking about, I've never met these people before and now you're giving them reason to think that there is a meaning

behind being called dirty Dana.” Green texted Griggs (**Exhibit 3**) and told him what Snead had called her.

Green stated on April 13, 2016, after a BCII teleconference and while sitting across from Snead with other people around, he commented on her red lipstick and said he liked it. According to Green, he then said first you went blonde and now the red lipstick. Green said she was embarrassed and could feel herself blushing. She said, “You know it, it just again makes me wonder what do people think, what does he want them to think, there’s something going on or, or just he not have any lick of common sense. I don’t know but it’s horribly uncomfortable.”

On April 19, 2016, Green said while in Griggs’ office with Griggs, Snead and Head, Snead out of nowhere asked Green how much she weighed. Green said she tried to play it off by asking Snead if he had any home training and commenting you are not supposed to ask a woman how much she weighs. Green said it was very awkward and was left wondering “where’s your mind if you’re wondering how much I weigh, what does it have to do with anything.”

On May 3, 2016, Green was in Snead’s office talking about a threat assessment involving an undercover trooper. According to Green, Snead commented the trooper was under investigation for “banging” a confidential informant (CI). Snead then said he did not know what the trooper was thinking because it would be better to “bang” another employee than to “bang” a CI. Green said she sat there “dumbfounded” and could not believe what Snead had just said. She said “...because all these things have happened so in the back of my mind is this some sort of subliminal message like you’re trying to tell me it’s okay to get with another employee and it just again very awkward and very uncomfortable..”

Green stated Snead and Head were in her office on May 10, 2016, having a work related conversation. According to Green, Snead commented about how he was worn out and how he misses working in Tampa and would like to get back there at some point. According to Green, Snead then kind of jokingly said but you know I cannot go without my girl, I love me some Dana Green and you know you’re my favorite. Green said she thought “I don’t even know what he means, I don’t want to know, I don’t know...it was just super awkward again...like meaning go in what capacity...what are you insinuating here.”

Green said she was in Griggs’ office on May 24, 2016, when Griggs told her about a conversation he had with Snead concerning hiring two new analysts. Green said Griggs told her he was bragging to Snead about the qualifications of the new hires when Snead asked if the female was hot or cute and if she would be considered “Major material.” Green also said one of the newly hired analysts, Garrett “Ryan” Stidam, commented to her Snead was spending a lot of time around Alicia Reitter’s desk (the other new

analyst), and, Stidam said he was thinking to himself, "Geez why doesn't he just ask her out already."

On June 8, 2016, Green advised she was walking across the Kirkman building parking lot to go to lunch. As she was walking, Snead jokingly sped up toward her, slowed down as he approached and rolled his window down. According to Green, Snead said "I was going to hit that" and kind of laughed and drove off. Green said she did not acknowledge his comment and kept on walking. Green said she ran into Snead later that same afternoon and Snead asked if she heard what he said earlier. Green responded, "Yes I heard you" and kept walking. She stated that she took the term "hit that" as sexual in nature. She also stated Head was in the car with Snead when this occurred.

Green stated that she was in her office with Srinivasan on July 27, 2016, when Head and Snead stopped by. Green said she asked Snead if he was aware of the award she won for "best project" in her leadership class. She said Snead was reading the award and she jokingly said to Snead, "You don't even know what that's for, do you." She said Snead did a turn-around and got upset. She said he told her he knew everything that was going on and he already had to brief the Colonel about her project and how it would potentially impact the field. Green said Snead turned everything negative and as he was walking out told her "Don't doubt my knowledge I'll have your ass back to the Sheriff's Office." Green said she and Srinivasan talked about how awkward that was and how intimidating it was to have a Major talk to her like that. Green talked to her boyfriend on her lunch break and decided it was time to do something, she could not continue to walk on eggshells, and she never knew what to expect from Snead. When she returned from lunch she informed Griggs she was going to file a complaint.

Green stated she first made Griggs aware she was keeping notes about incidents with Snead shortly after Griggs told her about the comments Snead made to him concerning the new analyst and asking if she was hot and if she was "Major material." She stated she was not officially complaining at that time, just sharing information with Griggs because she did not know how to handle it all. Green said she spends a ridiculous amount of time thinking about it at work and outside of work, second guessing herself. She is concerned about being embarrassed in the workplace and Snead saying something of a sexual nature. Green said about 90% of the time she has interaction with Snead, he asks her about her relationship with her boyfriend. Green said she came forward with her complaint because Snead has made it very clear that he will move people he is not happy with, he did it when he first came into his position, "so I have every reason in the world to think that he would do whatever necessary to get me out of there if he weren't happy."

