



**BROWARD COUNTY SHERIFF'S OFFICE
INTERNAL AFFAIRS
INVESTIGATIVE REPORT**

IA CASE #: IA2020-0047

SUBMISSION DATE: December 20th, 2021
INVESTIGATION INITIATION DATE: April 6th, 2020
180th DAY: January 29th, 2021 [1]
INVESTIGATOR: Sergeant Eric Girado, CCN 14942
COMPLAINANT: SPM

SUBJECT EMPLOYEE: Deputy Jeffrey Bell, CCN 9035

SHERIFF'S POLICY:

- 1 SPM 1.11.8 Discretion
2. SPM 2.18 Employee Statement
3. SPM 2.3 Conduct Unbecoming an Employee
4. SPM 2.3.3 Corrupt Practice
5. SPM 2.5.2 Truthfulness

COMMAND: DLE – Operation Administration

DATE OF HIRE: October 12th, 1998

RANK: Deputy Sheriff

**DATE OF MOST
RECENT PROMOTION:** N/A

PROBATION STATUS: N/A

1 The date for the expiration of the 180 day time period is for informational purpose only, and includes all applicable tolling periods. This administrative investigation was internally generated and the 180 day time period does not apply to such investigations initiated prior to July 1st, 2020.

A handwritten signature in blue ink, appearing to be "EG", located at the bottom right of the page.

SUBMITTED TO S.A.O:

N/A

BARGAINING UNIT:

IUPA

INTRODUCTION:

As the Broward Sheriff's Office (hereinafter referred to as "BSO") prepared for its strategic response to the COVID-19 worldwide pandemic by supplying employees with personal protective equipment (hereinafter referred to as "PPE") and ensuring that the agency stayed in compliance with the Center for Disease Control (hereinafter referred to as "CDC") recommendations, it is alleged that Deputy Jeffrey Bell, CCN 9035, provided a false narrative to multiple media outlets, that the agency failed to provide PPE to its Department of Law Enforcement (hereinafter referred to as "DLE") employees. Bell's narrative to the multiple media outlets caused constituents from Broward County, civic groups, and local, state, and federal politicians to contact Broward County's Sheriff, Gregory Tony, CCN 18661, to confirm that the agency had the supplies needed for the pandemic. This also resulted in multiple media outlets portraying the Sheriff Office in a negative light and directed the agency's resources to respond to media request during a world wide pandemic. It is also alleged that Bell was also engaged in schemes to remove Tony from office or prevent Tony from being re-elected as Broward County Sheriff.

ALLEGATION(S):

1. It is alleged that Deputy Bell failed to use good judgment when he [Bell] spoke about Sheriff Tony, BSO, and the BSO's preparedness on the pandemic to media outlets, including radio shows, podcasts, and newspapers in violation of SPM 1.11.8 Discretion.
2. It is alleged that Deputy Bell was not truthful when he made public comments to the media outlets about the lack of PPE within the agency, and Bell was not truthful about Sheriff's Tony's responses to Bell's correspondence. It is also alleged that Bell engaged in gossip, public criticism, and ridiculed Sheriff Tony and BSO by talking to media outlets and writing an editorial in a manner that is unlawful, defamatory, profane, with reckless disregard for the truth, impaired the operation of the agency, and interfered with the efficiency of the BSO, in violation of SPM 2.18 Employee Statements.
3. It is alleged that Deputy Bell on-duty and off-duty comments about Sheriff Tony and the agency discredited himself, BSO, and Broward County, in violation of SPM 2.3 Conduct Unbecoming an Employee
4. It is alleged that Deputy Bell engaged in an activity or scheme, on-duty and off-duty, which is dishonest and unethical, to gain or keep power, authority, or advantage over another, when he communicated that he [Bell] would prevent Sheriff Tony to be re-elected to Broward County Sheriff, in violation of SPM 2.3.3 Corrupt Practices.
5. It is alleged that Deputy Bell made false or inaccurate verbal and written communication to media outlets in violation of SPM 2.5.2 Truthfulness

THE FOLLOWING SHERIFF'S POLICIES SHOULD BE CONSIDERED WITH RESPECT TO THE ALLEGATION(S):

1. SPM 1.11.8 Discretion

Since it is not possible to anticipate all situations that may arise or prescribe applicable courses of action, common sense and good judgment must be used by all employees entrusted with BSO responsibilities. Employees must always be mindful of incorporating experience, training, policies, and supervisory guidance as integral parts of the judgment process.

2. SPM 2.18 Employee Statements

To create a work environment promoting free expression and mutual idea exchanges, employees must be able to express their opinions and thoughts without fear of reprisal.

- A. BSO policy allows employees to state their opinion concerning BSO and its policies; however, they have the responsibility to be truthful and reasonable if making public comments.
- B. Employees will not engage in gossip, public criticism, or ridicule of agency employees, policies or procedures by talking, writing, or expressing in any manner, where such actions are:
 - 1. Unlawful
 - 2. Defamatory
 - 3. Profane
 - 4. With reckless disregard for the truth
 - 5. An impairment to the operation or interferes with the efficiency of the Sheriff's Office
- C. Employees will make every effort to resolve conflicts internally and notify their supervisor of their concerns. This way BSO can attempt to resolve employee concerns.

3. SPM 2.3 Conduct Unbecoming an Employee

Since conduct of employees on or off duty may reflect directly on BSO, they should conduct themselves at all times in a manner which does not discredit themselves, BSO, or the County. [CALEA-C 3.6.1, CALEA 26.1.1]

4. SPM 2.3.3 Corrupt Practices

Employees shall not engage in any activity or scheme, on-duty or off-duty, which is dishonest, illegal or unethical in order to make money or to gain or keep power, authority, or advantage over another.

5. SPM 2.5.2 Truthfulness

Employees shall be forthright and candid and will not knowingly make any false or inaccurate verbal or written communication by act or omission in any official matter.

INVESTIGATION:

On April 6th, 2020, the BSO Division of Internal Affairs (hereinafter, "IA") Captain Barry Lindquist, CCN 13979, assigned me this case for follow-up investigation. On April 10th, 2020, BSO IA suspended Deputy Bell with pay, pending the investigation, for possibly violating the above mentioned policies and procedures. Sheriff Tony provided an initial complaint memorialized under BSO Citizen Contact Report number CC2020-0165 and Complaint Control Form (CCF). Tony then provided me with a detailed complaint affidavit that was notarized and signed by Tony under oath. The following is Tony's affidavit, and the folder containing evidence associated with his complaint:

"I am the currently elected Sheriff of Broward County, Florida, and I have personal knowledge of the facts contained herein. This statement is regarding the pending Internal Affairs case number IA2020-0047 pertaining to Jeffrey Bell, a deputy sheriff employed by the Broward Sheriff Office and the President of the International Union of Police Association, Local 6020 (hereinafter referred to a "Bell").

My first encounter with Bell occurred in December 2018 at a gathering of Parkland parents about school safety where Bell was present. I had minimal contact with Bell at this gathering, but I recall him being introduced as a BSO deputy and union president. My knowledge of Bell at the time of the gathering was limited to what I read in the media regarding his efforts to remove former Sheriff Israel from office, and my understanding that Bell had taken credit for Governor DeSantis' decision to remove former Sheriff Israel from office.

I next encountered Bell on January 8th, 2019, at the Governor's Ball at the Governor's mansion in Tallahassee. I had been invited to the Ball following an interview with the Governor that same day which I later learned was for the position of Sheriff of Broward County. However, I had not yet been officially notified by the Governor that I was being appointed as Sheriff. Bell reintroduced himself to me at the Ball as the union president, and stated I needed to be careful about who I selected to be apart of the new administration. Bell stated that he could help in the transition at the Broward Sheriff's office by assisting with these selections and by coming into the new administration as a captain, which was three ranks above his current rank. I found the conversation unusual as I had not been yet been appointed as Sheriff and did not have any familiarity with Bell to offer him a senior management role in the agency.

Shortly after being appointed as Sheriff, I met with union presidents representing the seven bargaining units that have agreements with the Broward Sheriff Office, including Bell. During a meeting with Bell, he again mentioned that he could help my administration, but that he needed to be close, which I understood as a renewed request to be promoted to captain. Bell also stated that I could not trust the administration that I had formed from internal promotions.

Refer to the following evidence for further details:

- BSO Administration [Folder 15]

Early in the new administration, I determined that it would be a better management style to have the union presidents address their concerns through senior command staff rather than with me directly. The reason I believed this was a better management style was because I had formed my administration through promotions of senior management-level employees from within the agency

who had extensive knowledge of the inner workings of the agency, and I was newly appointed and lacked historical agency knowledge. These senior management-level employees had years of subject-matter expertise and were in a much better position to understand union concerns and address them in a more efficient manner.

Refer to the following evidence for further details:

- BSO Administration [Folder 15]

Under my direction, union presidents were instructed to communicate their union concerns to senior command staff within their respective fields. For example, for FOPE matters related to Detention Deputies, the union president would address union concerns with the DOD Colonel, or their designee, and for IUPA 6020 matters the union president would address union concerns with the DLE Colonel, or their designee. In any circumstances where a Colonel was not able to resolve a union concern at their level, these Colonels were instructed to bring that matter to my attention to obtain direction on how to proceed.

Refer to the following evidence for further details:

- BSO Administration [Folder 15]

Bell, and other union presidents, have utilized this process to communicate with command personnel about union concerns. During my tenure as Sheriff, I have not been informed of any occasion where Bell, or any other union president, has had any difficulty communicating union concerns with management through this process.

Refer to the following evidence for further details:

- BSO Administration [Folder 15]

I noticed a change in Bell's attitude towards me and my administration when I became vocal about holding law enforcement and correctional deputies accountable and suspending those who were observed engaging in conduct that involved allegations of excessive use of force. Bell made public statements at that time that these deputies were only following changes in use of force tactics that I had implemented after becoming Sheriff. These allegations made by Bell to the public through the media were false as I had not changed any use of force tactics since becoming Sheriff, and Bell as the union president must clearly have known this. The result of Bell's false allegations was the creation of distrust of me and my administration within the community, as he was stating that under my direction excessive force was occurring. This manifested itself in dozens of calls I received from clergy members, pastors, commissioners, and civic groups expressing alarm at Bell's false statements about the agency use of force tactics. As a result, it was imperative for me to correct the false information coming from Bell. I directed agency personnel to educate the community and to reassure our law enforcement contract city partners about the agency's use of force policies and practices so that they understood that they were reasonable and did not promote excessive use of force. I found this necessary in order not to further erode community distrust in law enforcement in general, and this administration in particular.

Refer to the following evidence for further details:

- BSO Training Division [Folder 17]

In March 2020, the Governor declared a state of emergency and the Sheriff's Office was faced with an unprecedented challenge of responding to a global pandemic that had reached Broward

County. In January 2020, BSO began the process of procuring personal protective equipment (PPE) for all agency personnel. This was a difficult task as the pandemic had cause a world-wide demand for personal protective equipment causing the prices to escalate and the supply to dwindle. Every effort was made to secure as much PPE as could be acquired, and as quickly as possible, and these efforts have continued during the pandemic.

Refer to the following evidence for further details:

- BSO Office of Emergency Management [Folder 10]
- BSO Department of Administration [Folder 11]
- BSO Regional Logistics [Folder 12]
- BSO Administration [Folder 15]
- BSO E-Mails related to PPE and COVID-19 [Folder 20]

On March 16th, 2020, I received a letter from Bell in his capacity as union president expressing concerns about a lack PPE and stating, “[f]acial masks, gloves, and sanitizer are not too much to ask and should have been ordered a long time ago.” Prior to submitting this letter to me, Bell had not communicated with anyone in BSO command about any union concerns about a lack of PPE for the members, despite the fact that he knew that this was the process he was instructed to use and he had used it previously to communicate union concerns with command. Bell’s assertion in this letter that BSO was not providing PPE to deputies and that it had neglected its responsibility to procure PPE in a timely manner was not true, as efforts to secure PPE had been underway for months. Furthermore, prior to receiving Bell’s March 16th letter, district captains had been notified to pick up PPE for their districts, which was in addition to PPE a number of these districts already had on hand.

Refer to the following evidence for further details:

- IUPA Memorandum and FaceBook Post [Folder 8]
- BSO Administration [Folder 15]
- BSO E-Mails related to PPE and COVID-19 [Folder 20]

Deputy Bell was sent a response to his March 16th letter via email on the same date by DLE Col. David Holmes explaining to Bell that his assertion that deputies had not been provided PPE was not true. An immediate response was needed because we had learned that Bell was planning on going on a public radio program, and there was concern that Bell would repeat publicly the falsehoods about BSO readiness from his letter and that it might lead to unwarranted anxiety and fear in public.

Refer to the following evidence for further details:

- Steve-O Radio Show [Folder 6]
- IUPA Memorandum and FaceBook Post [Folder 8]
- BSO Regional Logistics [Folder 12]
- BSO Administration [Folder 15]
- BSO E-Mails related to PPE and COVID-19 [Folder 20]

On March 23rd, 2020, I received a second letter from Bell in his capacity as union president offering to provide the agency with a supply of 1400 masks for law enforcement deputies. Bell had once again not communicated this offer through BSO command using the process that he and other union representatives had been afforded, prior to submitting this letter to me. Shortly after sending me this letter, Bell sent an email to Major Russo making the same offer to donate 1400 masks. Major Russo immediately responded to Bell the same date to make arrangements to secure these

masks from IUPA. Furthermore, Bell received a response to his letter from me via an email sent through the General Counsel on March 24th, 2020.

Refer to the following evidence for further details:

- IUPA Memorandum and FaceBook Post [Folder 8]
- BSO Office of Emergency Management [Folder 10]
- BSO Administration [Folder 15]
- BSO E-Mails related to PPE and COVID-19 [Folder 20]

Despite Bell receiving responses to his March 16th and March 23rd letters, IUPA 6020 issued a press release on April 4th, 2020, in which Bell stated: “[T]he Union has sent unanswered memos to the Sheriff’s Office on March 16th and March 23rd expressing our concerns over the lack of PPE equipment. One memo offered the donation of 1,400 N95 masks to the Sheriff himself but he failed to answer.” This statement by Bell about the lack of response from BSO to his letter was false, as explained above. Bell certainly knew when he issued this press release that he had received responses to both March 16th and March 23rd letters. Bell’s press release intentionally created a false impression in the public that I was ignoring the safety of BSO employees in the midst of a deadly pandemic, undermining public trust and confidence in me and the agency when it was needed most.

Refer to the following evidence for further details:

- IUPA Memorandum and FaceBook Post [Folder 8]
- News Articles [Folder 9]
- BSO Administration [Folder 15]
- BSO E-Mails related to PPE and COVID-19 [Folder 20]

On April 6th, 2020, Bell published an opinion article in the Sun-Sentinel questioning my leadership and claiming that I had ignored the union’s request for PPE. Despite Bell’s April 4th press release stating that he had not received a response to his March 16th letter, Bell now admitted that he received a response but characterized it as a “threat.” Regarding Bell’s March 23rd letter offering to donate masks, Bell once again claimed in his opinion article that he had received no response, nor even an acknowledgment of this letter. This public statement was patently false as Bell received an immediate response from Major Aimee Russo as well as a response on March 24th sent on my behalf through the General Counsel, as noted above. This opinion article by Bell was designed to create a false narrative that I did not care about protecting BSO employees during a world-wide pandemic, in a further attempt to erode public confidence in my leadership and the agency.

Refer to the following evidence for further details:

- News Articles [Folder 9]
- BSO Administration [Folder 15]
- BSO E-Mails related to PPE and COVID-19 [Folder 20]

It is important to point out that Bell took no action after sending his March 16th and March 23rd letters to contact anyone in BSO command before issuing the April 4th press release and publishing the April 6th opinion article. Rather than attempt to address the union concerns about the alleged lack of PPE within the process afforded Bell and other union representatives, Bell chose to voice his concerns to the public claiming falsely that he had not received any response from BSO. IUPA 6020 is but one of seven bargaining units at BSO, all of which are afforded the same opportunities to address union concerns through command. However, Bell is the only union representative who

sent letters to me rather than address union concerns through command as he was instructed to do, and the only representative to go to the media and present a false narrative about the agency's response to his alleged attempts to address union concerns within BSO.

Refer to the following evidence for further details:

- News Articles [Folder 9]
- BSO Administration [Folder 15]
- BSO E-Mails related to PPE and COVID-19 [Folder 20]

On April 7th, 2020, in an interview on the Brian Mudd radio show, Bell attempted to justify going to media with union concerns rather than addressing them internally by claiming that the only way he had to get my attention was "to go to the media because he refuses to talk to us." This statement was patently false since Bell understood how union concerns were to be addressed through command personnel; Bell understood that this was the method of communicating union concerns with management; Bell used that method of communication to address union concerns on prior occasions; and, importantly, Bell had in fact received responses to his March letters. If Bell truly was interested in working with management to address union concerns, he was given every opportunity to do so without the need to go to the media with these concerns.

Refer to the following evidence for further details:

- iHeart Radio Show [Folder 7]
- News Articles [Folder 9]
- BSO Administration [Folder 15]
- BSO E-Mails related to PPE and COVID-19 [Folder 20]

It is evident that Bell never had any intent to try and resolve the issue of PPE availability internally because he saw it as an opportunity to attack me personally in public. Bell's false statements to the media about my lack of response to union concerns and the agency's preparedness for the pandemic were motivated by his personal grievances against me, and he used the pandemic as an excuse to amplify those grievances publicly to hinder my candidacy for Sheriff.

