



Flagler County Sheriff's Office

James L. Manfre, Sheriff

1001 Justice Lane • Bunnell, Florida 32110

(386) 437-4116

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Internal Affairs Investigation 2014-0007

Detention Sworn Employee Stephen Vickers

Investigative Report

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Internal Affairs Investigation

➤ 2014-0007

Subject Employee

➤ Stephen Vickers

Previous Corrective Measures

➤ None

List of Witnesses

- Confidential Source
- Cpl. Stephen Vickers

List of Exhibits:

- Exhibit 1 Internal Inquiry Form from Senior Commander Cole to include intel 2014-022
- Exhibit 2 IA Authorization/Employee Notice/and Investigation Confidentiality Acknowledgement
- Exhibit 3 Notice of Obtaining a Statement for Internal Investigation/Garrity Notice
- Exhibit 4 Flagler County Sheriff's Office Incident Report from Cpl. Vickers dated 2/28/2014
- Exhibit 5 Copies of Text Message from Stephen Vickers
- Exhibit 6 Copies of Controlled Phone calls on 2/24/2014 and 2/27/2014
- Exhibit 7 Interview with Confidential Source
- Exhibit 8 Interview with Cpl. Stephen Vickers

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The Incident and Complaint

On 03/04/2014 I, Commander Pasquariello was informed by Undersheriff Staly that I would be conducting an internal affairs investigation concerning Cpl. Stephen Vickers Case #2014-07.

The incident was in regards to Cpl. Stephen Vickers having a relationship with a Confidential Source on a personal level that had six previous arrests in Flagler County. (Ref: Exhibit 1 Internal Inquiry Form from Senior Commander Cole to include Intel 2014-022).



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The Investigation

This investigation will show that Cpl. Stephen Vickers is in violation of the following policy and/or procedures.

General order 020 Standards of Conduct Category Five

Associations:

Personnel shall avoid regular or continuous associations or dealings with persons whom they know, or should know, are persons under criminal investigation or indictment, **or who have a reputation in the community or the FCSO for involvement in criminal behavior**, except as necessary to the performance of official duties, or where unavoidable because of other personal relationships of the personnel.

Statement of Confidential Source

(Ref: Exhibit 7 Interview with Confidential Source)

On April 14, 2014, I interviewed a Confidential Source over the phone regarding the complaint on Cpl. Stephen Vickers.

The Confidential Source stated that on February 24, 2014 she had made a phone call to Cpl. Stephen Vickers. The phone call was a controlled call by Flagler County Sheriff's Office Detectives who provided the phone number to her. During the phone call she asked Cpl. Vickers if he wanted to hang out and hook up.

The Confidential Source stated that she has known Cpl. Vickers since she was fifteen years old and is now thirty-nine years old; so this would be approximately twenty years they have known each other.

When asked if she was given money for sex, she stated that back in August/September she was given fifty dollars. The Confidential Source went on to state that the money was not given directly for sex but just that she needed some.

I also asked if she had received special treatment from Cpl. Vickers while she was incarcerated at the Flagler County Inmate Facility. She stated that she had done thirty days in the booking area where Cpl. Vickers had worked and they had talked but just in general conversation, nothing special.



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The interview was then concluded.

Statement by Cpl. Stephen Vickers

(Ref: Exhibit 8 Interview with Cpl. Stephen Vickers)

On April 24, 2014, I interviewed Cpl. Stephen Vickers at the Human Resource Annex located at the Flagler County Sheriff's Office Operations Building. Cpl. Vickers was able to see and review all exhibits prior to our interview. He was then read and signed his Garrity notice and was sworn in.

Cpl. Vickers had stated that he knew the Confidential Source for twenty years.

Cpl. Vickers stated that he never gave money to her for sex or never gave her special treatment at the Flagler County Inmate Facility. He did state that he would talk to her but just in general conversation.

He admitted that the text messages were his and he did send them but she was the one who made contact with him.

Cpl. Vickers stated that the last time they hung out was approximately eight to ten months ago.

Cpl. Vickers stated that he remembered signing off on General Order 020 Standards of Conduct that refers to association with the public.

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Discussion

The original Internal Inquiry that was started by Senior Commander Cole was made because a Confidential Source stated she had a personal relationship with Cpl. Stephen Vickers and received money for sex. She also went on to state that she got special treatment from him when she was incarcerated at the Flagler County Inmate Facility. Senior Commander Cole went on to say that she had six arrests in Flagler County and this is not a person the Flagler County Sheriff's Office would expect their employees to associate with on a personal level. (Ref: Exhibit 1 Internal Inquiry Form from Senior Commander Cole to include Intel 2014-022).

Detective Woodward had worked the investigation using the Confidential Source to see if Cpl. Vickers was actually paying for sex. During the investigation Detective Woodward said there was insufficient evidence to indicate a crime has taken place or that Cpl. Vickers is soliciting the Confidential Source for sexual acts; as in prostitution. The interviews with both the Confidential Source and Cpl. Vickers also substantiates that this did not happen. (Ref: Exhibit 1 Internal Inquiry Form from Senior Commander



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Cole to include intel 2014-022)(Ref: Exhibit 7 Interview with Confidential Source)(Ref: Exhibit 8 Interview with Cpl. Stephen Vickers).

The Confidential Source and Cpl. Vickers both stated that they were together last year around August/September time frame. Due to Cpl. Vickers knowing that she was incarcerated at the Flagler County Inmate Facility and having previous arrests he should have stopped his communication with the Confidential Source. He had continued the relationship which is in violation of General Order 020 Code of Conduct under the Association part. (Ref: Exhibit 7 Interview with Confidential Source)(Ref: Exhibit 8 Interview with Cpl. Stephen Vickers).

This investigation involves an allegation made against Cpl. Stephen Vickers. The results of the investigation were deemed sustained for the following reasons:

- Cpl. Stephen Vickers had continued a relationship with the Confidential Source after knowing she was incarcerated at the Flagler County Inmate Facility. Even though she sought out communication with him on February 24, 2014 and he did not see her, he did admit to seeing her eight to ten months ago. (Ref: Exhibit 7 Interview with Confidential Source)(Ref: Exhibit 8 Interview with Cpl. Stephen Vickers).

Findings:

General order 020 Standards of Conduct Category Five

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

Comdr. B. P. Pasquariello
Commander B. Pasquariello

4-29-14
Date

Sworn to and subscribed before me, the undersigned, this 29th of April, 2014

Mari Lynn Dunlap
Notary



[Signature]
Reviewing Supervisor

5/5/14
Date



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