## Daniel “Chris” Griggs, Chief Intelligence Officer

On July 29, 2016, DHSMV OIG interviewed Griggs at the OIG in Tallahassee, Florida. The following is a synopsis of Griggs statement which contains paraphrasing:

Griggs is the Chief Intelligence Officer and works for Snead. He has a problem with Snead’s “abrasiveness” and his saying things that are “borderline inappropriate or outright inappropriate.” Griggs was questioned about the allegations, by date of occurrence, that Green alleged he had been witness to. Griggs confirmed he was present on December 22, 2015, and was the subject of Snead’s comments referring to being afraid to confront a female about a work issue, and the comment Snead made about a strap on and being manhandled. Griggs said, “We got off the phone with her finally, he was upset about it, and said that, suggested that I was afraid of her, 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.” Griggs confirmed Green was also present.

Griggs stated he and Brinkley had a conversation with Snead regarding his inappropriate workplace comments on February 29, 2016, and at the end of the conversation, Snead made a comment about Green’s chest when she approached the conversation.

Griggs confirmed Green’s allegation Snead interrupted him while giving a presentation to a CIU group in Chattahoochee, on March 1, 2016. Griggs said during that presentation he told a joke the audience did not react to and Snead took the microphone from him and said, “That was gay.” Griggs stated he was mad and embarrassed. Griggs said Snead could see he was upset and he walked by Snead on his way out and did not speak to him. Griggs said Snead called him the next day to see if they were okay.

Griggs was present on March 21, 2016, when Snead told Green she deserved an award for taming her boyfriend and she must have put some kind of “mojo” on him. Griggs also heard Snead tell Green he needed to keep himself away from Green because she was trouble.

On April 11, 2016, Griggs confirmed he received a text message from Green telling him Snead had referred to her as “dirty Dana” (**Exhibit 3**) while attending training at the FHP Academy. Griggs said he was present and recalled Snead asking Green how much she weighed while in Griggs’ office discussing work. He said the question to Green came out of nowhere and occurred in his office on April 19, 2016.

Griggs confirmed he briefed Snead about the two new analysts that had been hired. He was bragging about their backgrounds when Snead asked if the female was “hot” or



“cute” and if she was “Major material.” Griggs confirmed he told Green about Snead’s comments regarding the new female analyst.

Griggs heard Snead comment about Srinivason and her hair, and how she looks like a “dyke” and he did not want people looking like her, representing FHP. Griggs has concerns about his unit and feels insecure about how Snead might be representing them up the chain of command. Griggs feels “unappreciated and insecure” and commented about how he worked very hard to get his analysts raises because they do good work but was losing them to pay issues to other agencies. Griggs said he overheard Snead telling the analysts he (Snead) was responsible for their raises.

Griggs said he thought about taking these issues to OPC (Office of Professional Compliance) or to the OIG, but thought he could handle it. He tries to look at the heart of a person and the intent behind their actions. Griggs did not think there was mal-intent on Snead’s part with the way he treated him. He thinks Snead is trying to build rapport with him, he just does not think he knows how to do it. He has talked to Brinkley and Green and offered to address issues concerning Snead if it came to that. According to Griggs, Green had enough when Snead threatened to send her back to the Sheriff’s Office if the implementation of her award winning project did not work in the field.

## **Elizabeth “Beth” Brinkley, Supervisory Intelligence Officer**

On July 29, 2016, DHSMV OIG interviewed Brinkley at the OIG in Tallahassee, Florida. The following is a synopsis of Brinkley’s statement which contains paraphrasing:

Brinkley acknowledged she has witnessed Snead make inappropriate comments about people’s weight, comments about hairstyles, and sexually related comments. Brinkley heard Snead make comments about Srinivasan and her weight and hair. She heard Snead talk about men having sex, “you know taking it up the ass, or those types of comments.” Brinkley said Snead made those comments in front of Griggs and Green as well. Brinkley is not affected by Snead’s comments, but advised she and Griggs have talked to Snead about them and how it was going to cause him trouble if he did not stop. Brinkley was asked if she recalled some specific dates and comments that were alleged to have been made by Snead. Brinkley recalled the March 21, 2016, meeting where Snead made reference to Green and Logan (her boyfriend) and their sexual relationship. Brinkley recalled the conversation about an RV rocking and Snead commenting on Green satisfying or “taming” Logan. Brinkley witnessed Snead comment about Logan and Green’s relationship with him on more than one occasion. Brinkley said Snead made comments about Green’s appearance but did not recall the specific comments that were made.