Refer to the following evidence for further details:

- IUPA Memorandum and FaceBook Post [Folder 8]
- News Articles [Folder 9]

Bell's grievances towards me personally are clear from what Bell stated in his press release, opinion article, and media interviews, which include personal attacks against me that go far beyond criticism due to claims of lack of PPE for union members and have nothing to do with legitimate union concerns. This animosity is the product of me not promoting Bell from deputy to captain, and of a prior disciplinary case that was instituted against him in 2019 based upon allegations of untruthfulness in other public statements that he made.

Refer to the following evidence for further details:

- IUPA Memorandum and FaceBook Post [Folder 8]
- News Articles [Folder 9]
- BSO Administration [Folder 15]
- BSO Training Division [Folder 17]

Evidence of Bell's animosity towards me personally is contained within a text exchange that occurred between Bell and Hunter Pollack. In that text exchange, Bell referenced the prior

disciplinary case, and he makes clear that my election to Sheriff was personal to him and that he would do anything to make sure that it didn't happen. Bell stated: "After Greg allowed the Undersheriff to go after me and violate state law to falsely investigate me for comments to the media, the gloves are off. Greg and Israel are the same to me and the entire membership. He tried to falsely end my career and take away the ability to take care of my family." Bell further texted: "Scott will never be [Sheriff] and I will still be vocal. I will be equally vocal to make sure Greg never makes it past the primary."

Refer to the following evidence for further details:

- Text Message [Folder 5]
- News Articles [Folder 9]

When reading Bell's April 4th press release, his April 6th opinion piece, and his public statements in the context of his text exchange with Hunter Pollack, and with the knowledge that Bell falsely claimed that he had not received any responses to his letters giving him "no choice" but to air union concerns publicly, it is clear that Bell was motivated to go public not because he was unable to communicate union concerns internally, but because of his personal grievances against me, and that he used the pandemic as an excuse to amplify those grievances publicly to hinder my candidacy for Sheriff.

Refer to the following evidence for further details:

- Text Message [Folder 5]
- IUPA Memorandum and FaceBook Post [Folder 8]
- News Articles [Folder 9]

While Bell was motivated by his desire to harm me personally, his false public statements had far ranging effects on all facets of BSO operations. When Bell began making these public statements, BSO received numerous media request for information about agency preparedness. Although internal agency resources were strained at this time because of the pandemic response, BSO could not simply ignore the media request for information because Bell's comments undermined public confidence in the agency and were causing unwarranted fear in the community that needed to be addressed. In order to respond to the media requests, numerous agency resources (personnel) were diverted from other responsibilities during the state of emergency, including those in DLE, DOD, Fire Rescue, Emergency Operations, and Administration, spending countless hours researching and providing necessary information and records.

Refer to the following evidence for further details:

- IUPA Memorandum and FaceBook Post [Folder 8]
- News Articles [Folder 9]
- BSO Department of Administration [Folder 11]
- BSO Administration [Folder 15]
- BSO Public Records Request [Folder 19]

Additionally, I began receiving dozens of calls from politicians, community leaders, and city contact service partners concerned about the allegations that Bell was making to the media about the agency's preparedness for the pandemic. These included calls from elected officials, including a U.S. Senator, U.S. Congressional Representatives, the Governor, other Florida Sheriffs, County Commissioners, and local elected officials. These calls diverted many hours of my attention from other responsibilities required during a state of emergency cause by an unprecedented world-wide pandemic. However, it was important that I take the time to communicate with these officials to

reassure them that BSO was prepared in its response to the pandemic in order to maintain trust and confidence in the agency and alleviate the unwarranted fears that Bell's false statements had stoked in the community.

Refer to the following evidence for further details:

- BSO Administration [Folder 15]
- Elected Officials / Appointed Officials [Folder 23]

Bell's false statement to the media also had a detrimental impact on internal working relationships. In a public service agency, it is vitally important to maintain trust and loyalty of the public servants who are called upon to execute orders that are necessary to protect the health and safety of the community we serve. Bell's public statements, as head of a union of approximately 1400 deputy sheriffs, created a false narrative to the union members, as well as other BSO employees, that the agency was not prepared. This impacts employees' trust in me and my administration and decreases morale. Consequently, members of my senior command reached out to district captains, who work directly with union members, to assess resource needs, and to reassure them about agency preparedness so that they could respond to any concerns expressed to them at the district level. Additionally, I went to law enforcement district offices and fire stations to reassure agency personnel about the status of BSO's preparedness for dealing with COVID-19. Further, I began issuing regular emails to all BSO employees regarding the agency's PPE distribution and the COVID protocols that were initiated in order to reassure employees and to quell the spread of rumors about BSO's preparedness. Also, I sent an email to all employees in response to IUPA 6020's call for a vote of no-confidence in my leadership which was based upon the same false information that Bell was disseminating to union members, BSO employees, and the public, in order to refute Bell's personal attack against me. While these steps diverted me from other responsibilities, they were necessary to counter the narrative of Bell's false statements in order to preserve moral and trust within the agency so that we were able to properly function in the midst of a state of emergency and world-wide pandemic."

Refer to the following evidence for further details:

- Complainant Control Form (CCF) [Folder 1]
- Citizen Contact Report Number CC2020-0165 [Folder 1]
- IA Memorandum [Folder 1]
- IA Notice of Suspension with Pay [Folder 1]
- Sheriff's Tony's complaint Affidavit [Folder 4]

EXHIBIT	CONTENTS	SOURCE
Index	Index	Index
1	Complaint Control Form (CCF)	Internal Affairs
2	Internal Affairs Employee notification memorandum	
3	Internal Affairs Employee re-notification memorandum	
4	Citizen Contact IA No: CC2020-0165	
5	Internal Affairs Notice of Suspension with Pay memorandum	
2	Investigative Report	Sgt. Guada
3	SPM 15.1 Terminations	PowerDMIS
	SPM 13.3 Change Practices	
	SPM 11.8 Employee Statements	
	SPM 13.3 Conduct Unbecoming an Employee	
	SPM 11.8 Disciplinary	

It should be noted that this investigation contains an Index, which displays the location of the evidentiary exhibit [hereinafter "Folder"], the contents of the evidence, and the source of the evidence.

Refer to the following evidence for further details:

- Index

April of 2019 – Text Message Thread
Deputy Bell & Hunter Pollack

Sheriff Tony's affidavit discussed that Deputy Bell had animosity towards him, which was evident in a text message between Hunter Pollack and Bell. Pollack is an American school safety activist and political advisor, and he is a part of the nonprofit organization Americans for Children Lives and School Safety. Pollack was influential in passing the Marjory Stoneman Douglas Act (Florida

Senate Bill: 7026) and has met former President Trump, former Vice President Pence, and Governor Rick Scott. Pollack's sister, Meadow Pollack, was among the 17 people killed in the February 14th, 2019, mass shooting at Marjory Stoneman Douglas High School, and he, and his family, were very vocal on expressing support for the removal of the previous Sheriff, Scott Israel.

On April 7th, 2020, Captain Barry Lindquist [at the time of the interview was a Lieutenant] obtained a sworn, recorded statement from witness Hunter Pollack and the following is a synopsis of his statement [In-Part]:

Hunter Pollack, on the record, confirmed that he brought this information to BSO, and he provided Captain Lindquist with text message threads from Deputy Jeffrey Bell and local radio talk show host Steve-O. Pollack confirmed that Bell's cellular telephone was [REDACTED], and the "Bell" he is referring to is a Deputy with BSO and the IUPA union president. Pollack met Bell shortly after the Marjory Stoneman Douglas (MSD) massacre, and since then, they [Pollack and Bell] have corresponded with each other until October of 2019. Pollack does not remember the exact date of the text messages but provided a date range from March 2019 until May 2019. It should be noted a Miami Herald news article mentioned the existence of text messages between Pollack and Bell. The news articles dates mentioned that Bell wrote this text message after the "parking lot arrest" [BSO Tamarac incident involving a teenager and BSO Deputies April of 2019] The following are the text messages between Pollack and Bell:

Deputy Bell and Hunter Pollack's Conversation via Text Message

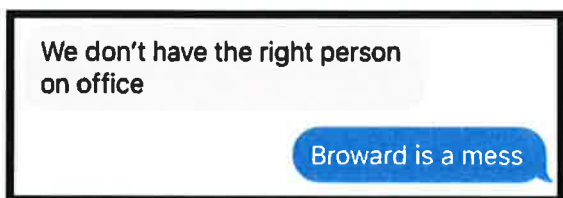
Captain Lindquist and Hunter Pollack discussed the text message in detail. The following is a combination of the text messages between Pollack and Deputy Bell and an explanation of the context of the communication. The grey-shaded text messages are from Bell, and the blue-shaded text messages are from Pollack. Next to the text message insert is a transcription of the text messages. Below the inserts, Pollack explains the contents in the insert.



***Jeffrey Bell:** Dam. Vincente thrower is tearing you up on live Facebook right now"*

***Hunter Pollack:** Not Really"*

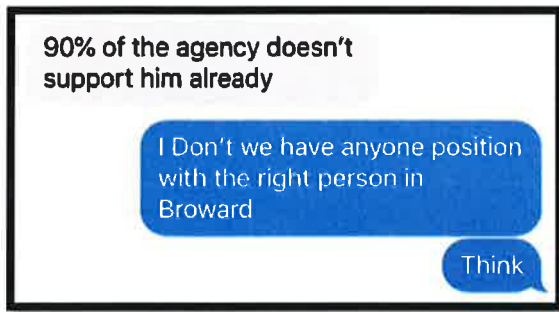
Hunter Pollack explained that Vincente Thrower is a Broward County activist. Thrower was on Facebook Live ranting about Sheriff Tony, so he [Pollack] joined the Facebook Live chat, and he disagreed with Thrower's comments about Sheriff Tony. Deputy Bell was also a participant on the Facebook Live chat, and he [Bell] observed the dispute between Thrower and Pollack. Bell initiated the conversation with Pollack by texting the message shown above.



***Jeffrey Bell:** We don't have the right person on office"*

***Hunter Pollack:** Broward is a mess"*

Hunter Pollack believed that Deputy Bell was referring to Sheriff Tony when Bell texted the message shown above.

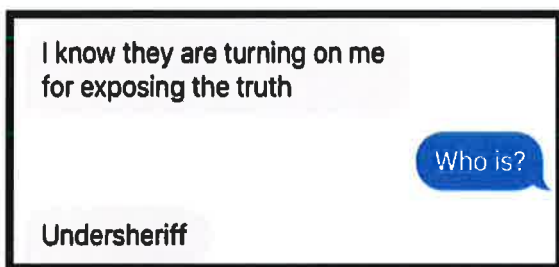


“Jeffrey Bell: 90% of the agency doesn't support him already

Hunter Pollack: I Don't we have anyone position with the right person in Broward

Hunter Pollack: Think”

Hunter Pollack does not know why Deputy Bell voluntarily mentioned this in the above message, and Pollack does not understand Bell's motives.

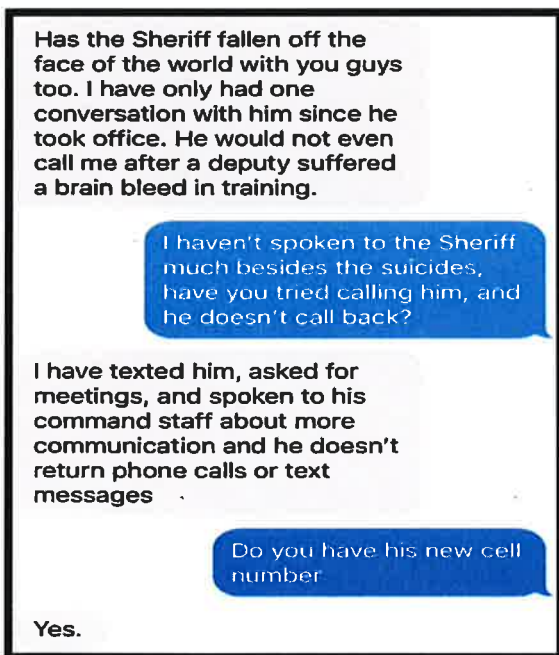


“Jeffrey Bell: I know they are turning on me for exposing the truth

Hunter Pollack: Who is?

Jeffrey Bell: Undersheriff”

Hunter Pollack advised that he does not know what Deputy Bell is referring to with the aforementioned text message, and he [Bell] never spoke with him afterward to explain.



“Jeffrey Bell: Has the Sheriff fallen off the face of the world with you guys too. I have only had one conversation with him since he took office. He would not even call me after a deputy suffered a brain bleed in training.

Hunter Pollack: I haven't spoken to the Sheriff much besides the suicides, have you tried calling him, and he doesn't call back?

Jeffrey Bell: I have texted him, asked for meetings, and spoken to his command staff about more communication and he doesn't return phone calls or text message

Hunter Pollack: Do you have his new cell number

Jeffrey Bell: Yes”

The dialogue in the text mentioned above did not need any explanation because it was clear that they [Pollack and Bell] were discussing the lack of communication between Sheriff Tony and Bell.

After Greg allowed the undersheriff to go after me and violate state law to falsely investigate me for comments to the media, the gloves are off. Greg and Israel are the same to me and the entire membership

“Jeffrey Bell: After Greg allowed the undersheriff to go after me and violate state law to falsely investigate me for comments to the media, the gloves are off. Greg and Israel are the same to me and the entire membership.”

Hunter Pollack initially did not understand what Deputy Bell was referring to; however, Pollack understood the meaning of *“The gloves are off”* after Bell's Sun-Sentinel Opinion Piece [hereinafter referred to *“Od-Ed”*] and Bell's public attacks on Sheriff Tony. Pollack advised that he could not speak for Bell, but Pollack can assume that Bell had thought poorly of Tony based on the text message shown above. The premise behind this theory is that Bell has discussed his negative views about former Sheriff Scott Israel with Hunter Pollack; therefore, when Bell texted, *“Greg and Israel are the same,”* Bell is expressing his negative perception about Tony.

He tried to falsely end my career and take away the ability to take care of my family

I will be home tomorrow and would love to talk about everything else in person. I just ask that you don't forget your voice is powerful and you have an impact on making sure Scott Israel is never sheriff again.

“Jeffrey Bell: He tried to falsely end my career and take away the ability to take care of my family.”

“Hunter Pollack: I will be home tomorrow and would love to talk about everything else in person. I just ask that you don't forget your voice is powerful and you have an impact on making sure Scott Israel is never sheriff again.”

Hunter Pollack did not explain the above text message dialogue.

Scott will never be and I will still be vocal. It I will be equally vocal to make sure Greg never makes it past the primary

“Jeffrey Bell: Scott will never be and I will still be vocal. It I will be equally vocal to make sure Greg never makes it past the primary.”

Another paid pastor at BSO that Israel used for the pompano votes. Greg has taken a few pictures with this guy too.

“Jeffrey Bell: Another paid pastor at BSO that Israel used for the pompano votes. Greg has taken a few pictures with this guy too.”

Deputy Bell expressed his frustrations towards Sheriff Tony, when Bell texted, *“Another paid pastor at BSO that Israel used for the pompano votes. Greg has taken a few pictures with this guy too.”* Bell never explained to Pollack in their text message conversation the reasoning why he did not want Tony to make it past the primaries. At the time, Pollack did not know Bell's reason or intent for this text message conversation because they had a relationship. At the time of this statement, Pollack assumed that this message dialogue was intended for Pollack to react in a manner that would allow Bell to share their text message and use it against him and Sheriff Tony. Pollack does not know if Bell used this tactic to prevent Tony from winning the primary.

The wrong person was put in as sheriff

How is Alvin Pollack

If your asking if he would be better, the only real answer is you don't know until the person is actually there. At least he would have the inside knowledge of who the snakes are. We kept most of the Israel snakes

Are the Israel snakes still reporting back to him?

Very much so

“Jeffrey Bell: The wrong person was put in as sheriff.”

Hunter Pollack: How is Alvin Pollock

Jeffrey Bell: If your asking if he would be better, the only real answer is you don't know until the person is actually there. At least he would have the inside knowledge of who the snakes are. We kept most of the Israel snakes.

Hunter Pollack: Are the Israel snakes still reporting back to him?

Jeffrey Bell: Very much so”

Hunter Pollack is uncertain if Deputy Bell is backing a particular candidate but believed Bell might have some political motivation behind his tactics based on the dialogue of the text mentioned above message. Pollack did not discuss anything about the “Israel snakes” still working in the agency.

Have not heard or spoken to one deputy, Sgt or Lt that is hannv with the direction we are

“Jeffrey Bell: Have not heard or spoken to one deputy, Sgt or Lt that is happy with the direction we are”

I just got this text. Will have to verify it first.

The sheriff said in the Captains meeting today, that he's cutting off all unions access to him.....

At this point, I don't think anyone can help him. I just worry about him bringing down the Governor. If the above is true, how could he even consider looking for a union endorsement for 2020???

I respect both you and Greg a lot, and if their is anything I can do to help I'm here.