## **Jessica Bangel, Senior Intelligence Analyst**

On July 29, 2016, DHSMV OIG interviewed Bangel at the OIG in Tallahassee, Florida. The following is a synopsis of Bangel's statement which contains paraphrasing:

Bangel is a Senior Intelligence Analyst and works for Brinkley in the BCII unit. Bangel said she feels Snead "inappropriately throws his weight around and makes it clear that he has the power to do away with people if he would like." She says that Snead has a way of mixing praise with criticism and she sometimes feels threatened by his comments. She stated Snead recently called her out in a weekly meeting in front of her peers for not following the chain of command. She referred to an incident during the RNC (Republican National Convention) in which she responded to a Major on the detail and Snead was upset the communication did not go through him. Snead did not use her name, but according to Bangel, everyone knew who he was talking about. Bangel has prior military experience and said she knows how to handle such an environment. She said she is somewhat affected mentally by Snead's actions but she is still going to perform her job duties. She referred to Snead as "unprofessional."

## **Melinda "Mindy" Srinivasan, Senior Intelligence Analyst**

On July 29, 2016, DHSMV OIG interviewed Srinivasan at the OIG in Tallahassee, Florida. The following is a synopsis of Srinivasan's statement which contains paraphrasing:

Srinivasan is a Senior Intelligence Analyst and works for Green in the BCII. She was present on July 27, 2016, when Snead commented about Green's award and how the project would be implemented into operation by the Patrol. She heard Snead tell Green the project better work or he would be sending her back to the Sheriff's Office. Srinivasan took Snead's comment as serious due to the environment that has been created in the workplace. She stated Green has talked to her about incidents she has had involving Snead and Green told her she was keeping a list. Srinivasan said Green told her Snead has made sexual innuendos, comments about her breasts, a particular pair of shoes Green has worn, and talked about Green's relationship with her boyfriend, but she could not recall specific comments. Srinivasan remembered Green telling her how "uncomfortable" Snead's comments make her feel. Srinivasan said, "I find him to be very flirtatious" when asked if she had witnessed Snead involved in activities that Green described to her.

## **Alicia Reitter, Law Enforcement Intelligence Analyst**

On August 1, 2016, DHSMV OIG interviewed Reitter at the OIG in Tallahassee, Florida. The following is a synopsis of Reitter's statement which contains paraphrasing:

Reitter began work with BCII on July 11, 2016. She met Snead her second week on the job when he came down into the analyst section. Reitter stated that Snead spoke to everyone and nothing was said to make her uncomfortable. Reitter said Snead returned and talked with her the next day and asked her how old she was. Reitter did not feel uncomfortable with the question or any part of their conversation.

### **Garrett “Ryan” Stidam, Law Enforcement Intelligence Analyst**

On August 16, 2016, DHSMV OIG interviewed Stidam at the OIG in Tallahassee, Florida. The following is a synopsis of Stidam’s statement which contains paraphrasing:

Stidam was hired on July 6, 2016, and he reports to Brinkley. He met Snead shortly after he started work, when Snead was making his rounds in the intelligence area. Stidam stated he and Reitter were hired at the same time and they both met Snead at the same time. Stidam said he and Reitter work close enough to each other where they can hear and see each other from their respective work areas. Stidam said that Snead came back into their work area the next day and spent a few minutes with him discussing his background and making small talk, but Snead spent 30 minutes or so with Reitter. Stidam advised the conversation between Snead and Reitter was a mix of work and small talk and he did hear Snead ask Reitter how old she was. Stidam has not witnessed any inappropriate or unprofessional conduct displayed by Snead in the workplace.

### **John Gourley, FHP Major**

On August 1, 2016, DHSMV OIG interviewed Gourley at Troop Headquarters in Tampa, Florida. The following is a synopsis of Gourley’s statement which contains paraphrasing:

Gourley is the Troop Commander in Troop C. He was present at the training held at the FHP Academy on April 11, 2016. He did not recall meeting Green and had no recollection of Snead making the alleged comments about her.

### **Robert Chandler, FHP Major**

On August 1, 2016, DHSMV OIG interviewed Chandler at Troop Headquarters in Lantana, Florida. The following is a synopsis of Chandler’s statement which contains paraphrasing:

Chandler is the Troop Commander in Troop L. He was present at the training held at the FHP academy on April 11, 2016. He said he may have been introduced, and he recalls seeing a new person, “a small, petite, white female,” but did not recall meeting Green and had no recollection of Snead making the alleged comments about her.

### **Joseph Franza, FHP Major**

On August 2, 2016, DHSMV OIG interviewed Franza at Troop Headquarters in Orlando, Florida. The following is a synopsis of Franza’s statement which contains paraphrasing:

Franza is the Troop Commander in Troop D. He was present at the training held at the FHP Academy on April 11, 2016. He did not recall meeting Green and had no recollection of Snead making the alleged comments about her.

### **Herbert “Randy” Head, FHP Captain**

On August 2, 2016, DHSMV OIG interviewed Head at the OIG in Tallahassee, Florida. The following is a synopsis of Head’s statement which contains paraphrasing:

Head is the Northern Region BCII Commander assigned to GHQ and he reports to Snead. He stated he has no knowledge of Snead making inappropriate or unprofessional comments in the workplace. He was questioned about several dates where he was alleged to have been present when Snead made inappropriate comments to or about Green. Head acknowledged being present during these alleged times, but did not recall hearing anything inappropriate or unprofessional. Head acknowledged Snead had commented about employees’ hairstyles but the topic was related to presenting a professional image when speaking in public. He has also heard Snead talk about wanting to go back to Tampa, but did not recall Snead telling Green he could not go back without her.

### **Jason Britt, FHP Lieutenant**

On August 2, 2016, DHSMV OIG interviewed Britt at the OIG in Tallahassee, Florida. The following is a synopsis of Britt’s statement which contains paraphrasing:

Britt is a member of the BCII and is assigned to the northern region at GHQ in Tallahassee. He said he has no recollection of Snead making inappropriate or unprofessional comments in the workplace.



## **Joseph “Corey” Harrison, FHP Lieutenant**

On August 2, 2016, DHSMV OIG interviewed Harrison at the OIG in Tallahassee, Florida. The following is a synopsis of Harrison’s statement which contains paraphrasing:

Harrison is a member of the BCII and is assigned to the northern region at GHQ in Tallahassee. He said he has no recollection of Snead making inappropriate or unprofessional comments in the workplace.

## **Frederick “Paul” Teslo, FHP Sergeant**

On August 2, 2016, DHSMV OIG interviewed Teslo at the OIG in Tallahassee, Florida. The following is a synopsis of Teslo’s statement which contains paraphrasing:

Teslo is a member of the BCII and is assigned to the northern region at GHQ in Tallahassee. He said he has no recollection of Snead making inappropriate or unprofessional comments in the workplace.

## **Bradley Johnson, FHP Trooper**

On August 2, 2016, DHSMV OIG interviewed Johnson at the OIG in Tallahassee, Florida. The following is a synopsis of Johnson’s statement which contains paraphrasing:

Johnson is a member of the BCII and is assigned to the northern region at GHQ in Tallahassee. He said he has no recollection of Snead making inappropriate or unprofessional comments in the workplace.

## **Brandon “Scott” Overstreet, FHP Corporal**

On August 3, 2016, DHSMV OIG interviewed Overstreet at the OIG in Tallahassee, Florida. The following is a synopsis of Overstreet’s statement which contains paraphrasing:

Overstreet is a member of the BCII and is assigned to the northern region at GHQ in Tallahassee. He said he has no recollection of Snead making inappropriate or unprofessional comments in the workplace.

## **Nathan Stidham, FHP Trooper**

On August 3, 2016, DHSMV OIG interviewed Stidham at the OIG in Tallahassee, Florida. The following is a synopsis of Stidham's statement which contains paraphrasing:

Stidham is a member of the BCII and is assigned to the northern region at GHQ in Tallahassee. He said he has no recollection of Snead making inappropriate or unprofessional comments in the workplace.

## **Ernesto Duarte, FHP Chief of Special Services Command**

On August 8, 2016, DHSMV OIG interviewed Duarte at the OIG in Tallahassee, Florida. The following is a synopsis of Duarte's statement which contains paraphrasing:

Duarte is Snead's immediate supervisor. Duarte has not been witness to any inappropriate or unprofessional comments made by Snead in the workplace. Duarte described their working relationship as amicable and professional. Duarte did not recall anyone ever suggesting or mentioning to him that Snead was involved in making inappropriate and unprofessional comments in the workplace, and stated that if he had been made aware of such statements, he would have taken necessary and appropriate action.