Thank you

If that text turns out to be true, the Governor needs to be notified because that means

“Jeffrey Bell: I just got this text. Will have to verify it first. The sheriff said in the Captains meeting today, that he's cutting off all union access to him..... At this point, I don't think anyone can help him. I just worry about him bringing down the Governor. If the above is true, how could he even consider looking for a union endorsement for 2020???”

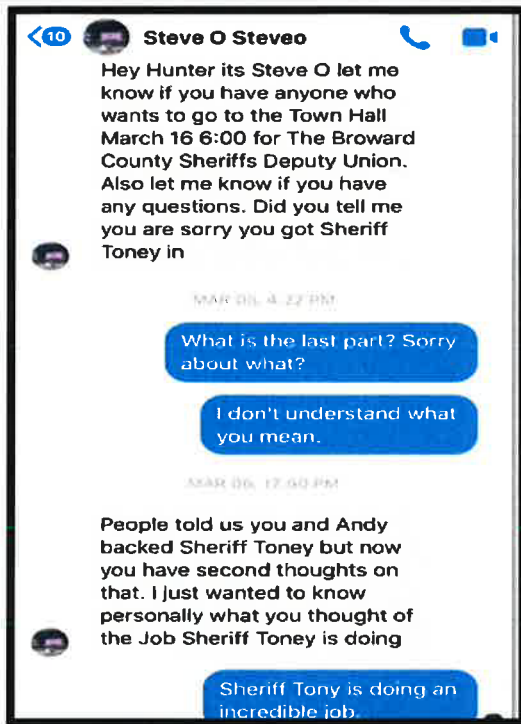
Hunter Pollack: I respect both you and Greg a lot, and if there is anything I can do to help I'm here

Jeffrey Bell: Thank you

Jeffrey Bell: If that text turns out to be true, the Governor needs to be notified because that means”

Hunter Pollack did not explain the above text message dialogue.

Hunter Pollack and radio host Steve-O's Conversation via Text Message



"Steve O Steveo: Hey Hunter its Steve O let me know if you have anyone who wants to go to the Town Hall March 16 6:00 for The Broward County Sheriffs Deputy Union. Also let me know if you have any questions. Did you tell me you are sorry you got Sheriff Toney in

Hunter Pollack: What is the last part? Sorry about what?

Hunter Pollack: I don't understand what you mean.

Steve O Steveo: People told us you and Andy backed Sheriff Tony but now you have second thoughts on that. I just wanted to know personally what you thought of the Job Sheriff Toney is doing

Hunter Pollack: Sheriff Tony is doing an incredible job."

Hunter Pollack explained that Steve-O is a local talk show host in South Florida. Pollack was initially confused about Steve-O reasoning for sending the text messages as mentioned above messages; therefore, after reading it, Pollack thought Steve-O was asking his [Pollack] opinion about Sheriff Tony. Pollack realized that Steve-O was trying to bait Pollack in talking about Tony so that Steve-O could air their conversation on his March 16th, 2020 radio show with Bell. Pollack believed that Deputy Bell directed Steve-O to text him because they wanted to generate questions to ask "callers." Pollack thought that the text message, and the radio show, were politically motivated and staged.

Telephone Number Verification

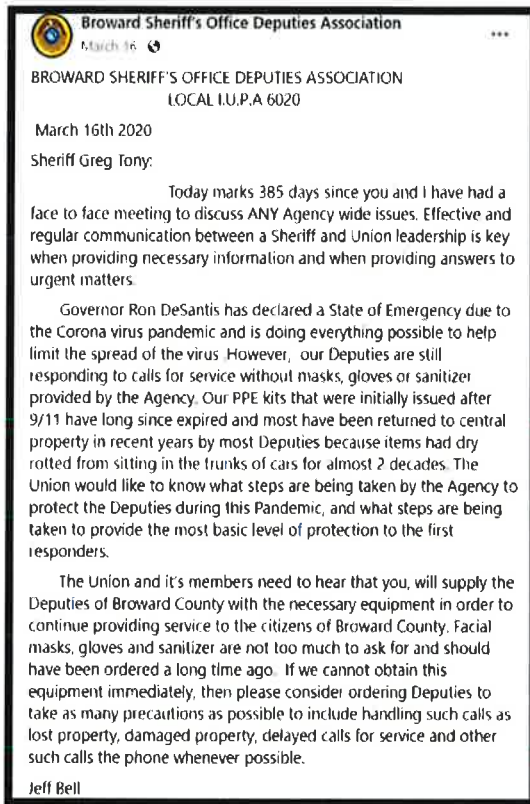
I verified that the telephone number [REDACTED] which Hunter Pollack provided, was assigned to Deputy Bell. Utilizing investigated techniques and Facebook, I confirmed that the telephone number is associated with Bell.

**March 16th, 2020 –Letter/Memo
Deputy Bell's to Sheriff Tony**

According to Sheriff Tony's Affidavit, Deputy Bell sent him [Tony] a memorandum expressing concerns about a lack of PPE for deputies. Before Bell submitted this memorandum, Sheriff Tony stated in his statement that he [Bell] had not communicated with anyone from BSO's command staff about these concerns, as done previously with other union concerns.

I obtained and reviewed the email, which Deputy Bell sent on March 16th, 2020, at 11:37 AM, to Sheriff Tony and carbon copied (CC) to BSO General Counsel Terrence Lynch, CCN 10172, and DLE Colonel David Holmes, CCN 8714. The email was titled "Coronavirus Protection," and it

contained an attachment labeled "Greg Tony Letter 3-16-20.pdf," which is the memorandum Tony mentioned in his complaint affidavit. The memorandum was also posted on IUPA's FaceBook page, by Bell who is in charge of that FaceBook account. The following is Bell's March 16th, 2020, memorandum:



"Today marks 385 days since you and I have had a face to face meeting to discuss ANY Agency wide issues. Effective and regular communication between a Sheriff and Union leadership is key when providing necessary information and when providing answers to urgent matters.

Governor Ron DeSantis has declared a State of Emergency due to Corona virus pandemic and is doing everything possible to help limit the spread of the virus. However, our Deputies are still responding to calls for service without masks, gloves or sanitizer provided by the Agency. Our PPE kits that were initially issued after 9/11 have long since expired and most have been returned to central property in recent years by most Deputies because items had dry rotted from sitting in the trunks of cars for almost 2 decades. The Union would like to know what steps are being taken by the Agency to protect the Deputies during this Pandemic, and what steps are being taken to provide the most basic level of protection to first responders.

The Union and it's members need to hear that you, will supply the Deputies of Broward County with the necessary equipment in order to continue providing service to the citizens of Broward County. Facial masks, gloves, and sanitizer are not too much to ask for and should have been ordered a long time ago. If we cannot obtain this equipment immediately, then please consider ordering Deputies to take as many precautions as possible to include handling such calls as lost property, damaged property, delayed calls for service, and other such calls the phone whenever possible."

March 16th, 2020 – Response Letter/Memo
DLE Colonel Holmes' to Deputy Bell

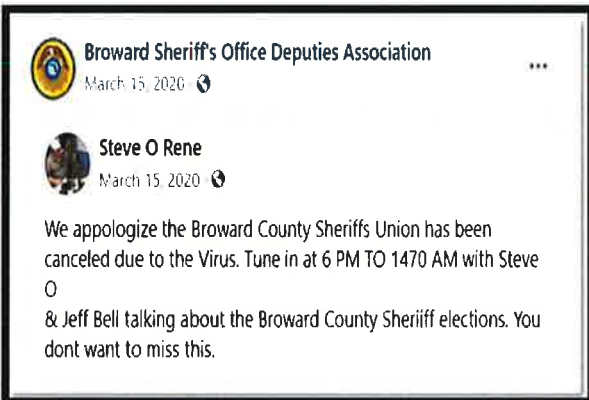
Based on Sheriff Tony's affidavit, on March 16th, 2020, [same day as Deputy Bell's email to Tony], DLE Colonel Holmes responded to Bell's email. Holmes responded immediately because the agencies' upper command was aware that Bell was planning to attend a radio show program [Ask the Expert Show] and discuss BSO preparedness for the pandemic. Tony was concerned that Bell would publicly provide untruthful statements about BSO readiness for the pandemic, leading to unwarranted fear in the community. I obtained and reviewed the email sent on March 16th, 2020, from DLE Colonel Holmes to Deputy Bell, which is the email mentioned above that Tony said in his complaint affidavit. The following is Holmes March 16th, 2020, email response:

“From: Holmes, David
Sent: March 16, 2020 5:11 PM
To: Bell, Jeffrey <Jeffrey_Bell@sheriff.org>
Cc: Bell, Jeff <jbell@iupa.org>
Subject: IUPA Statement Response

Deputy Jeff Bell,

“This email is in response to a letter drafted by you on March 16, 2020 to Sheriff Gregory Tony in which you have alleged that our DLE Deputies are still responding to calls for service without masks, gloves or sanitizer provided by the agency. Upon investigating this claim, it was determined that these allegations are NOT True as these items have been provided by the agency to our deputies and are readily available to them. It is my understanding that you are scheduled to speak about this issue via radio later today. It should be noted that any inaccurate statements relating to the topic of BSO’s failure to provide adequate supplies for its employee’s will result in disciplinary action. A more detailed and specific response to your letter to the Sheriff will be forthcoming; however, it was important to get you this information quickly before you make public statements about BSO readiness that are untrue and may lead to unwarranted anxiety and fear in the public and within BSO. Should you have any specific questions pertaining to this matter please don’t hesitate to contact me directly.”

March 16th, 2020 – Ask the Expert Radio Show
Host Steve O and guest Deputy Bell



BSO’s Deputies Association International Union of Police Association, Local 6020 (hereinafter referred to as “IUPA”) hosted the 2020 Broward Sheriff Candidate Town Hall Debate in Lauderhill Performing Arts Center. IUPA generated this debate to allow the public to question the upcoming Broward County Sheriff candidates. On March 13th, 2020, Lauderhill Performing Arts Center canceled all scheduled events due to COVID-19. In place of the debate, on March 16th, 2020, Deputy Bell attended “Ask the Expert Show with host Steve-

O and Guest Jell Bell, President of the Broward County Deputy Sheriff Union, discussing upcoming Broward County Sheriff election,” which aired on 1470 AM. Deputy Bell and Steve-O promoted the radio show event on the IUPA Facebook page and the Steve-O-Rene Facebook page. The IUPA Facebook post provided a link to listen to the interview mentioned above the following day [March 17th, 2020].

I reviewed and listened to the radio show. The following is a synopsis of the conversation discussed between Steve-O, Deputy Bell, and random visitors that call the radio show to ask Bell questions [in-part]:

At the inception of the radio show, Host Steve-O and Deputy Bell discussed why the Town Hall debate was canceled and recognized all the individuals who assisted in preparing the Town Hall

debate. Steve-O and Bell then discussed the candidates running for Broward County Sheriff, and Bell then explained the role of the seven collective bargaining units within BSO. After a brief discussion of the topics mentioned above, Steve-O opened the phone lines to allow the public to ask Bell questions.

The first caller [identified as James] asked Deputy Bell the following questions:

1. *Who is running the agency, while Sheriff Gregory Tony is attending different events, posting pictures on social media, and dancing? Is Sheriff Tony or any BSO command staff communicating with you [Bell]?*

Deputy Bell responded that occasionally he [Bell] has spoken with Colonels, Lieutenant Colonels, and Majors. Still, since February 25th, 2019, he [Bell] has not had a face-to-face meeting with Sheriff Tony to discuss any agency issues. Bell informed caller James that he had tallied the number of days since their [Tony and Bell] last meeting, and, according to Bell, it has been 385 days [February 25th, 2019] since they met face-to-face to discuss agency issues. Bell emphasized that Tony's actions are alarming because you have to be an effective communicator to be a great leader. Bell added that Tony had not met with other union presidents during that same period of time. Bell concluded that it is a shame that Governor DeSantis's appointed Sheriff [Tony] does not have the time for direct communication about agency matters with union leaders, who have direct access to the employees. Caller James ended the call by saying that it sounds like it is more derelict of duties from the top at the agency, and it seems like there needs to be another change in office.

[Time Stamp for caller James Q and A is 21:30 – 24:30]

After caller James completed his conversation, Host Steve-O said that it is unreal that Sheriff Tony has not contacted Deputy Bell. Bell discussed the unhealthy relationship between him and former Sheriff Scott Israel but added that he [Bell] could pick up the phone and direct communication with Israel even in the worst of times. Bell stated that the employee's interest comes first over Tony and Bell's personal feelings towards each other.

Deputy Bell then discussed the reasoning for IUPA 6020 creating the Town Hall Debate. Bell indicated they would be the first union to allow the individuals running for Broward County Sheriff to participate in a debate. Bell emphasized that politics has to be removed from law enforcement, and the role of a local sheriff is ensuring the safety of the public and protection of property. Bell stated that it does not matter what political affiliation the Sheriff's candidate belongs to; the only thing that matters is if one of them is qualified to lead 5,500 employees and manage an almost billion-dollar budget.

Host Steve-O then asked Deputy Bell what his duties are as the president of the most prominent union. Bell responded that the union handles contractual grievances, employees being transferred against their will, labor relations in terms of contracts, filing grievances, unfair labor practices, and arbitration. Bell added that the union's job is to ensure that the Sheriff's Office complies with contractual matters, operates within the contract, follows state laws, and ensures that all employee rights are protected.

The second caller [identified as Jennifer] informed Host Steve-O that she had a question and a statement for Deputy Bell. Caller Jennifer stated she is a wife of a senior deputy, and she

emphasized that the people of Broward County do not realize the danger that Sheriff Tony is putting deputies in. Jennifer elaborated that Tony is running the agency with fear. The Captain and above are at-will employees, which causes them to be afraid to make a decision. Deputies on the road are scared to do their job because they are fearful of being arrested. Jennifer dislikes that Tony is on social media, and she believes that if Tony stayed as Sheriff of Broward County, the County would not be safe.

Caller Jennifer asked Deputy Bell the following:

1. *Who does he [Bell] recommend as the best Sheriff candidate?*

Deputy Bell responded that he agreed with caller Jennifer's comments and that she was correct about the rank of captain and above position. Bell explained that those positions are at-will employees, which allows the agency to terminate them for any reason. That forces the upper command to make undesirable decisions instead of standing up for their employees. In reference to caller Jennifer's question [Who does Bell recommend for Sheriff], Bell stated that he does have his recommendation, but in fairness to the candidates, IUPA 6020 is the only union in South Florida that allows its members to vote for the Sheriff candidate they wish to endorse. For this reason, Bell will refrain from giving a recommendation, so the members would not be tainted in the vote for the Sheriff candidate they prefer. Once the members vote, IUPA 6020 will publicly announce who they are endorsing, including displaying billboards and public speaking to media to ensure that their endorsement wins the election. Bell added that this process is about getting the most qualified person into office. If Governor DeSantis did not appoint Sheriff Tony, what qualification does he [Tony] have to be Sheriff besides being a Police Officer for Coral Spring Police Department (CSPD) for 10-years? It is a massive difference in being a Sergeant in a small department compared to overseeing 5,500 employees and managing a billion-dollar budget.

Caller Jennifer added to Deputy Bell's final comment by alleging that Sheriff Tony uses the billion-dollar budget for his campaign. Bell agreed with her comment and added that the previous Sheriff had done the same thing. Bell stated that the County should create an ordinance that would not allow Sheriff or public officials running for office, to place their name and their photographs on mailers, letterhead, book cover, and binder covers. Bell stated that Tony informed his employees in the past promotion letter that he promoted 400 employees; however, it is not true because the union made a records request. They determined that Tony included cadets that graduated. Bell concluded that this information is misleading to the public.

[Time Stamp for caller Jennifer Q and A is 30:55 – 36:42]

Bell then discussed being understaffed by 177 deputies and the practice of promoting sergeants to captains decimates the morale in the agency. Bell advised that even though previous admiration has done the same things, this affects the agency because the Sheriff is placing unqualified individuals in a Captain position, similar to what happened in Parkland during the Marjory Stoneman Douglas shooting.

The third caller [identified as Neil] asked Deputy Bell the following:

1. *If Sheriff Tony has been arrested in the past?*
2. *Did Sheriff Tony falsify his criminal history on his CSPD's application?*

Deputy Bell advised that he has done some background checks on those allegations, and there was a misdemeanor court proceeding in Leon County, in which Sheriff Tony had to answer to a non-sufficient fund check charge. Bell stated that in his opinion, he does believe that those charges are not egregious, but what he does have a problem with is that Tony never relayed this information on his Coral Springs Police Department's (hereinafter referred to as "CSPD") application. Bell can confirm the allegations because he [Bell] has done a public record request on Tony's CSPD application, revealing that Tony omitted the incident mentioned above in Leon County and any moving violations he has had. Bell advised that Tony had to generate a letter to the Chief of CSPD explaining why Tony omitted that information from his application.

Caller Neil then asked Deputy Bell the following:

1. *If you [Bell] applied to a law enforcement agency and neglected to report your criminal history, what would happen to your application?*

Deputy Bell replied that the hiring agency would disqualify the applicant. Bell would like to ask Sheriff Tony if an applicant intentionally lied his application, would he [Tony] hire them. Bell stated that the agency had lowered its standards and should keep them high; therefore, it could recruit the best-qualified people.