Duarte is not aware of Snead working secondary employment or of him making a request to work secondary employment. Duarte commented that if Snead was working secondary employment, he would have to do a request for such work and that the request would have to go through him.

## **Regina Smith, FHP Administrative Assistant II**

On August 8, 2016, DHSMV OIG interviewed Smith at the OIG in Tallahassee, Florida. The following is a synopsis of Smith's statement which contains paraphrasing:

Smith is the administrative assistant for Head and works in the office next to Snead. She is not aware of any unprofessional or inappropriate comments made by Snead in the workplace. Smith did not remember Snead commenting about Green's hair and/or lipstick in the conference room after the April 13, 2016, BCII teleconference. She did recall being there, because it was the only teleconference she had attended.

## **Angela Bonds, DHSMV Assistant Legislative Affairs Director**

On August 8, 2016, and on August 11, 2016, DHSMV OIG interviewed Bonds at the OIG in Tallahassee, Florida. The following is a synopsis of Bonds' statement which contains paraphrasing:

Bonds has on occasion worked with Snead and the BCII. Bonds acknowledged Snead made inappropriate, unprofessional comments in the workplace. Bonds advised Snead commented to her, while in her office, that he ate healthy due to having had testicular cancer. Bonds stated Snead informed her he took testosterone shots and "no longer had issues there anymore." She gestured Snead knocked on her desk when he made the statement. When asked how that knocking on the desk gesture accompanied by Snead's statement of taking testosterone shots was perceived, she replied "I felt like he was referring to his man area that the testosterone was and when he knocked on the desk I felt like he was saying hard." She also said Snead made reference to "hanging out" with her, but she informed him she did not mix work and social life. Bonds informed her supervisor what Snead said and her supervisor offered to tell someone, but Bonds chose not to make issue of it. Bonds stated Snead seemed to be one of those people that was "a little too open, and didn't have a filter." Bonds stated she made it clear to Snead their friendship would be restricted to work and Snead has made other comments since then, but she wrote those off as "friendly banter" and did not perceive them as inappropriate. Bonds stated nothing had ever occurred between her and Snead to open the door for him to converse about his health issues.

## **Michael Thomas, FHP Lieutenant Colonel**

On August 24, 2016, DHSMV OIG interviewed Thomas in his office at FHP General Headquarters in Tallahassee, Florida. The following is a synopsis of Thomas's statement which contains paraphrasing:

Thomas has been in his position for a year. He said he has not been notified by Snead nor has he received a request from Snead to work self-employment, secondary employment, or off-duty employment, since the date Snead was promoted to the rank of Major and assigned to FHP's General Headquarters.

## **Interview of Subject**

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### **Brannon Snead, FHP Major**

On August 26, 2016, DHSMV OIG interviewed Snead at the OIG in Tallahassee, Florida. Snead was represented by attorney Sidney Matthew. The following is a synopsis of Snead's statement which contains paraphrasing:

Snead has been the BCII Commander since October of 2015. He reports directly to Duarte and is scheduled to work 8AM until 5PM, Monday through Friday. Part of Snead's responsibility is oversight and management of the intelligence and analyst section, where Green works. Snead was questioned about each of the dates Green alleges he made inappropriate or unprofessional comments.

December 22, 2015 – Snead recalled the conversation with Green and says he questioned Green about the FDLE supervisor's (Christy Gordon) demeanor and management style, but denied ever using the word "dyke" or asking if she was jealous of Green because she was hot and Gordon was not. Snead denied telling Griggs he was afraid of Gordon and that she would put on a strap on and manhandle him. Snead said if Green and Griggs made the statement he did say that, then they both gave false statements.

February 2, 2016 – Snead did not recall the alleged encounter about approving Green's out of state travel to South Carolina, and said he has never told Green she owes him anything other than to do a good job.

February 25, 2016 – Snead denied making comments about Green's hair color and her teeth when she smiles. Snead said he has often asked Green about her relationship with her boyfriend (Logan) because he has known him for 20 years. Snead said he is a Tallahassee police officer and would never ask Green anything inappropriate about her relationship out of respect for Logan that he used to work with. Snead denied talking about how stressed he was and about finding Mrs. Snead. He denied asking Green how old she was and said that it was common knowledge that Green had a daughter.

February 29, 2016 – Snead acknowledged he met with Griggs and Brinkley and stated the reason for the meeting was about issues they were having regarding the way some of the analysts were dressing. Snead said he was also talked to about his management style and his delivery, the way he presented and made comments, but that Griggs and Brinkley gave him no specifics. Snead said they never talked to him about his comments being inappropriate, only the way they were delivered and perceived. Snead acknowledged Green approached at the end of the conversation, but he denied saying anything to Green other than maybe hello. He denied making a comment about her chest and denied commenting he better be careful what he says to Green because he had just been chastised.

March 1, 2016 – Snead did not remember Griggs telling a joke, having a microphone, nor did he recall referring to Griggs or his joke as "gay." He did give an urban dictionary meaning of the word just in case he did use it and how its use could be perceived. Snead admitted to having used that word before, but he did not recall using the word referring to Griggs on this date. Snead did not recall Griggs being upset and did not recall calling Griggs the next day to see if he was upset.



March 11, 2016 – Snead acknowledged he told Brinkley on several occasions how he likes her candidness and how she is a “straight shooter.” He denied all other comments that were alleged by Green on this date.

March 21, 2016 – Snead said he did not recall the conversation that took place after the analysts had left the BCII meeting, but has often talked about Logan. Snead commented that Logan had called him and asked Snead to look after Green. Snead did not recall saying Green deserved an award for taming Logan. He stated he has used the word “mojo” before but not in a sexual context and not in referring to taming Logan. Snead denied making the comment that he needed to keep himself away from Green because she was trouble.

April 11, 2016 – Snead recalled attending training at the FHP Training Academy and that Green was present. Snead did not recall introducing Green to anyone nor did he recall using the term “dirty Dana” or “I love me some Dana Green.” He acknowledged that he has used the term “I love me some” when referring to a person, but he denied using it on this date in reference to Green.

April 13, 2016 – Snead denied making comments about Green’s red lipstick and blonde hair.

April 19, 2016 – Snead denied asking Green how much she weighed and cannot recall ever asking her how much she weighs.

May 3, 2016 – Snead recalled having a conversation with Green about a case in central Florida involving a trooper and a confidential informant. He did not recall making a statement about the trooper “banging” the informant or that it would be better to “bang” another employee than a confidential informant.

May 10, 2016 – Snead said he made it well known that he likes Tampa and would like to go back there. He could not recall if Head was present for the conversation and he did not recall telling Green that he could not go back without her, or that she was his girl and that she was his favorite.

May 24, 2016 – Snead recalled having a conversation with Griggs about the two new analysts that were hired and their backgrounds. Snead did not recall asking Griggs about the female analyst and her appearance or if she was “Major material.”

June 8, 2016 – Snead remembered Head was riding with him but did not recall the incident in the parking lot alleged by Green. Snead did not recall speeding up and slowing down, making the comment, “I should have hit that,” or asking Green later that day if she had heard what he said to her earlier.

July 27, 2016 – Snead recalled stopping by Green’s office and discussing the award Green won and the project that would be implemented in the field. Snead recalled that Srinivasan and Head were also present. Snead said he could see that Green looked disappointed when he told her there would be a lot of work that needed to be done, that state-wide implementation of a project was different than a local sheriff’s office implementation. Snead denied ever telling Green that if the program did not work, she would be going back to the sheriff’s office. He did tell Green that he had his pulse on things, but denied telling her that she better give him credit for knowing what was going on.

Snead did not recall ever using the word “dyke” when referring to the appearance of Srinivasan. He did not recall using that word in discussions with Griggs, Brinkley, or Green. When questioned about an incident with Bonds that allegedly took place in her office, Snead stated he was in Bond’s office to pay for and pick up a hair care product and that the conversation turned to health and cancer. Snead stated he has never taken testosterone shots and denied having a conversation with Bonds about that. Snead also denied knocking on Bonds’ desk when referring to taking testosterone shots.

Snead cannot recall ever making comments that referred to RV’s rocking, “taking it in the ass,” use of the word “dyke” or any of the other comments that have been alleged.

Snead stated that he has in the past made inappropriate comments in the workplace, but since being promoted to the rank of Major, he cannot recall making any inappropriate comments in the workplace. Snead denied threatening Green with sending her back to the sheriff’s office and admitted to using the example of removing investigators from the unit, but that use was not for intimidation, but for stressing the importance of following up and finishing work. When asked if the comments alleged were actually made, would he perceive them as inappropriate and unprofessional, Snead replied, some would be but others would not, depending on when and where they were said. Snead talked about two different cultures, the sworn and non-sworn cultures, and how some comments were appropriate in one but may not be in the other. Snead said based on Department policy definition, he has not created a hostile work environment.