[Time Stamp for caller Neil Q and A is 40:20 – 45:00]

Host Steve-O asked Deputy Bell to discuss a shooting incident involving Sheriff Tony, in which Tony shot through a glass door when he [Tony] employed with CSPD. Bell requested a copy of the reports associated with the incident mentioned above from CSPD to include all supplemental reports, damage reports, and photographs. Bell recalled that in March of 2015, Tony [at the time of the incident was CSPD Sergeant Tony] responded to a call for service of a simple battery incident. Subsequently, Tony's Lieutenant directed him to investigate an incident involving a crowd. The crowd advised Tony that they heard screaming coming from an unknown location; therefore, Tony and other CSPD Officers canvassed the residence's backyard to locate the incident location. Tony arrived at the rear of the residence, where he heard screams of somebody being in imminent fear, so he began kicking the sliding door but was unable to break it because the ground was wet. After several attempts, Tony kneeled, withdrew his firearm from his holster, and shot one round through the sliding glass door, causing the door to shatter and allowing Tony to make entry.

Deputy Bell critiqued Sheriff Tony's action and the report Tony generated of the incident. Tony did not wait for his backup before shooting through the window, did not correctly describe "*somebody being in imminent fear*," and did not relay this information to his colleagues over the radio. Tony wrote that the floor was wet in his report; however, Bell retrieved the weather report for the night of the incident, and it revealed that it was a clear night.

Bell advised that a police officer should never take out his firearm and fire a round unless the officer intends to harm somebody at the other end of the gun. Bell cannot justify any policy or procedure that would allow an employee to intentionally take out a firearm and shoot through a window to enter a residence, violating Constitutional Rights. Bell has appeared in front of the Professional Standard Committee (hereinafter referred to as "PSC") board and defended subject

employee(s) on their actions. If an IUPA union member would have been involved in the same incident, he [Bell] would not know how to defend the subject employee.

The fourth caller [identified as Kevin] began his conversation by praising Deputy Bell for everything he has done for the members. Caller Kevin retrieved the report from CSPD about Sheriff's Tony shooting incident, and he [Caller Kevin] agreed with Bell's critic of the incident. Kevin informed Bell that he has been looking into former Sheriff's Israel and Tony's IA file and began discussing how Israel handled the discipline of retired Deputy Scott Peterson after the MSD incident compared to how Tony took it. Kevin asked Bell the following question:

1. *Is the Union defending Deputy Peterson?*
2. *What is the definition by law of child neglect and caretaker?*

Deputy Bell explained that to be categorized as a caretaker; a person has to be in immediate care, custody, and control of the child. Bell opined that law enforcement officers do not meet the definition of a caretaker, which has been proven by case law. Bell advised that when a law enforcement officer is criminally charged with the caregiver statute, it will get dismissed and unfounded through court proceedings. It would be a very traumatic experience for the MSD bereaved family when the criminal charges against Peterson are dismissed.

Caller Kevin discussed a similar incident in which Sheriff Tony fired a deputy [Deputy Willard Miller], and he was charged with the same caretaker statute. Kevin wanted to know if the union was defending him for this incident. Deputy Bell advised that Miller is a union member and being defended by the union. Bell stated that Miller had not been terminated, he is on a non-paid status, because he was criminally charged. Kevin advised that he does not understand how a law enforcement officer can be charged criminally for doing his job.

Caller Kevin wanted to discuss how BSO can terminate employees after being cleared by a citizen's review board and an IA investigation. Deputy Bell advised that on April 10th, 2020, the union filed an unfair label practice complaint about this issue with the Public Employee Relations Commission (hereinafter referred to as "PERC"). They should receive a final ruling from PERC in May of 2020. Bell explained that PERC is located in Tallahassee, Florida, and PERC handles all union disputes between unions and law enforcement agencies. Before June of 2018, according to Bell, when the PSC board exonerated, unfounded, or not sustained any subject employee, the Director of Professional Standards would close the case and apply the PSC board's final discipline recommendation. Under former Sheriff Israel, the policy changed so that the Sheriff would have the final decision on discipline, regardless of what the PSC board recommended. Bell stated that BSO made this change without notifying any of the collective bargaining unions within the agency; therefore, the Union added this complaint to the unfair label practice complaint they filed with PERC. Bell advised that if PERC rules in the union's favor, the agency will be required to reinstate the policy immediately the way it was before June of 2018 and reinstate former Deputy Krickovich, who was acquitted by the PSC and later terminated, to a non-paid status pending his criminal charges.

Caller Kevin then wanted to find out how someone can complain against an elected official for abuse of power, which causes deputies not to act because they are afraid of future discipline. He wanted to know if there is a truthfulness charge for an employee lying on their application. Kevin

then referred to the allegations of Sheriff Tony lying on his application, and he asked if truthfulness in office means perjury, which would not allow a person to testify in court.

Deputy Bell explained that an ethics complainant would have to be filed with the state; however, Tony's omission on his application was when he applied to the CSPD. In reference to the perjury charges, Bell explained that intentionally falsifying information on a state or federal employee application is considered perjury; however, it is a complicated criminal charge to convict. Kevin concluded that he was very disappointed with Governor DeSantis for selecting Tony over all other possible candidates.

[Time Stamp for caller Kevin Q and A is 54:30 – 1:03:08]

The fifth caller [identified as Stacy] wanted to discuss the promotion of employees without testing or employee passing over promotions. Deputy Bell explained that the Union is trying to unionize the position of captain, which would mandate a testing process to be promoted to the rank of captain.

According to Bell, 85% of the captains signed a card interested in unionizing, so the union attempted to bring this issue to PERC. The unionization of the upper command did not come to fruition because, under Sheriff Tony's administration, the upper command has seen a large retirement payout. Typically, when employees at the rank of captain and above retire, they generally follow other contractual agreements. For the first time, Bell advised that a captain was awarded a handsome payout to include free single medical coverage until the age of 65, which would cost taxpayers \$150,000 and complete payout for sick time, vacation time, and comp time. Bell stated that it is discouraging to see this type of promotion. If a new sheriff comes into office, then the Sheriff could remove the rank of major from human resources, which would allow the unionizing of every rank up to the position of Major.

Caller Stacy stated that she has heard from her husband and other deputies that no viable candidate is running for Sheriff. Deputy Bell noted that there are individuals that could lead the BSO. The right person has to provide the right message, communicate effectively with the voters, demonstrate to the employees that they care, and are willing to listen. Stacy then wanted to know who the best sheriff candidate would be, and Bell advised that he would wait for the membership to cast their votes before he [Bell] gave his opinion.

[Time Stamp for caller Stacy Q and A is 1:03:10 – 1:08:36]

The sixth caller [identified as Kim] wanted to discuss the incident involving Sheriff Tony in which he [Tony] was at a bar at the Seminole Hard Rock Casino with his firearm. Deputy Bell stated that he heard two conflicting accounts of the incident mentioned above and that Sheriff Tony should make a statement about the incident to confirm or deny if he entered Seminole land with a firearm or tried to enter into a club with a firearm. Bell stated that the Seminole land is considered their nation. No one can enter their land while carrying a firearm, including off-duty law enforcement officers and individuals with concealed weapon permits. Bell advised that if this incident did occur, Tony should have known better, and no officer is allowed to enter a nightclub with a firearm. He continued that law enforcement officers should never mix alcohol with carrying their firearms. Kim asked if the allegation was true, who would investigate it. Bell responded that the Florida

Department of Law Enforcement (FDLE) conducts criminal investigations, and BSO conducts administrative investigations.

[Time Stamp for caller Kim Q and A is 1:08:43 – 1:11:17]

The seventh caller [identified as Jessica], a deputy's wife, is concerned because she advised that the Sheriff's Office is unprepared for the coronavirus. Jessica claimed that her husband and his co-workers had not been issued any masks, gloves, or hand sanitizer, and supposedly the agency does not have anything to give. Jessica advised that Sheriff Tony is continuously posting that the agency is prepared; however, the agency is not prepared. This misinformation is scary to the public and the employee's families. Jessica wanted to know what procedures were in place to protect the deputies and get supplies for the deputies.

Deputy Bell stated that this morning [March 16th, 2020], he [Bell] reached out to his district union representatives to inquire if districts had supplies to distribute to deputies, and he [Bell] was informed that they did not have any supplies. Bell wrote a letter to Sheriff Tony with his concerns. As Bell was walking into the studio, he [Bell] received an email from BSO informing him that the information he wrote in the letter was false. If he discussed this topic on the air tonight, he would face disciplinary action. Bell claimed that BSO is trying to shut down the union president from speaking freely about union matters supporting their membership. According to Bell, it is protected speech on Florida State Statute 447 and is covered as protected speech under PERC through unfair labor practice complaints.

Deputy Bell advised that there is a history with this current administration to open an IA investigation against him [Bell] when he challenges that agency. Bell stands by his letter, which he reported his representatives fact-checked and confirmed. Bell stated that the agency should provide the most amount of protection to the employees, and he urged the Sheriff's Office to purchase excess amount of equipment. Bell advised that individuals should be calm, and he urges employees to speak with their command staff when they need protective equipment. Bell encouraged Sheriff Tony in his letter to have deputies handle calls for service over the phone to prevent exposure to the virus. Bell wished that there was more communication from the Sheriff's Office leader, which he believes is lacking within the agency.

Caller Jessica does not understand how the biggest agency in the nation [referring to BSO] has disregarded the well-being of their road patrol deputies, and Palm Beach Sheriff's Office (hereinafter referred to as "PBSO") is prepared. Deputy Bell agreed with Jessica and stated that PBSO announced their expenditure of money, which revealed that they have already purchased 4,000 PPE kits for all their first responders. Bell added that the Sheriff of PBSO is currently in front of the County Commission lobbying for more money. He received discretionary funds from the County to purchase additional PPE equipment for their first responders.

[Time Stamp for caller Jessica Q and A is 1:18:10 – 1:25:54]

Host Steve-O asked Deputy Bell what equipment the deputies needed. Bell responded that he would limit his answer because of the threat of another IA investigation against him. Bell advised that he understand the chances he takes when he speaks about agency issues.

The eighth caller [identified as Tom] stated that “temporary” Sheriff Tony was quoted saying that the citizens of Broward County could rest assured that the men and women of BSO are trained, prepared, and ready to meet this COVID-19 health crisis. Tom wanted to know what training the deputies had received from Tony. Training tabs are the only COVID-19 training employees have received. Bell stated that under former Sheriff Ken Jenne, the agency received biological training, and he [Jenne] purchased PPE kits for all road patrol deputies. Bell advised that over the years that training became obsolete.

Caller Tom asked if the deputies still possess those PPE kits, and Deputy Bell stated employees have gloves and masks, but they do not have the complete PPE kit that was issued previously after 9/11 terrorist attack. Bell advised that a colonel informed him that deputies will be receiving equipment today [March 16th, 2020]; however, he [Bell] has not been issued any gloves, mask, or hand sanitizer. Bell advised that members are texting him, informing him that they only have gloves and one mask, and if their equipment is in the districts, it has not been handed out yet.

Caller Tom then commented on former Sheriff Jenne, and Bell added to the conversation by discussing the downfall of the previous Sheriffs. Bell advised that the agency has a checkered past of not having someone in office who is more interested in upholding the law and defending the Constitution. Instead of worrying about how many times they can get their name on a publication or their photo on a piece of paper to hand out to potential voters. Bell stated that the union gave Sheriff Tony every opportunity initially, and it is essential for a sheriff to surround himself with the right people. Bell does not believe that Tony has the contacts to hire qualified people to be a chief of staff, head of general counsel, director of fleet, director of human resources, head of Department of Law Enforcement, head of Department of Detention, head of court services, and drug court.

[Time Stamp for caller Tom Q and A is 1:29:12 – 1:37:10]

The ninth caller [identified as Kevin] discussed the term leadership in law enforcement. His opinion is that a leader has the backing of his employees, has the experience, and boosts the agency's morale. Kevin is a Parkland resident, and he claimed that the crime rate had gone up in Parkland. Kevin advised that he heard that Sheriff Tony is not backing the deputies. He [Tony] is promoting people that do not have the experience to lead. The agency has not provided active shooter drills or training. Kevin emphasized that active shooter training is Tony's supposedly background experience and the reason he was placed into office. However, he [Kevin] heard that Governor DeSantis put Tony into office because he [Tony] was the workout partner of somebody who tragically lost a daughter during the MSD massacre.

Caller Kevin also heard that Sheriff Tony brought a boxer to train employees, and one employee suffered a brain bleed, and a second employee suffered a stroke because of this training. Kevin alleged that the agency turned its backs on these injured employees. Kevin would like to see all deputies adequately trained for an active shooter incident, and he would like to see Tony supporting his employees. Kevin asked Deputy Bell, does Tony have the experience to be Sheriff of Broward County.

Deputy Bell praised the SWAT team for creating and teaching a new active shooter class. Bell advised that they [SWAT team instructors] have gone above and beyond to create a realistic, exciting class; however, he only gives credit to them.

In reference to Sheriff Tony's experience, Bell stated that Tony is a 10-year, 10-month employee of the CSPD, and he was only a Sergeant for a few years. If Governor DeSantis did not appoint Sheriff Tony, he [Tony] would not have any qualifications to run for Sheriff in the 2020 election. Bell advised that Tony stated in the paper that he [Tony] changed BSO's active shooting policy; however, Bell submitted a public records request to BSO. The inquiry proved that the former Sheriff changed the policy before he [Tony] was appointed to office. Bell indicated that Tony was cited in a Tamarac forum claiming that he [Tony] created the active shooter policy in CSPD. According to a memorandum that Bell received from the CSPD, the memorandum reported that Tony did not make an active shooter policy.

Deputy Bell stated that individuals need to have the qualifications, background, and expertise to lead this agency. Bell does not blame Governor DeSantis for appointing Sheriff Tony because DeSantis made his decision with the information he had at the time on Tony's background. Bell continued, that on the other hand, information has come to light that Tony may not have the qualification, training, and experiences he [Tony] claimed to possess. Bell advised that Tony's lack of qualification is not sufficient to lead an agency of 5,500 employees, including fire rescue, child protective services, drug court, court liaison, and managing an almost billion-dollar budget.

Deputy Bell is not calling on Governor DeSantis to remove Sheriff Tony. Bell wants to reiterate that Tony is not qualified, lacks leadership, lacks experience, and misbehaves. Bell stated that Tony behaves inappropriately when he is seen on social media dancing in uniform, grabbing his crotch, riding down the escalator with no hands, leaning out of golf cart, wearing red, white, blue sneakers with his uniform, wearing a uniform without a gun belt. Bell advised that DeSantis leads by example, but, in BSO, we lack leadership because we have somebody who enjoys the spotlight instead of earning the respect of the employee of this agency. According to Bell, if union members would start voting on their Sheriff endorsement, which was supposed to begin after this debate, Bell would guess that Sheriff Tony would only receive 94 votes or less. Bell stated that the number 94 is significant to the number of votes that former Sheriff Israel received when the Union voted no confidence after MSD. Bell stated that the union members have no confidence in Tony, and they are concerned about the agency's direction.

[Time Stamp for caller Kevin Q and A is 1:37:15 – 1:47:00]

Deputy Bell advised that he spoke to the Federation of Public Employees (FOPE) union president, Sergeant Tony Marciano, and Marciano informed him that he could not email Sheriff Tony because of an email restriction. Bell claimed that IUPA legal staff received the same message in the past when they attempted to email Tony. Bell advised that it would be difficult to accomplish any relationship between Tony and the unions if they could not email Tony.

Host Steve-O reiterated the comments made by the second caller [Jennifer], in which she explained that her husband [BSO Deputy] does not have any PPE equipment. Bell stated that he could not doubt her, especially after he [Bell] received an email informing him that if he talked on the radio show, BSO would generate another IA investigation against him. Bell is not going to doubt a caller [Jennifer] concerned about the lack of PPE equipment within the agency. He is not going to question the district union representatives, which reported back to him the PPE equipment inventory for each district.

Host Steve-O discussed the use of force incident in the City of Tamarac, involving Sergeant Gregory LaCerra, CCN 11331, Deputy Christopher Krickovich, CCN 16827, Deputy Ralph Mackey, CCN 8520, and juvenile Delucca Rolle. Deputy Bell stated that he has stood by those deputies, and the agency did not support them. Bell is scared that the next time a similar incident occurs, BSO will use the subject employees as a political scapegoat. These employees were cleared by the BSO training division, exonerated by the PSC board, and Sheriff Tony reversed the exoneration and issued discipline. For this reason, the union is preparing to file an unfair labor complainant against Tony.

Deputy Bell advised that the current way employees are treated during an internal case is a disadvantage of employee's due process. Bell stated that Sheriff Tony no longer tolls an IA investigation while a criminal charge or investigation is ongoing. Bell explained that when an administrative investigation is completed before the criminal investigation, it could taint the criminal investigation because the prosecution or defense already knows the outcome of the administrative investigation. Bell advised that this process intentionally or unintentionally interferes with the criminal justice system. It appears as if Tony is making this decision to show the public that he [Tony] is taking swift action in punishing subject employees. Bell explained that administrative investigations are afforded the same due process as a criminal investigation. Tony should not force an employee to give an administrative statement before the criminal investigation, so the subject employee does not self-incriminate themselves. Bell claimed that this administration has taken that approach and forced the subject employee to pick between potentially keeping their job and voluntarily giving up their Constitutional rights of self-incrimination. Bell advised that the agency is creating two procedural due process violations, which will allow subject employees to get their job back.

The tenth caller [identified as Robert] wanted to know if Deputy Bell could discuss the Blue Spear training company, owned by Sheriff Tony and his wife, and the recent bid to get bleeding kits in school. Bell informed Robert that he [Bell] recently received information that prohibited him from speaking about it. It may be related to an ongoing case, and if Bell discusses anything, he will be violating the law if he does.

[Time Stamp for caller Robert Q and A is 1:56:00 – 1:57:10]

Host Steve-O mentioned all the recent shootings on law enforcement and stated that law enforcement must be the worst job, especially since Sheriff Tony is not backing the employees. Deputy added that this has happened with the previous administration, and in the past, the union would have to fight with the agency to receive better quality vests. Bell advised that BSO is still one of six Sheriff Office employees that do not issue handguns to their deputies. The agency should be using Law Enforcement Trust Funds (hereinafter referred to as "LETF") money instead of buying turkeys and handing them out at Mount-Olive Church in Pompano so that Sheriff Tony could receive votes.

Host Steve-O wanted to discuss why agencies do not want to work with US Immigration and Customs Enforcement (ICE). Deputy Bell advised that it is all about money. Bell stated that when there is a local warrant in the system, it is typically signed by the county judge, and when there is an ICE detainer, it is considered an administrative warrant. Bell advised that difficulty arises when the subject on the administrative warrant is housed in the county jail because it becomes a fight on who will pay for the subject being incarcerated. Bell stated that part of the problem is when county

commissioners, the Sheriff's office, and the police department give their personal opinion on whether they will assist ICE or uphold the law.

Deputy Bell stated that some of the Sheriff candidates have mentioned in other town hall debates that it is not BSO's job to enforce immigration laws. Bell would like to ask these candidates the following:

1. *Why are BSO deputies taking reports for CBP and ICE at Fort Lauderdale Airport and Port Everglades?*
2. *Why are BSO deputies handling drugs when CBP and ICE find them?*
3. *Why are BSO deputies transporting CBP and ICE prisoners when they make an arrest?*
4. *Why is BSO handling CBP and ICE's evidence?*

Deputy Bell stated that law enforcement agencies do not get to pick and choose what laws they support or enforce. Bell would love to hear the answer to the questions mentioned above from Sheriff Tony and previous Sheriffs, as well as challenge Tony to begin helping ICE.

Host Steve-O wanted to discuss the active shooting incident at the Fort Lauderdale Airport and know if the agency has created new training for that scenario. Deputy Bell advised that the deputies who responded did a phenomenal job apprehending the suspect and not allowing him to continue the killing. Bell stated that after a mass casualty incident, the agency should generate an after-action report. Under the last administration, someone else took credit for the after-action report. When the new administration took office, the full report was released. The agency has a lieutenant and colonel providing lessons from our after-action report to other agencies around the country. Still, these models are not being adopted within the agency.

Host Steve-O closed out the show by saying that the wife of the deputy [second caller Jennifer] struck him because he could not believe that the deputies do not have any PPE equipment. Deputy Bell stated that the administration should put their political and personal differences aside and care for each other. Bell then referred to the agency's recent crisis when a Deerfield Beach Deputy lost his life in a car accident responding to a call for service. Bell said it is sad when employees recall that funeral because when Sheriff Tony did not get the audience's attention in the opening speech, he raised his voice to get everyone's attention.

Deputy Bell stated that whether the agency is facing coronavirus or other tragedies, the agency needs to take things seriously and treat others in a manner they wish to be treated: respect, dignity, outstanding leadership, and excellent communication. Bell advised that the administration needs to learn and listen to people around him.

Refer to the following evidence for further details:

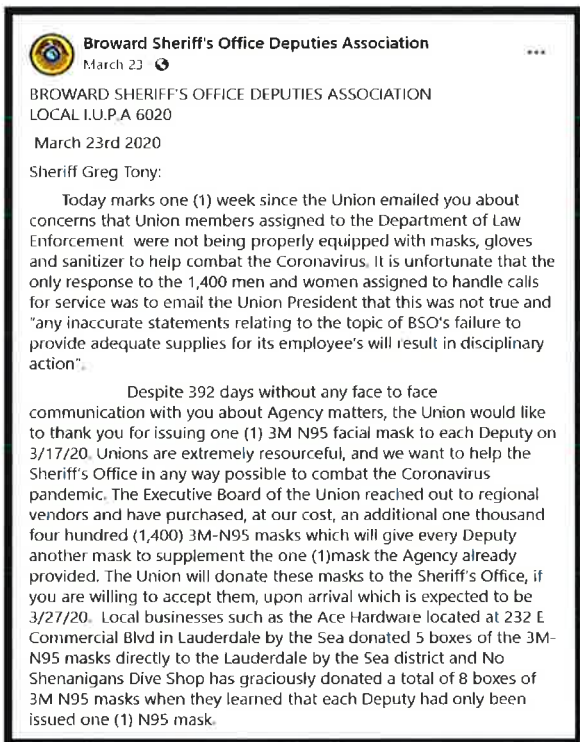
- IUPA and Steve O Facebook images [Folder 6]
- 1470 AM Radio Show to include audio file, and transcription of radio show [Folder 6]

March 23rd, 2020 – Letter/Memo
Deputy Bell's to Sheriff Tony

According to Sheriff Tony's Affidavit, Deputy Bell sent him [Tony] a second memorandum offering to provide the agency PPE. Tony added that Bell had not communicated this offer through BSO command prior to submitting this letter. I obtained and reviewed the email Deputy Bell sent

on March 23rd, 2020, at 12:03 PM, to Sheriff Tony and carbon copied (CC) to BSO General Counsel Lynch, and DLE Colonel Holmes. The email was titled "Union Donation" and it contained an attachment labeled "3-23-20.pdf & PPE Kit Info.pdf" which is the memorandum Tony mentioned in his complaint affidavit. The memorandum was also posted on IUPA's Facebook page, by Bell. The following is Bell's March 23rd, 2020, memorandum:

"Today marks one (1) week since the Union emailed you about concerns that Union members assigned to the Department of Law Enforcement were not being properly equipped with masks, gloves and sanitizer to help combat the Coronavirus. It is unfortunate that the only response to the 1,400 men and women assigned to handle calls for service was to email the Union President that this was not true and "any inaccurate statements relating to topic of BSO's failure to provide adequate supplies for its employee's will result in disciplinary action. Despite 392 days without any face to face communication with you about the Agency matters, the Union would like to thank



you for issuing one (1) 3M N95 facial mask to each Deputy on 3/17/20. Unions are extremely resourceful and want to help the Sheriff's Office in any way possible to combat the Coronavirus pandemic. The Executive Board of the Union reached out to regional vendors and have purchased, at our cost, an additional one thousand (1,400) 3M-N95 masks which will give every Deputy another mask to supplement the one (1) mask the Agency already provided. The Union will donate these masks to the Sheriff's Office, if you are willing to accept them, upon arrival which is expected to be 3/27/20. Local business such as the Ace Hardware located at 232 E Commercial Blvd in Lauderdale by the Sea donated 5 boxes of 3M-N95 masks directly to the Lauderdale by the Sea district and No Shenanigans Dive Shop has graciously donated a total of 8 boxes of 3M N95 masks when they learned that each Deputy had only been issued (1) N95 mask."

Refer to the following evidence for further details:

- Deputy Bell's March 23rd, 2020 email correspondence titled, "union donation," with attached memorandum [Folder 8 and Folder 20]
- Sheriff Tony's Affidavit [Folder 4].

**March 24th, 2020 –Response to March 23rd, 2020 Letter/Memo
General Counsel Lynch to Deputy Bell**

Sheriff Tony's Affidavit mentioned that Bell received a response to his letter from him via an email sent through the General Counsel on March 24th, 2020. I obtained and reviewed the email General Counsel Lynch sent on March 24th, 2020, to Deputy Bell. The following is Lynch's March 24th, 2020, email response:

“From: Lynch, Terrence
Sent: Tuesday, March 24, 2020 5:40 PM
To: Bell, Jeffrey
Cc: Tony, Gregory; Anderson, Nicole; Holmes, David
Subject: RE: Union Donation

Good afternoon, Jeff.

Please see the below response to your email dated March 23, 2020 sent on behalf of Sheriff Tony. Sheriff Gregory Tony is in receipt of your letter dated March 23, 2020 with regards to the donation of personal protective equipment (PPE) supplies. The Broward Sheriff's Office has acquired and maintains a level of PPE, as it relates to COVID-19 (coronavirus), sufficient for the response of our first responders. That being said, although BSO has a sufficient amount of supplies at this time, we must be proactive and diligent in how we distribute our allotment due to the worldwide shortage. Our strategic disbursement plan maximizes the effectiveness and efficiency of our response and the safety of all our employees, not one specific department. Thus, accepting supplies earmarked for distribution to a specific department contradicts the agency's unified approach to the safety of all employees. Further, the Broward Sheriff's Office continues to explore multiple options to maintain an adequate supply of PPE for the extent of the emergency declaration. Any deputy that requires restocking of issued PPE may make that request through his or her chain of command.”

Refer to the following evidence for further details:

- General Counsel March 24th, 2020 email correspondence [Folder 20]

March 23rd, 2020 – BrowardBeat.com News Article
“Cop Union: Sheriff Tony Slow Protecting Deputies from Virus”

This article is in reference to the memorandum Deputy Bell sent to Sheriff Gregory Tony about the agency's preparedness for the pandemic. The article does not mention that Deputy Bell made any comments; however, the article displayed the memorandum Bell authored on March 23, 2020. Author Buddy Nevins wrote the following:

“The police Union is angry at the Sheriff Gregory Tony for refusing to talk for a week about protective masks, gloves, and sanitizer for deputies. Broward Sheriff's Office Deputies Association Local I.U.P.A. 6020, which represents 5,000 plus members, say Tony's answer to their complaints was to threaten “any inaccurate statements relating to the topic of BSO's failure to provide adequate supplies for its employee's will result in disciplinary action.” Tony has now arranged for each deputy to get one mask a piece. No word from the union on protective gloves or sanitizers. Apparently, there is no love lost between the sheriff and the union. They haven't spoken face-to-face in 393 days, according to Jeff Bell, president of the union.”

March 23rd, 2020 - South Florida Sun-Sentinel News Article
“They're at huge risk' South Florida's health care and emergency workers are in the midst of a battle with an invisible enemy”

The article is about the pandemic and the tough decisions first responders must take when

responding to calls associated with the COVID-19. The nationwide shortage of protective equipment creates an increasing chance that first responders will contract and spread the virus to their patients and families. The Center for Diseases Control and Prevention issued guidance on re-using masks. BSO's Dispatchers are screening 911 callers for potential symptoms, therefore, first responders can arrive with their PPE, and BSO deputies are avoiding physical arrest. In response to the supply shortage, the union [IUPA] is trying to find their own supplies [mask, gloves, and hand sanitizer] to issue deputies. Deputy Bell does not comment on this article; however, this article does discuss some directives BSO put into place.

April 1st, 2020 – Channel 7 News Miami News Article
“South Florida first responders encountering trouble testing for coronavirus”

This article is about the problematic challenges first responders are having regarding getting tested for COVID-19. Deputy Bell commented in this article that two deputies had complained about testing issues, and one of them had trouble scheduling a testing appointment. Bell stated, *“They tried to schedule an appointment, and they were booked solid with appointments, even for first responders.”*

Other media outlets containing similar points from the aforementioned article:

- Televised on WSVN-FOX Television on 7 News.


April 2nd, 2020 – 4 CBS Miami News Article
“Coronavirus Concerns: First Responders Eligible for Workers’ Comp if they Contact Disease”

This article is about local first responders' concern about whether the agency would place them on workers' compensation if they have tested positive for COVID-19. According to this article, as of April 2nd, 2020, four BSO deputies who tested positive for the virus, will likely file a workers compensation claim. Deputy Bell stated, *“Right now, our workman’s comp is processing claims as long as you can prove that it happened on duty. It is up to you to prove that information.”* Bell continued, *“We will sort out the details later on who qualifies for workers’ comp and who does not. We are going to fight for every single deputy if they are sick on duty. Just like any exposure to a chemical, we will get them covered by workers’ comp.”*

April 4th, 2020 – Letter/Memo
Deputy Bell’s for “Immediate Release”

Sheriff Tony mentioned in his affidavit, that despite Deputy Bell receiving a response to his previous memorandum, Bell issued a press release on April 4th, 2020. Tony continued that Bell’s press release intentionally created a false impression about BSO’s PPE preparedness in the public and amongst BSO employees and continued false statements about Tony’s response to Bell’s letter/memos. I obtained and reviewed Deputy Bell’s April 4th, 2020 press release memorandum. The memorandum was also posted on IUPA’s Facebook page. The following is Bell’s March 16th, 2020, memorandum:

“Broward Sheriff’s Office Deputies Association President Jeff Bell stated the Union offers our most sincere condolences to the family of Deputy Shannon Bennet. The Coronavirus is clearly challenging all First Responders in a way that we have never been challenged before. However, just like anything else, in order to confront an issue and succeed, you must have the proper




 **Broward Sheriff's Office Deputies Association**
 April 4

BROWARD SHERIFF'S OFFICE DEPUTIES ASSOCIATION

April 4th 2020
 Press contact (954) 662-5740
 Jbell@iupa.org
 For Immediate Release:
 FOR IMMEDIATE RELEASE

Broward Sheriff's Office Deputies Association President Jeff Bell stated "the Union offers our most sincere condolences to the family of Deputy Shannon Bennett". The Coronavirus is clearly challenging all First Responders in a way that we have never been challenged before. However, just like anything else, in order to confront an issue and succeed, you must have the proper equipment in order to defeat your enemy. President Bell further stated "the Union has sent unanswered memos to the Sheriff's Office on March 16th and March 23rd expressing our concerns over the lack of PPE equipment. One memo offered the donation of 1,400 N95 masks to the Sheriff himself but he has failed to answer." The passing of Deputy Bennett is now highlighting the need for the proper PPE equipment in the field. The Union will continue to be vocal against our Sheriff who seems to think posting Instagram videos of himself working out, photo ops and censoring critics on social media by deleting their comments is more important that protecting his employees. The Union is concerned for the safety of the membership and other employees under the leadership, or lack of leadership, of Greg Tony. #UNQUALIFIEDSHERIFF

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7 Comments 21 Shares

equipment in order to defeat your enemy. President Bell further stated the Union has sent unanswered memos to the Sheriff's Office on March 16th and March 23rd expressing our concerns over the lack of PPE equipment. One memo offered the donation of 1,400 N95 masks to the Sheriff himself but he has failed to answer. The passing of Deputy Bennett is now highlighted the need for the proper PPE equipment in the field. The Union will continue to be vocal against our Sheriff who seems to think that posting Instagram videos of himself working out, photo ops, and censoring critics on social media by deleting their comments is more important that protecting his employees. The Union is concerned for the safety of the membership and other under the leadership, or lack of leadership, of Greg Tony. #UNQUALIFIEDSHERIFF"

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"Coronavirus Concerns: First Responders Eligible for Workers' Comp if they Contact Disease"

This article is about local first responders' concern about whether the agency would place them on workers compensation if they have tested positive for COVID-19. According to this article, as of April 2nd, 2020, four BSO deputies tested positive for the virus and they will likely file a workers compensation claim. Deputy Bell stated, *"Right now, our workman's comp is processing claims as long as you can prove that it happened on duty. It is up to you to prove that information."* Bell continued, *"We will sort out the details later on who qualifies for workers' comp and who does not. We are going to fight for every single deputy if they are sick on duty. Just like any exposure to a chemical, we will get them covered by workers' comp."*

April 4th, 2020 – Miami Herald News Article
"After coronavirus kills first South Florida Cop, 'fear factor' among police amplified"

This article is in reference to BSO Deputy Shannon Bennet's death in the line of duty from COVID-19, along with the issues that police agencies are facing. The article states that the Centers for Disease Control and Prevention (CDC) has not recommended direction on what type of protection officers are mandated to use during their regular duties. However, the CDC does recommend officers maintain six feet from members of the public, practice hand hygiene, and use the proper equipment when dealing with someone suspected of having the virus. CDC stated, *"Learn your employer's plan for exposure control and participate in all-hands training on the use of PPE for respiratory protection."*

A BSO spokeswoman commented, *"Like many agencies across the nation, BSO is faced with the harsh reality that supply chains that provide important protective equipment are facing diminished capacity. We continue to leverage relationships with vendors and community partners. We are*

monitoring our resources and providing guidance to our staff on the recommended use of personal protective equipment.”