Information technology resources - Snead acknowledged that he owns a personal phone that has internet and email capabilities. He was questioned about his state computer and cell phone use.

State computer – Snead acknowledged putting numerous documents on his state computer that were related to his girlfriend, Mackenzie Reynolds. These documents were personal and tied to her schoolwork. Snead said he was helping her with review

of her projects and these documents were not work related. Snead stated it was against policy and inappropriate use of information technology resources. He had several documents related to Snead Enterprises on his computer. Snead said he owns the company known as Snead Enterprises and that the company processes payroll. Snead said these documents were not work related and that he put them on his state computer. Snead admitted to inappropriate internet use by visiting youtube, gambling sites, real estate sites and others. Snead stated these were not work related and a violation of policy as it relates to inappropriate use of information technology resources. Snead also admitted to downloading personal photos to his state computer in excess of the allowable amount and in violation of Department policy.

State Cell phone - Snead admitted to having long, text message chats with Reynolds on his state cell phone, and offered no explanation as to why he did not use his personal phone. Snead said these chats were not work related and were in violation of policy. Snead said the reason he has hundreds of internet real estate searches on his cell phone is because he was interested in transferring to the Volusia County area. He admitted that these searches were non-work related and a violation of Department policy. He also admitted to inappropriately watching YouTube videos on his state cell phone that were non-work related. Snead admitted to using his state cell phone for other non-work related internet searches such as shopping for a 2017 E350 Mercedes, checking stock market prices, how to make a martini, law enforcement jobs, retirement homes, RV parks, and others; all of which were inappropriate use of information technology resources. When asked why he did not use his personal cellphone for these activities, Snead replied "bad error in judgement." Snead also admitted to having personal photographs on his state cell phone, which were not work related. Many were of an RV he owns and explained troopers were interested in living in it. He admitted these photos were not work related and in violation of policy.

When asked if he has inappropriately used state information technology resources for non-work related purposes, Snead answered, "Yes sir."

The OIG questioned Snead about his business, Snead Enterprises, and conducting secondary employment. Snead acknowledged that he has been involved in conducting secondary employment since his promotion to the rank of Major, and that he has not notified the Deputy Director of his intention to work secondary employment since being promoted and transferred to General Headquarters. He said Snead Enterprises provides payroll processing and is involved locally with Southgate Campus Centre in Tallahassee. Snead said that Tallahassee Police Officer Jody Fruchtnicht schedules TPD officers to work security at the student housing facility. Fruchtnicht notifies Snead of hours worked, Snead invoices SouthGate for payment, SouthGate pays Snead Enterprises and Snead Enterprises pays the individual officers for their time worked. When asked who at Snead Enterprises prepares the invoices and writes the checks, Snead replied, "I do."

When asked if he has violated policy by conducting secondary employment without notifying the Deputy Director as required by policy, Snead replied, "Yes sir."

Snead offered documents (**Exhibit 12**) in defense of the allegations and presented them to the OIG. He also made statements in closing. Snead said that Griggs and Green had been comparing notes and have concocted a hearsay case of allegations. Snead said that Griggs was a supervisor who had neglected his supervisory responsibilities in regards to people in the intelligence section not following chain of command and not adhering to dress codes developed by the unit, and that Green is the one who had been in violation of the dress code due to her hair color when he first took command over BCII. He characterized Griggs as "passive" and that he needs to be more direct in handling issues<sup>6</sup>. Snead said these issues were what he was having to deal with when these alleged comments were supposedly made. Snead said the policy as it relates to secondary employment was "ambiguous," and that no hostile work environment was created due to the fact that no one ever commented as to the allegations interfering with anyone's work performance. Snead said "this whole thing boils down to a disagreement in my management style." Snead stated that he suffers from fatigue and low testosterone levels and that he has low ambition. He said he is not a "sexual predator or womanizer" and that this is all about his management style and how he thinks things should be handled.

## Conclusion

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On July 28, 2016, the Department of Highway Safety and Motor Vehicles (DHSMV), Office of Inspector General (OIG) received a complaint from Florida Highway Patrol (FHP) Supervisory Intelligence Officer Dana Green regarding inappropriate and unprofessional comments Major Brannon Snead made in the workplace. As a result, the OIG initiated an investigation into the allegations that Snead made inappropriate, unprofessional comments in the workplace and created a hostile work environment.