Rob Skirvin, from the Broward County Police Benevolent Assassination (PBA), stated that cops had been told to use their equipment “*sparingly*,” and they probably do not have enough masks to change out after every contact. Skirvin added, “*The same problems that have arisen at the sheriff’s office have arisen at every office in the country. Some of it is out of the chief or sheriff’s control. They are all in this together.*”

Steadman Stahl, president of the Miami-Dade Police Benevolent Association (PBA) commented that the death of BSO Deputy Bennet increased the “*fear factor*” at every police department across South Florida. Stahl stated, “*Nobody wants to be a statistic. Unfortunately for our job, we can’t walk away from it. That’s why we encourage the public, if you’re out there, you’re just exposing the officers.*” Stahl commented that supply shortages for PPE are challenging in every police department in the country. According to Stahl, Miami-Dade Police Officers have enough gear for now; however, the police chiefs are working hard to maintain a steady supply of masks, gloves, and hand sanitizer. Stahl concluded, “*The inventory is starting to go down,*” Stahl said. “*Now you’re competing with everyone that’s trying to get the equipment.*”

After the article mentioned the death of BSO Deputy Bennet, Deputy Bell mentioned, “*We’ve been saying it for weeks. Some deputies don’t have a mask. Some do have a mask that have been used several times before. Deputies, who are allotted one medical-grade mask each at a time, can’t receive replacements until their mask is destroyed or soiled. Members of the department have taken to Facebook to post photos of their busted masks, some of which lose their effectiveness after one shift. If a deputy feels he or she may come in contact with someone who is positive for the coronavirus, their supervisor must be called to drop off a fresh mask and more specialized equipment — a medical gown and goggles — to the lower-ranking deputy. The union offered to supply the sheriff’s office with 1,400 masks, but Sheriff Tony has refused to accept them amid frosty relations with the union. Under this [sheriff’s] administration, I worry for the safety and the lives of our deputies.*”

April 5th, 2020 – South Florida Sun-Sentinel News Article

“As coronavirus sickens dispatchers and deputies, concerns mount about protective equipment”

This article is like the Miami Herald, April 4, 2020, article, titled “*After coronavirus kills first South Florida cop, ‘fear factor’ among police amplified,*” which wrote about the death of BSO Deputy Bennett to the deadly disease. The articles focused on union leaders’ concerns about the pandemic and how union leaders are concerned that BSO’s does not have sufficient stockpiles of masks, gloves, sanitizer, gowns, and other supplies to keep their members safe. The article stated that law enforcement is not immune from the virus, which had killed two-hundred twenty-one (221) Floridians to included BSO Deputy Bennet and Palm Beach Sheriff Officer (PBSO) Sergeant Jose Diaz Ayala.

According to the article, Veda Coleman-Wright, who is assigned to BSO’s PIO unit, wrote an e-mail, in which she stated, “*There has not been any disruption to services that pose a significant impact to the public. If necessary and when applicable, a contingency staffing plan will be implemented. The Broward Sheriff’s Office is exploring multiple options to maintain the supply of protective gear; any deputies who need gear restocked can request it through their supervisor.*”

Although BSO has a sufficient number of supplies at this time, we must be proactive and diligent in how we distribute our allotment due to the worldwide shortage. Our strategic disbursement plan maximizes the effectiveness and efficiency of our response and the safety of all our employees.”

Deputy Tony Marciano, president of the Federation of Public Employee (FOPE) union, who oversees BSO Department of Detention Deputies, and BSO Communication Dispatchers, commented, the disease is *“Unfortunately, ripping through the communication center.”* Marciano continued, *“Until just a few days ago, dispatchers were told to continue working while they awaited their coronavirus test results if they weren’t showing symptoms. Corrections officers are being forced to reuse masks that they keep in plastic bags. I [Marciano] have had personal conversations where I was told if we give our staff a mask every time they need it, we’ll run out in a week. So far, corrections officers in Broward County haven’t tested positive, but at least two inmates have.”*

Broward County Mayor Dale Holness commented that he is satisfied with how Sheriff Tony is handling the issue and that Tony has purchased \$1.3 million in equipment. Holness stated, *“I haven’t heard any complaints. He had been out in front of it, procuring what he needed.”*

Deputy Bell commented, *“I know we are dealing with an enemy that has never been seen before. We get that, but you have to be wise with the equipment and what you are asking deputies to do out there. In Broward County, deputies have been issued medical-grade masks, but they are having to be reused and replacements are limited. Getting access to more equipment, such as gloves and gowns, requires notifying a supervisor, a cumbersome process that could leave deputies exposed. One district has only 24 protective kits for 125 people. The union offered to donate 1,440 masks, but they have not been accepted.”*

Other media outlets containing similar points from the aforementioned article:

- April 6th, 2020 - South Florida Sun-Sentinel news article titled, *“Concern’s mount on protection for police. As dispatchers, deputies become sick, officials urge stockpile increase.”*
- April 6th, 2020 - 12 News articles titled, *“Law Enforcement agencies differ on access to coronavirus protective gear.”*
- April 7th, 2020 - Local10.com news article titled, *“Broward Sheriff’s Office dispatch hit hard by coronavirus.”*
- Televised on WFOR-CBS Television on 4 News.
- Televised on WPLP-ABC Television on the show The Roundtable.

April 5th, 2020 – South Florida Sun-Sentinel News Article
“Are we ready? Coronavirus is ravaging New York. Florida could be next”

This article is in reference to Florida being ready for the COVID-19 and comparing the rise in infected people to the State of New York. The article commented that State Officials are attempting to wrangle supplies for the future; however, nurses and first responders on the ground mentioned that they had not seen any supplies from the State. BSO Battalion Chief Jason Smith, president of the local firefighter union for BSO, stated, *“If it’s happening, it’s happening at a slow pace.”* Smith continued, *“The supplies his 700 firefighters and paramedics are using have come from their own stockpile as well as new items they have been able to purchase on their own and secure from donations. He estimates they have enough to last 30 to 60 days, but he said that*

projection would change once coronavirus calls begin increasing in the coming weeks. The lack of communication and planning extends beyond hospitals.”

The article mentioned that Smith wrote a letter on March 30th, 2020 and addressed it to the Broward County commissioners. In the letter, Smith indicated the lack of coordination from the local emergency management and department of health staff to process equipment for first responder organizations and the lack of monitoring real-time health care needs. It also noted the instances where separate organizations have been called to carry out the same mission, such as evaluating nursing home needs in the county. Smith stated, *“This redundancy wasted local resources and increased the possible exposure at these facilities.”* Smith also mentioned in the letter that his employees and other first responders have yet to feel a sense of organization from his county leaders and the state, which worries him as Florida nears its peak in patients.

April 6th, 2020 – Deputy Bell’s South Florida Sun-Sentinel Op-Ed
“BSO Sheriff Gregory Tony is failing all of us during the coronavirus crises”



According to Sheriff Tony’s affidavit, on April 6th, 2020, Deputy Bell published an op-ed in which he questioned Tony’s leadership and claimed that he was ignoring the Union’s request for PPE and continued false statements about Tony’s response to Bell’s letter/memos. I obtained and reviewed the op-ed, and the following is Deputy Bell’s April 6th, 2020 op-ed:

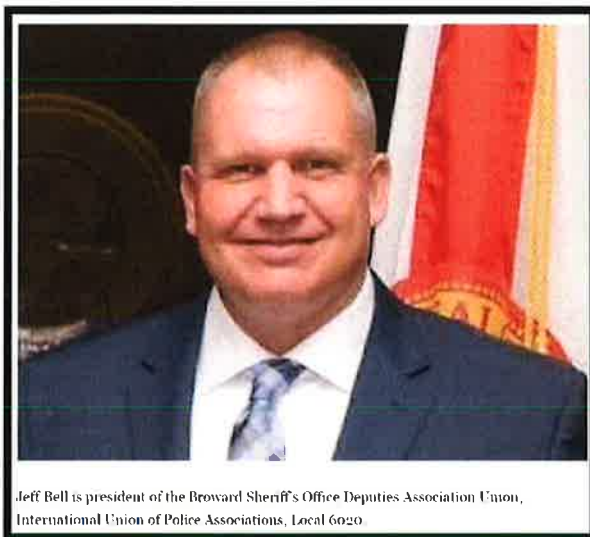
“COVID-19 is not only the single biggest threat to all first responders, but it has the potential to take more lives of police officers in a single month than will fall to gunfire nationwide in a year. Yet, regrettably, Broward Sheriff Greg Tony is failing to lead BSO in the face of an unprecedented pandemic menacing South Florida by ignoring the Broward Sheriff’s Office Deputies Association Union and our repeated requests for personal protective equipment and berating our union when we call attention to public safety concerns. On personal protection equipment, the union sent email letters directly to Tony on March 16 and March 23 alerting him to our members’ concerns not only for their own protection but to protect the public from deputies transmitting the deadly virus while on duty.

The only response we got was a threat of disciplinary action if we shared our First Responders’ “inaccurate issues” in the media. It wasn’t until March 17, the day after the union’s first letter, that BSO sent the first set of N95 masks to the districts. Unfortunately, there were not enough masks for each deputy. Then, March 23, the union advised Tony in an email that the union had taken the initiative to purchase 1,400 3M-N95 masks and was prepared to donate them to BSO. To date, Tony has neither responded to our communications nor even acknowledged his receipt of them. Even before the coronavirus, Tony kept his social distancing, if you will, with the union. It’s been more than 400 days — and counting — since he has had any face-to-face communication with the union regarding any agency concern. In this latest crisis, rather than accept our overture and demonstrate some compassion and leadership, Tony lost his composure last Saturday (which was captured on video) in front of BSO deputies who gathered at the North Broward Hospital to

escort fallen Deputy Shannon Bennet to the funeral home. Bennett died a week after being diagnosed with COVID-19 at age 39.

Tony went into tirade in front of BSO deputies, using profanity in response to a union press release, which made an offering of condolences to a deputy felled by this pandemic and reiterating the desperate need for more PPE kits, among other things. Tony's behavior was unprofessional and unbecoming to say the least. While BSO employees are being exposed and testing positive for COVID-19, Tony has been politically fiddling with facts like Nero as Rome burned; holding press conferences to state everything is fine.

Tony, who was picked by Gov. Ron DeSantis to replace former Sheriff Scott Israel, talked his way into our Public Safety Building with claims to being an "expert" regarding such emergencies. COVID-19 has peeled away the curtains and exposed Tony for the salesman he is. With less law enforcement experience than most BSO road patrol deputies and sergeants, Tony is simply



overwhelmed by this public safety emergency. I don't know how you want to word it but it's 70% of the road patrol deputies and Sgts that have more experience, not just Deputies

Even when DeSantis reached out to him and offered the assistance of the National Guard to oversee the disembarkment of sick cruise passengers at Port Everglades, the Tony refused and used the opportunity to post an Instagram video of BSO escorting busses of cruise passengers to the Fort Lauderdale/Hollywood International Airport. This so-called BSO savior, the man who rode into office with the support of distraught Parkland parents and this union, has failed to provide leadership at this

time when it is needed most.

What now?

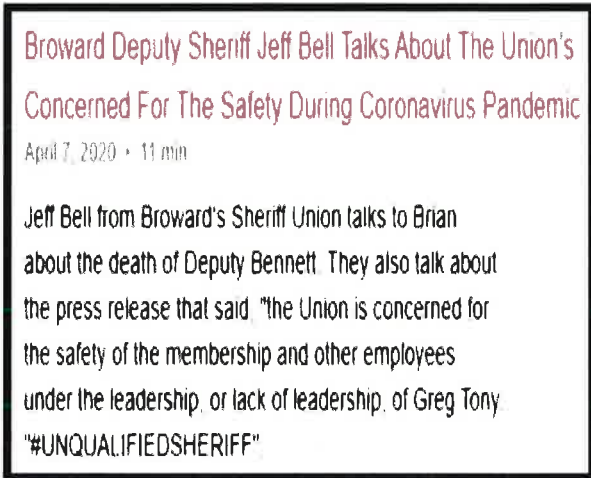
For the short-term, we need to protect each other as best we can with the tools and equipment our members can scrounge and individuals in our community may donate. For the long-term, Broward needs a Sheriff not afraid to surround himself with strong, independent-thinking leaders, and who is not threatened when those with greater experience speak out. The safety of Broward citizens, and that of the BSO deputies who serve them, need to be our primary objectives. We need to reinstate a BSO program that used to equip every deputy with full PPE kits, for protection against the coronavirus and other infectious diseases. It was neglected and fell by the wayside when the cost of replacing expired protective gear was deemed no longer necessary or worth the expense. All first responders deserve the best equipment to serve the citizens of Broward. In these difficult times, more than at any time before, we also need an open line of communication between the Sheriff and all unions in order to help disseminate accurate information.

Most of all, we need a leader who can inspire us and have our back. Tony has failed us and Broward County on both accounts."

Other media outlets containing similar points from the aforementioned article:

- April 7th, 2020 - South Florida Sun-Sentinel op-ed titled, "*Sheriff Tony is failing all of us during coronavirus crisis.*"

April 7th, 2020 – iHeart Radio
Brian Mudd Show with guest Deputy Bell



Sheriff Tony mentioned in his affidavit that on April 7th, 2020, Deputy Bell was interviewed in the Brian Mudd Show, in which Bell justified going to the media about BSO matters because Tony would not talk to him.

I obtained and reviewed the podcast show, which provided a detail of the discussion being talked about. The podcast text read that Bell attended the podcast to discuss his Sun-Sentinel op-ed entitled, "BSO Sheriff Tony is Failing All of Us During the Coronavirus" [Published on April 6th, 2020], and commenting on Sheriff Gregory Tony news conference [Aired and

Published on April 7th, 2020], in which Tony responded to Bell's op-ed and agency pandemic response. I reviewed listened to the podcast mentioned above episode, and the following is a synopsis of the pertinent conversations discussed between Mudd and Bell [in-part]:

The episodes begin with an excerpt of Sheriff Tony's interview with Brian Mudd [Aired on April 6th, 2020], in which Tony stated, "*We've had one of our union presidents [Bell], who elected to utilized the death of Shannon Bennett for the sake of politics and make comments that we did not have enough equipment to fulfill our duties, and that is absolutely false and absurd. I've spent over \$1.3 million in roughly 15 days just to make sure we had not just enough, but a surplus to be able to safeguard this entire community.*"

Deputy Bell begins the show by stating that Sheriff Tony lacks law enforcement experience, and it shows how Tony handles crises. Bell opined that Tony has a history of being untruthful and disclosing inaccurate information. Bell claimed that Tony lied on his Coral Springs Police Department application by not disclosing his [Tony] criminal history and prior traffic citations, which would have disqualified him from ever being a police officer in the State of Florida. Bell advised that Tony was reckless as a Coral Spring Police Officer, and the county is seeing the byproduct of this in the manner he is handling the pandemic.

Brian Mudd asked Deputy Bell, "*What is the single greatest concern you [Bell] have with Sheriff Tony?*" Bell explained that Tony is misinforming the public, and he believes that the Union [IUPA 6020] is making complaints for political gain, which is untrue because nobody is running for office. Bell advised that when the union members voice their complaints about the agency, Bell has the ability and protected speech under state law to bring these concerns to the Sheriff and the public if the Sheriff is not acting properly. Bell stated, "*if there's not gonna be effective communication,*

we have to find another way to get his attention, and that's why we have to go to the media because he refuses to talk to us."

According to Deputy Bell, Sheriff Tony is misinforming the public by claiming that Bell addressed the concerns mentioned above for political gain. Bell stated that he is the union president, which is the voice of the union members. When the members complain, Bell can bring these concerns to the Sheriff and out to the public if the Sheriff does not act appropriately. Bell advised that if there is no effective communication between Tony and him, he must find other ways to get his attention, like reporting agency issues to the media.

Deputy Bell advised that BSO DLE command staff recently communicated with him, even though Sheriff Tony has refused. The command staff has accepted the donation of PPE equipment they [IUPA 6020] donated. Bell stated that the only way to combat the pandemic is to work together; however, Tony has his agenda. Bell emphasized that Tony instructed employees to social distance. Still, he posted a picture on social media of a roll call he attended, in which every person was next to each other *"shoulder to shoulder."* Recently, Bell was contacted via text message by a City Commissioner, who wanted to donate N95 masks to the district's deputies. Still, a district captain turned down him [City Commissioner] because the district had enough masks. Bell highlighted that Tony contradicted himself in his interview when he [Tony] stated that he bought supplies, but they are limited until they arrive. Consequently, command staff members should not be turning down donations when some districts are short on supplies.

Brain Mudd asked Deputy Bell, *"Do you feel that deputies are out in the field right now that do not have the equipment they need to remain safe and do their job?"* Bell responded, *"Yes,"* and added that until yesterday [April 6th, 2020], deputies were unprepared; however, some districts are doing better than others. Bell advised the pressure he has placed on BSO caused logistics to contact districts so they could pick up enough masks, sanitizer, and gloves to operate. Bell stated that BSO was behind the curve in putting proper protocols for the pandemic.

Brian Mudd asked Deputy Bell, *"Has Sheriff Tony refused communication with you or is it simply a matter to where there hasn't been a specific invite that has been afforded?"* Bell replied that Tony had informed the union attorney that the union leader is not entitled to speak with him [Tony] directly. Bell stated that Tony believes that the union is mad at him for firing deputies, but on the contrary, the union understands that he [Tony] has to focus on the labor side, and we [union] have to focus on representing deputies. The union objects that Tony is violating due process when he makes a subject employee choose between providing a compelled statement to IA or giving up their constitutional right to self-incriminate themselves in a court of law. Bell stated that Tony could not do that, rather he thinks he is above that law and does whatever he wants.

In the remainder of the podcast, Deputy Bell discussed with Brian Mudd contract negotiations, union members voting to endorse candidates for Sheriff, and deputies not having faith in Sheriff Tony.