Green noted 15 independent occurrences of Snead making inappropriate, unprofessional comments in the workplace. These comments were documented by Green between December 2015, and July 2016, and many were perceived by Green to contain sexual innuendos. The OIG interviewed 22 DHSMV employees and reviewed Snead's email, state computer hard drive, and state issued cell phone for information related to Green's allegations. Many of the allegations made by Green could not be corroborated due to only Green and Snead being involved in the conversation, or witnesses not recalling what was said.

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<sup>6</sup> On July 1, 2016, Snead rated Griggs at 4.5 (Outstanding) on his yearly evaluation and commented "Mr. Griggs is a catalyst of success and he shows dynamic leadership qualities."



No sworn member of the Florida Highway Patrol (FHP), including those that work under Snead in the Bureau of Criminal Investigation and Intelligence (BCII), made any statement that would corroborate Green's allegations. However; non-sworn individuals that work with Green in the Intelligence Unit of BCII corroborated several of the incidents alleged by Green. These non-sworn employees have heard Snead use the word "dyke" referring to people's appearance. They have heard Snead comment about the use of a "strap-on" and the phrase "taking it in the ass." They have heard Snead make sexual innuendos talking about Green and her relationship with her boyfriend, comments about "taming Logan," "rocking the RV" (recreational vehicle), and putting a "mojo" on him. They have heard Snead use intimidating conversation and examples of removing employees from their current positions and feeling intimidated; however, these employees continued to come to work and perform their job duties. Snead either denied or did not recall making the comments alleged by Green.

To establish a prima facie case of a hostile working environment, Green must show that she belonged to a protected class, that she has been, or reasonably believed was subject to unwelcome harassment, and the harassment was based on Green's protected class or characteristic of that protected class. Green must also prove that the harassment was sufficiently severe or pervasive enough to alter the terms and conditions of employment and create a discriminatory abusive working environment. Green commented that she thinks about Snead's comments both at work and at home, but no evidence of Snead's comments interfering in Green's work performance or that of the members of the BCII Intelligence Unit was found to have created a discriminatorily abusive working environment.

Due to information obtained during investigation into the original allegations, the DHSMV OIG added allegations that Snead inappropriately used Department information technology resources, and has conducted secondary employment without supervisory notification/approval.

Snead admitted to inappropriately using his state issued Mobile Data Computer (MDC) and cell phone. Snead had personal documents including those involving his personally owned business, Snead Enterprises, and documents associated with his girlfriend and her school work, saved on his computer hard drive. Snead admitted to inappropriately using the Internet to view non-work related videos on YouTube, to search for real estate, jobs, gambling sites, stock market prices and other inappropriate, non-work related searches. He also admitted to having long text message chats with his girlfriend on his state cell phone. Snead said this inappropriate use of information technology resources was a "bad error in judgement."

Snead admitted to working secondary employment and owning his own business without properly notifying the FHP Deputy Director of his intention to do so. Snead is listed as the owner and Chief Executive Officer (CEO) of Snead Enterprises. Snead

has been involved in processing payroll for Tallahassee Police Department (TPD) Officers working security details at SouthGate Campus Centre in Tallahassee, and has performed these duties since being promoted to the rank of Major. Snead is notified of hours worked by TPD officers on a monthly basis. Snead invoices SouthGate Campus Centre, receives payment and a processing fee, then writes the checks to pay the officers that have worked the security detail.

Based on all evidence and sworn statements associated with this investigation:

The allegation that Major Brannon Snead created a hostile work environment is classified as **NOT SUSTAINED**.

The allegation that Major Brannon Snead made inappropriate, unprofessional comments in the workplace is classified as **SUSTAINED**.

The allegation that Major Brannon Snead inappropriately used department information technology resources is classified as **SUSTAINED**.

The allegation that Major Brannon Snead worked secondary employment without supervisory notification/approval is classified as **SUSTAINED**.

## **Statement of Accordance**

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This work product was prepared pursuant to Section 20.055, Florida Statutes, in accordance with the applicable Principles and Standards for Offices of Inspectors General as published by the Association of Inspectors General.

This report is intended for the use of the agency to which it was disseminated and may contain information that is exempt from disclosure under applicable law. Do not release without prior coordination with the Office of Inspector General.

Approved by:

  
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Julie M. Lefthers, Inspector General