April 7th, 2020 – Sheriff Tony's South Florida Sun-Sentinel Op-Ed
"How BSO is protecting the public and our personnel during COVID-19 pandemic – Opinion"

This news article explains BSO's position as it relates to the pandemic. Sheriff Tony wrote an op-ed which stated the following:

“The COVID-19 pandemic is redefining how we do everything at every human level, even as it takes a deadly toll on our South Florida community. At the Broward Sheriff’s Office, our top priority has been to ensure we keep our first responders safe while they keep the public safe — now more than ever.

The tragic consequences of this virus are being felt just as keenly in our agency as they are across the country. As of 8:30 a.m., April 7, 36 BSO employees have tested positive for COVID-19, and a few days ago, we lost a great and honorable man in the line of duty, 39-year-old Deputy Shannon Bennett, who passed away due to complications from the illness. It is a dark and cruel reminder to our community and to our first responders who are on the front lines of this crisis.

In trying times like these, we need to come together as a community to do our part in fighting this deadly virus. This is not a time to spread misinformation and unfounded rumors to create division for political and personal agendas. It is despicable that a few individuals are using the death of one of our veteran deputies for political gain.

Since the start of this pandemic, our command staff and I have made the personal safety of our deputies the centerpiece of our COVID-19 response at BSO, to ensure we are keeping both our personnel and the public safe. That is why all first responders have received Personal Protective Equipment (PPE) and are given extra should they require additional PPE during the course of their duty. Our Department of Detention deputies have also received PPE.

Like all departments, we have been faced with the harsh reality that supply chains for important protective equipment are at diminished capacity in the face of surging demand. Despite these obstacles, we’ve leveraged our relationships with community partners and vendors, and invested \$1.3 million in Personnel Protective Equipment so agency personnel will have PPE throughout this pandemic.

From the beginning of February until today, we’ve successfully dispersed more than 25,000 N95 masks, more than 44,700 surgical masks, and more than 4,100 hand sanitizers to our BSO staff, and we are constantly monitoring and replenishing our resources.

However, our approach at BSO goes beyond just providing safety equipment; we’ve also updated our policies and protocols to respond to our new reality and keep our employees out of harm’s way. Now, when a call comes in for an emergency response, dispatchers ask a series of questions to identify possible COVID-19 cases before first responders arrive on the scene; that way, when they do arrive, our personnel know to have the appropriate PPE for the call. Additionally, we’ve also updated our policies to ensure all our civilian personnel can work from home whenever practical and possible. We are screening all employees and visitors before they enter our facilities.

Keeping the community and our first responders safe has required us to alter our response to non-life-threatening situations. We have temporarily limited non-emergency law enforcement functions providing a physical response when necessary to address serious crimes and other emergencies.

Finally, while there are five inmates who have tested positive for the virus in detention, we are doing what we can to prevent an outbreak of the virus in our detention facilities as we’ve seen happen elsewhere. That means moving toward alternatives for misdemeanor and other low-level non-violent offenses that don’t require physical arrests, and when we do make arrests, we are

making sure to screen new inmates for COVID-19 before they enter the general inmate population.

These are some of the important steps our agency has taken to maintain the safety and health of our community and our employees during this crisis. With the resources, policies, and tactics needed, we will get through this together, one day at a time."

April 7th, 2020 – 6 South Florida News Article
"Broward Sheriff Clashes with Union President over Coronavirus Response"

This article is about Sheriff Tony's news conference about Deputy Bell's comments, which criticized the agency's preparedness for COVID-19. This article quoted a comment Tony made in the new conference, which states, *"We've spent thousands of hours burning the midnight candle to make sure we do everything we can to safeguard this community and the men and women who are out here. We will spend every dime of this agency to protect this community and the men and women on the front line, we will not come up short and penny pinch during a time of crisis. The department was working to make sure staff have enough personal protective equipment, distributing N95 masks, surgical masks and hand sanitizer bottles. All staff are screened before entering any BSO facility, and work areas are being cleaned on an enhanced schedule."*

According to the article, Deputy Bell's criticism came after the death of Deputy Shannon Bennett, who died Friday night after testing positive for COVID-19. Bell did not comment in this article.

Other media outlets containing similar points from the aforementioned article:

- Televised on WPLG-ABC Television on Local 10 News.

April 7th, 2020 – 4 CBS Miami News Article
"Coronavirus Impact: Broward Sheriff Gregory Tony hold Press Conference to Respond to Criticism by BSO Union President"

The context of this news article was materially consistent with previous news articles and/or op-eds. This news article provided the following additional remarks:

Tony stated, *"Bell is motivated by politics as the world fights a global pandemic. For any rogue employee to come off and present these comments that we have failed the community and failed the men and women we are leading, it's despicable."* In reference to the death of Deputy Bennet, Tony said, *"This has been an insult to their family. For us to be standing here and for letters to go out with all this false information, it hurts them."*

According to the article, Deputy Bell stated, *"We've been fighting for this since the beginning of March and it's a continuing battle with the sheriff to get the proper equipment out there. The surgical masks don't do anything. They're not the quality enough to protect them from COVID-19. The 25 thousand masks, I'd love to know where he's handing them out because I'm constantly getting text messages and emails from deputies on the street saying they're short on supplies."* Bell concluded, *"3 unions are now considering holding a no confidence vote against the sheriff. What angers the deputies is if we know there is not enough equipment and we've been asking for this equipment and the sheriff is going out in the public saying a completely different story, that's what's upsetting to the deputies."*

The article concluded on that topic, that the family of Deputy Bennett was thankful for everyone's prayers and kindness. *At the moment, the family is planning a private service but said when it's safe, they will have a public memorial with BSO, family, and friends.*

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. April 7th, 2020 - 6 South Florida news article titled, "*Broward Sheriff Clashes with Union President over Coronavirus Response.*"
2. April 7th, 2020 - South Florida Sun-Sentinel op-ed titled, "*Sheriff Tony is failing all of us during coronavirus crisis.*"
3. April 7th, 2020 - South Florida Sun-Sentinel op-ed titled, "*How BSO is protecting the public and our personnel during COVID-19 pandemic – Opinion.*"

Other media outlets containing similar points from the aforementioned article:

- April 8th, 2020 - Local10.com news article titled, "*Broward County inmate dies after being diagnosed with novel coronavirus.*"
- Televised on WFOR-CBS Television on 4 News.

April 7th, 2020 – South Florida Sun-Sentinel News Article
"Coronavirus has jail inmates worried they're sitting ducks for disease"

This article is in reference to the coronavirus spread in South Florida's jails. The article mentioned that in the Broward County Jails, just three inmates and one vendor tested positive for COVID-19. Deputy Marciano, president for the Federation of Public Employees, stated, "*The Broward Sheriff's Office is doing what it can to keep the jail safe. Inmates are locked down, kept in their cells to minimize the possibility of contamination. Deputies would like to see more protective gear and masks, but they recognize that is a national issue, not restricted to the Broward jail. Some of the inmates tell the deputies, 'We're afraid of you!' It is funny, but it's also justifiable. A new inmate or a jail guard is more likely to be exposed than someone who's been in jail for the last six months.*"

Other media outlets containing similar points from the aforementioned article:

- South Florida Sun-Sentinel news article titled, "*Concern over virus' spread growing with are inmates.*" Authored by Rafael Olmeda and published on April 8th, 2020.

April 8th, 2020 - Sheriff Tony's South Florida Sun-Sentinel Op-Ed
"BSO is protecting public, personnel during pandemic"

Sheriff Tony wrote an op-ed, which stated the following:

"The COVID-19 pandemic is redefining how we do everything at every human level, even as it takes a deadly toll on our South Florida community. At the Broward Sheriff's Office, our top priority has been to ensure we keep our first responders safe while they keep the public safe — now more than ever.

The tragic consequences of this virus are being felt just as keenly in our agency as they are across the country. As of 8:30 a.m., April 7, 36 BSO employees have tested positive for COVID-19, and a few days ago, we lost a great and honorable man in the line of duty, 39-year-old Deputy Shannon

Bennett, who passed away due to complications from the illness. It is a dark and cruel reminder to our community and to our first responders who are on the front lines of this crisis.

In trying times like these, we need to come together as a community to do our part in fighting this deadly virus. This is not a time to spread misinformation and unfounded rumors to create division for political and personal agendas. It is despicable that a few individuals are using the death of one of our veteran deputies for political gain.

Since the start of this pandemic, our command staff and I have made the personal safety of our deputies the centerpiece of our COVID-19 response at BSO, to ensure we are keeping both our personnel and the public safe. That is why all first responders have received Personal Protective Equipment (PPE) and are given extra should they require additional PPE during the course of their duty. Our Department of Detention deputies have also received PPE.

Like all departments, we have been faced with the harsh reality that supply chains for important protective equipment are at diminished capacity in the face of surging demand. Despite these obstacles, we've leveraged our relationships with community partners and vendors, and invested \$1.3 million in Personnel Protective Equipment so agency personnel will have PPE throughout this pandemic.

From the beginning of February until today, we've successfully dispersed more than 25,000 N95 masks, more than 44,700 surgical masks, and more than 4,100 hand sanitizers to our BSO staff, and we are constantly monitoring and replenishing our resources.

However, our approach at BSO goes beyond just providing safety equipment; we've also updated our policies and protocols to respond to our new reality and keep our employees out of harm's way. Now, when a call comes in for an emergency response, dispatchers ask a series of questions to identify possible COVID-19 cases before first responders arrive on the scene; that way, when they do arrive, our personnel know to have the appropriate PPE for the call. Additionally, we've also updated our policies to ensure all our civilian personnel can work from home whenever practical and possible. We are screening all employees and visitors before they enter our facilities.

Keeping the community and our first responders safe has required us to alter our response to non-life threatening situations. We have temporarily limited non-emergency law enforcement functions providing a physical response when necessary to address serious crimes and other emergencies.

Finally, while there are five inmates who have tested positive for the virus in detention, we are doing what we can to prevent an outbreak of the virus in our detention facilities as we've seen happen elsewhere. That means moving toward alternatives for misdemeanor and other low-level non-violent offenses that don't require physical arrests, and when we do make arrests, we are making sure to screen new inmates for COVID-19 before they enter the general inmate population.

These are some of the important steps our agency has taken to maintain the safety and health of our community and our employees during this crisis. With the resources, policies, and tactics needed, we will get through this together, one day at a time."

Other media outlets containing similar points from the aforementioned article:

- Westside Gazette news article titled, *“Broward Sheriff Gregory Tony provides details on BSO’s policies and supplies of personal protective equipment.”* Authored by Carma Henry and published on April 8th, 2020.

April 8th, 2020 - South Florida Sun-Sentinel News Article
“Sheriff blasts criticism from union on COVID-19 response”

The context of this news article was materially consistent with previous news articles and op-eds. This news article added that Sheriff Tony is disputing the union’s [Deputy Bell] allegation that his administration was unprepared for the COVID-19 impact on the agency, including the death of Deputy Bennett. Tony stated, *“I hate that we have to be here when we haven’t even honored our man yet,” Tony said, raising his voice. “We haven’t even had a chance to bury him, and yet we’re standing here talking about politics. We have dispersed over 25,263 N95 masks to our first responders. We have 44,773 surgical masks to our first responders. We have put out more than 4,109 hand sanitizer bottles.”* Tony mentioned that Bell’s criticisms are insulting the employees of BSO, and to Bennett’s family. Tony stated, *“We do not have time to play games with politics when we are in a major crisis in this community, in this country and on this planet.”* Tony concluded that Bell is attempting to cast doubt on his abilities to lead during the Broward County primary Sheriff election.

According to this article, Deputy Bell commented to WSVN-Channel 7, *“It’s an embarrassment if the sheriff feels the need to call a press conference to accuse an employee of being rogue.”*

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. April 7th, 2020 - 6 South Florida news articles titled, *“Broward Sheriff Clashes with Union President over Coronavirus Response.”*
2. April 7th, 2020 - South Florida Sun-Sentinel op-ed titled, *“Sheriff Tony is failing all of us during coronavirus crisis.”*
3. April 7th, 2020 - South Florida Sun-Sentinel op-ed titled, *“How BSO is protecting the public and our personnel during COVID-19 pandemic – Opinion.”*

Other media outlets containing similar points from the aforementioned article:

- April 8th, 2020 - South Florida Sun-Sentinel news article titled, *“BSO is protecting public, personnel during pandemic.”*
- April 8th, 2020 - Westside Gazette news article titled, *“Broward Sheriff Gregory Tony provides details on BSO’s policies and supplies of personal protective equipment.”*
- Televised on WFOR-CBS Television on 4 News, Local 10 Morning News, WSVN-FOX 7 News, and WTVJ-NBC Television on NBC Miami News.

April 8th, 2020 - Florida Keys Keysnews.com News Article
“Sheriff’s Office torn by school massacre now split by virus”

The context of this news article was materially consistent with previous news articles and/or op-eds. This news article added that Sheriff Tony’s news conference excoriated Bell by saying, *“He [Bell] used Bennett’s death to politicize and capitalize on a moment when we lost one of our own.”* The article then mentioned comments from Tony’s April 7th, 2020, press conference. The article stated that before the current rift between Bell and Tony over protective equipment, they [Bell and Tony] clashed after Tony suspended and fired deputies accused of excessive force.

According to the article, the latest dispute escalated when Deputy Bell issued a news release that stated, *“Bennett’s death was proof Tony hadn’t provided his deputies with sufficient protective gear.”* Tony concluded, *“I’m still in uniform. I’m still out running around chasing people, risking my life with my people. As the union president ... he hasn’t worn a uniform in years.”*

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. April 7th, 2020 - 6 South Florida news article titled, *“Broward Sheriff Clashes with Union President over Coronavirus Response.”*
2. April 7th, 2020 - South Florida Sun-Sentinel op-ed titled, *“Sheriff Tony is failing all of us during coronavirus crisis.”*
3. April 7th, 2020 - South Florida Sun-Sentinel op-ed titled, *“How BSO is protecting the public and our personnel during COVID-19 pandemic – Opinion.”*
4. April 7th, 2020 - 4 CBS Miami op-ed titled, *“Coronavirus Impact: Broward Sheriff Gregory Tony hold Press Conference to Respond to Criticism by BSO Union President.”*
5. April 8th, 2020 - South Florida Sun-Sentinel news article titled, *“BSO is protecting public, personnel during pandemic.”*

Other media outlets containing similar points from the aforementioned article:

- April 9th, 2020 - FLAPOL news article titled, *“After BSO deputy dies, Sheriff Gregory Tony says agency has sufficient protective equipment. A union representing BSO employees criticized Tony for his handling of the novel coronavirus outbreak.”*
- Televised on WIOD-AM Radio Program and Televised on WPLG-ABC Television on Local 10 Morning News.

April 10th, 2020 - 7 News Miami Mews Article
“BSO distributed PPE to employees in Fort Lauderdale”

This article commented that BSO is conducting its weekly distribution of PPE to deputies. Deputies waited in their vehicle as BSO personnel wearing gloves and mask placed the boxes of PPE in the backseats of their cars. Channel 7 News cameras were there when BSO received another shipment of equipment. Sheriff Tony said 20,000 masks will be handed out throughout the day.

The article mentioned that Sheriff Tony was recently criticized by the president of the Broward Sheriff’s Deputy Association for not getting deputies PPE fast enough and leaving deputies unprotected. Tony commented, *“There has been some comments made about whether or not we’re prepared from the union president, but when you look collectively at what we’ve been able to disperse, I talked the other day that we had already pushed out 25,000 high-quality N95 masks in conjunction with roughly 45,000 surgical masks. It’s my goal and our command staff’s goal to not become complacent.”* The article concluded by mentioning that the agency has spent \$1.3 million on PPE so far and are willing to spend another \$10 million to make sure that deputies within the department have the protection they need.

April 10th, 2020 - 6 South Florida News Article
“President of BSO Deputies Union Suspended After Criticizing Sheriff Over Pandemic Response”

This article is about Deputy Bell’s suspension and discusses the policy violations Bell is alleged

of violating. The article mentioned that the animosity of Bell and Sheriff Tony grew after Bell's Sun-Sentinel op-ed, and it provides comments from Attorney Eric Schwartzreich.

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. April 7th, 2020 - South Florida Sun-Sentinel op-ed titled, "*How BSO is protecting the public and our personnel during COVID-19 pandemic – Opinion.*"
2. April 8th, 2020 - South Florida Sun-Sentinel news article titled, "*Sheriff blasts criticism from union on COVID-19 response.*"

Other media outlets containing similar points from the aforementioned article:

- April 12th, 2020 - Miami Herald news article, "*Broward deputies' union leader suspended after criticizing sheriff overprotective gear.*"
- April 10th, 2020 - Sun-Sentinel news article, "*Broward sheriff suspends union chief.*"
- April 12th, 2020 - Law Officer news article, "*Sheriff suspends union president accusing him of coronavirus politics.*"
- April 15th, 2020 - SFGN news article, "*Gay Deputy's Death Becomes Catalyst for Suspension of BSO Union Prez.*"
- Televised on WPLG-ABC Television on Local 10 Morning News, WSVN-FOX 7 News., WTVJ-NBC 6 Miami News / South Florida Today, WFOR-CBS 4 News, and WPBF-ABC 25 News.

April 12th, 2020 - 4 CBS Miami News Article

"Police Union Sends Open Letter to Broward Sheriff Greg Tony In Support of Suspended Union President Bell"

The context of this news article was materially consistent with previous news articles and op-eds. This news article provided the following additional remarks:

The article added that IUPA President Sam Cabral wrote a letter to Sheriff Tony, which stated, "*On April 10, 2020, you formally suspended the duly elected President of BSO Deputies Association, Jeff Bell, for statements he made advocating for his members in trying to obtain protective equipment for them during this horrific pandemic. This brazen display of power abuse is unbecoming of any law enforcement leader. Deputy Bell has been trying to meet with you privately over mutual concerns for more than a year, without success. Your actions clearly illustrate your complete disregard for any input from the representatives of the men you are supposed to lead. You have not, at any time, offered to sit down with the elected leader of these men and women to seek their input or their concerns.*"

You state that Deputy Bell is trying to promote "his own political agenda. Sheriff Tony, the only one involved in this tragic event with a political agenda is you. Deputy Bell's agenda is that of protecting the brave men and women who voted for him to represent their interests. By ignoring the requests of Deputy Bell to meet and confer, you ignore the concerns of the men and women he represents. Deputy Bell's suspension is nothing more than an effort to mute his members' concerns about their well-being and the health of their community and their families."

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. April 10th, 2020 - 6 South Florida article titled, "*President of BSO Deputies Union Suspended After Criticizing Sheriff Over Pandemic Response.*"
2. April 10th, 2020 - Miami Herald news article, "*Broward deputies' union leader suspended*"

after criticizing sheriff over protective gear.”

3. April 10th, 2020 - Sun-Sentinel news article, *“Broward sheriff suspends union chief.”*

**April 13th, 2020 - 7 News Miami News Article,
“BSO deputies concerned for their health, claim shortage of masks, supplies”**

This article is about two anonymous BSO Deputies who told 7 News that they are concerned for their health and well-being due to the shortage of masks and supplies. The first anonymous deputy stated, *“I came here today because I wanted people to truly know the truth. I have yet to receive any gloves. There is a minimal supply of hand sanitizer.”* The second anonymous deputy stated, *“All they are giving you is cheap Chinese masks, and they are giving you two, which it should be one a day.”* The article mentioned that these anonymous deputies did not want to reveal their identity because of the suspension of Deputy Bell. The first anonymous deputy stated, *“Yes, I am covered up because, obviously, if a union president is now being suspended, that has created an atmosphere where people are fearful.”*

The article mentioned Sheriff Tony invited reporters to film the agency giving PPE to deputies; however, some BSO Deputies believe that the agency is far behind the curve with limited face masks, and the lack of alcohol to sanitize their equipment. The first anonymous deputy was stated, *“Until this recent conversation going on back and forth spilling out into the media, they recently just showed up this past week and said, ‘You can have an additional two masks,’”* The second anonymous deputy stated, *“It has been over four weeks with only one mask. We need help in the agency. We need the public to know that we are a laughingstock, and we have nothing.”*

The article stated that deputies are worried that they are not only spreading the virus amongst co-workers, but also infecting the public when responding to calls for service. The first anonymous deputy stated, *“We are not protected. Neither are we safe from potentially transmitting the virus if one of us were to have the virus to the citizens of Broward or people that we come into contact with.”*

The article mentioned that BSO distributed almost 51,000 N95 and KN95 masks, more than 61,000 surgical masks, and more than 4,700 hand sanitizers; however, equipment is making it out to them in the field. The first anonymous deputy stated, *“I don’t think it is the sheriff’s fault. I just think there is a breakdown in communications in the agency.”* The second anonymous deputy stated, *“We have to take politics out of police work and get back to police work to take care of you.”*

The article mentioned that a BSO spokesperson stated, *“If deputies need more equipment on their shift, all they have to do is ask and they can get more PPE.”* The Broward Sheriff’s Deputy Association announced a no-confidence vote against Sheriff Tony is forthcoming. The union’s 1,400 members will begin voting and it will be concluded on April 20th, 2020.

**April 13th, 2020 - Local 10 News Article
“BSO deputies union will hold no-confidence vote on Sheriff Gregory Tony. Union president to file lawsuit over suspension”**

The context of this news article was materially consistent with previous news articles and op-eds. This article added comments made by Deputy Bell’s attorney Eric Schwartzreich, and provided a

quote from IUPA's letter, which stated, "This brazen display of power abuse is unbecoming of any law enforcement leader. Deputy Bell has been trying to meet with you privately over mutual concerns for more than a year, without success. Your actions clearly illustrate your complete disregard for any input from the representatives of the men you are supposed to lead. You have not, at any time, offered to sit down with the elected leader of these men and women to seek their input or their concerns."

This article also included IUPA full letter to members regarding the no-confidence vote:

"The Broward Sheriff's Office Deputies Association needs to advise its members of a very important issue, and needs the guidance of its membership regarding this issue. We ask that you take the time to read the following.

As you are aware, President Jeff Bell has been temporarily suspended by Sheriff Greg Tony. We will not discuss any details but the Union is fully committed to defending what we believe to be an attempt to limit free and protected speech.

For several weeks, the Broward Sheriff's Office Deputies Association Executive Board received numerous complaints and concerns from the membership and District Representatives over the lack of protective equipment being provided by the Agency to help keep us safe as we face potential exposures to the Coronavirus every time we respond to calls for service in Broward County. On March 16th 2020, the Union reached out to the Sheriff and shared with him your concerns, only to receive a response that if the Union expressed these concerns publicly, that "any inaccurate statements relating to the topic of BSO's failure to provide adequate supplies for its employee's WILL result in disciplinary action." The very next day after our letter to the Sheriff, on March 17th 2020 the first set of 3M masks were sent to the Districts for the intended distribution to each Deputy of one (1) mask.

The Union continued to receive calls and text messages from our members over the shortage of masks. They were severe enough that the Union purchased one thousand four hundred (1,400) 3M-N95 masks, and emailed the Sheriff our offer to donate them to the Sheriff's Office so that each Deputy could be distributed an additional mask to the one (1) the Agency issued. To date, the Union has gotten NO RESPONSE FROM THE SHERIFF, which regrettably has been a consistent experience with him, as it is now more than 400 days since the Sheriff has had any face to face communication with the Union over ANY of his law enforcement deputies' and sergeants' concerns. We are at a loss to understand why the Sheriff will not even respond to an offer for free equipment in order to keep his Deputies safe and possibly "alive" under this pandemic threat. Thanks to Major Dunbar, the Union was able to donate these items to the Sheriff's Office on Wednesday April 8th but the Sheriff himself has never answered our email.

In the time since we attempted to communicate with the Sheriff, the Union has received emails originated from the Agency by which employees have been asked what size hand sanitizer bottle units they prefer and, unbelievably, whether employees would prefer ordering hand sanitizer bottles with the Sheriff's Office Logo on the bottle; which BSO-branded hand sanitizers could take as long as an additional seven (7) to get into employees' hands in order for the custom BSO log to be affixed. If the information we are receiving is accurate, it is unconscionable that the delivery of desperately needed hand sanitizers would be delayed intentionally for political promotional reasons more important to a politician, than mitigating the risks of exposures to first responders as quickly and effectively as possible.

While State and Federal Authorities have identified the critical need for people to practice “social distancing,” and Broward County enacted a “shelter in place” order, deploying law enforcement Deputies for food giveaways recklessly increases their exposures to COVID-19 in the service of advancing a political agenda. From what our members and we are observing, it has become clear that food giveaway photo ops, social videos, virtual town halls and flyers with the Sheriff’s photo are a higher priority with this Sheriff than keeping Deputies as safe and healthy as possible.

On March 28th 2020, the Union received photos and messages that some PPE kits from the Sheriff’s Office had finally reached the District level; which is almost 2 weeks after the Sheriff threatened the Union about going public over the lack of proper protective equipment for all BSO law enforcement first responders. Members in some Districts have reported to us that the PPE kits delivered were in such a limited supply (“24”), that BSO Command directed them to be issued only to Sergeants. The PPE kit distribution “protocol” we’ve been advised of is that if a Deputy has concern for his or her unprotected risk of exposure, the Deputy must call his or her supervisor in order to be delivered a PPE kit (assuming there are a sufficient number of kits available). We believe this “response” to the COVID-19 threat is inadequate and appalling, and we suspect it is unacceptable to you, even though you cannot express your frustration without risking discipline.

The Union understands that the lack of timely advance preparations by BSO while the Coronavirus was ravaging other countries and had come ashore in other states, has resulted in shortages of needed supplies here. The safety of BSO employees, however, should still be priority one. Your safety and the safety of your family should be a higher priority for this Sheriff that whatever political traction a politician calculates he can get from this crisis. While the Sheriff has chosen to muzzle and threaten us, rather than work with us, the Union cannot sit back and watch the safety of the membership be jeopardized for what appears to us to be political reasons. For these reasons and more, a Union vote of no-confidence pertaining to Greg Tony will be forthcoming.

In addition to the matters identified above, the Union has also documented the following:

Greg Tony lied on his original job application to the Coral Springs Police Department, stating on that application that he had never been arrested and had not received moving citations in the recent past.

Coral Springs Police Sergeant Greg Tony displayed questionable judgment when he recklessly fired his gun through a home’s sliding glass door to gain entry for what was determined to be a misdemeanor.

Greg Tony completely fabricated his having held the rank of “commander” at Coral Springs. A Coral Springs response to a Public Records request revealed that untruthfulness.

Greg Tony appears to have fabricated his status as an Adjunct Criminal Justice Professor at Strayer and Phoenix universities, as a request for records to those institutions shows he IS NOT an Adjunct Criminal Justice Professor.

Greg Tony completely fabricated claims to have been the creator of policies at the Coral Springs Police Department that lead to 14 additional lives being saved at MSD. A response from Coral

Springs to a Public Records request advised that Greg Tony had no involvement with any policies that were implemented during the MSD tragedy.

Greg Tony had only 10 years and 10 months law enforcement experience when he was appointed Sheriff; not the 15 years he stated he had on the Jim Defede show. (And 2 full years were in a probationary status; one year as a brand new officer, and one year as a brand new sergeant).

Sheriff Greg Tony has been summarily firing law enforcement Deputies without due process and in violation of Florida Law. Sheriff Greg Tony is intent on firing employees who have been "EXONERATED" of administrative charges; which is subject of a pending Unfair Labor Practice being decided by the Public Employees Relations Commission.

Sheriff Greg Toney's claims of promoting over 400 people since taking office is false. More than half of the claimed "promotees" are cadet graduates of a Police, Fire or Corrections Academy. THOSE ARE NOT "PROMOTIONS."

Sheriff Greg Tony's "ground breaking" ceremony for a new Training Facility is another smoke and mirrors deployment. As of today, no permits to build the building have been pulled, and the company that actually will construct the building has not even been selected yet. (We are still at least 2 years away from having the facility proposed by Sheriff Tony's predecessor, but we've already had a "ground breaking" ceremony to advance a political agenda).

Sheriff Greg Tony has spent hundreds of thousands of dollars for flyers (and postage) to Broward Voters. Sheriff Greg Tony has forced Deputies to choose between asserting their Constitutional rights or keeping their job during criminal cases.

Sheriff Greg Tony disrespected a fallen Deputy and himself by berating funeral attendees to say "Good Morning" to HIM more loudly than the mourners did when he first greeted them. Sheriff Greg Tony disregards our Collective Bargaining Agreement to suit his political objectives.

Sheriff Greg Toney grabbed his crotch while dancing in uniform in a public gathering that would have resulted in charges of "conduct unbecoming" had any Deputy conducted himself of herself that way in public.

Sheriff Greg Tony has made it clear he is willing to violate state law if anyone speaks out against him.

Your Union leadership has listened to your concerns and has agreed to your demands for a vote of NOCONFIDENCE. Sheriff Greg Tony has earned a vote of NO-CONFIDENCE from the membership for placing politics over safety and integrity, and we encourage each and every one of you to consider what your own experience has been under Greg Tony's "leadership." Please make sure to speak with your co-workers and let them know to check their home email address that was provided to the Union for your ballot. If the survey is not in your in box, please check your junk / spam folder. Individual security settings on your computer may send the survey into those folders. If you have not provided your email to the Union, you may do so by sending it to Fvoudy@iupa.org and we will add it to the list. The No-Confidence ballot will be sent out on 4/14/20 and will remain open through Monday 4/20/2020 at 2pm. The results will be announced later that day."

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. April 13th, 2020 - 7 News Miami article titled, "*BSO deputies concerned for their health, claim shortage of masks, supplies,*"

Other media outlets containing similar points from the aforementioned article:

- April 14th, 2020. 850 WFTL News Talk news article, "*BSO Deputies to Hold 'No-confidence' Vote on Sheriff Gregory Tony.*"
- April 14th, 2020. Health News Florida news article, "*Broward Sheriff Faces 'Vote of No Confidence' After Suspending Police Union President.*"
- April 14th, 2020. Local 10 news article, "*No-confidence vote on Sheriff Gregory Tony underway as union letter alleges lies and unfair firings.*"
- April 15th, 2020. LRIS news article, "*BSO Deputies Union Will Hold No-Confidence Vote On Sheriff Gregory Tony.*"
- April 15th, 2020. Officer.com news article, "*Florida Sheriff Faces No-Confidence Vote After Suspending Police Union Chief.*"
- April 15th, 2020. The Miami Herald news article, "*BSO's deputy union has had enough of sheriff, letter says. Vote of no-confidence to be held.*"
- April 17th, 2020. Palisades Hudson Financial Group LLC news article, "*A Sheriff's Negative Endorsement.*"
- Televised on WFOR-CBS 4 News, WPLG-ABC Local 10 News, WLRN-FM-NPR Radio Program, WSVN-FOX Today in Florida, and WTVJ-NBC Miami News.

April 14th, 2020 – Local 10 News Article

"Sheriff Gregory Tony's name on hand sanitizers may have delayed getting them to deputies"

The context of this news article was materially consistent with previous news articles and op-eds. This news article added that BSO delayed purchasing hand sanitizer because they were waiting to place a decal that displayed Sheriff Tony's name and agency logo. This article stated that a spokesperson for BSO mentioned that Tony was not aware of the purchase details for the alleged hand sanitizer, and a representative of the agency will investigate it. A local 10 reporter spoke with the CEO of Hero Solutions, the company that if hand sanitizer, and the CEO informed the media that the product would have arrived five days sooner if it was not for customizing a logo. This article mentioned that this product adds to the ongoing saga between Sheriff Tony and Deputy Bell.

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. April 13th, 2020. - Local 10 news article, "*BSO deputies union will hold no-confidence vote on Sheriff Gregory Tony. Union president to file lawsuit over suspension.*"

April 14th, 2020 – Miami Herald News Article

"Union leader rips sheriff's coronavirus prep"

This news article added that a political observer believed that Deputy Bell's attacks on Sheriff Tony were politically motivated and intended to damage Tony's chances in the Democratic primary Broward County Sheriff election. The news article implied that Bell's attacks on Tony began long before the pandemic.

The article mentioned that Barry University political science professor, Sean Forman, believed the union president seems to be acting as a proxy for the Israel campaign. Foreman is quoted saying, *"We have to view all of this through the lens of the campaign. That campaign was going to be heated anyway. People are looking for a way to gain electoral advantage. I don't have any proof that it's a proxy war – but it makes a lot of sense."*

The article mentioned that Deputy Bell has conflicted with Sheriff Tony since Governor DeSantis appointed him. Bell refused to mention who he would support in the primary election, and he denied Sean Forman's assessment. Former Broward County Sheriff Israel commented that it would be *"preposterous"* to think Bell was working for Israel's campaign. Israel explained that his past dealing with Bell was professional; however, he accused Tony of lacking integrity and being untruthful.

The article concluded that the feud between Deputy Bell and Sheriff Tony began after Governor DeSantis replaced Israel for Tony. In the past year, Bell had been vocal on several decisions Tony made, like firing several officers for excessive force.

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. April 7th, 2020 - 6 South Florida news articles titled, *"Broward Sheriff Clashes with Union President over Coronavirus Response."*
2. April 7th, 2020 - South Florida Sun-Sentinel op-ed titled, *"Sheriff Tony is failing all of us during coronavirus crisis."*
3. April 7th, 2020 - South Florida Sun-Sentinel op-ed titled, *"How BSO is protecting the public and our personnel during COVID-19 pandemic – Opinion."*
4. April 8th, 2020 - South Florida Sun-Sentinel news article titled, *"Sheriff blasts criticism from union on COVID-19 response."*
5. April 12th, 2020 - 4 CBS Miami article titled, *"Police Union Sends Open Letter to Broward Sheriff Greg Tony In Support of Suspended Union President Bell."*

April 15th, 2020 – Miami Herald News Article

"BSO union president sues sheriff for his job back, saying his free speech is violated"

This article reported that Deputy Bell filed a civil rights lawsuit against Sheriff Tony in federal court for suspending him. Bell's attorney Robert Bushcel told the herald that Bell was suspended with pay and removed from his union post because he was critical of the agency's lack of response for PPE for deputies. Bell is not looking for any monetary compensation, but wants the court to stop the BSO IA investigation, reinstate Bell, and prohibit Tony and BSO from punishing a union president for voicing opinions.

Other media outlets containing similar points from the aforementioned article:

- April 16th, 2020 - Policeone.com news article, *Fla. Union president suspended for critique of department's response to COVID-19, sues sheriff."*
-

April 16th, 2020 – BSO News Release

"Sheriff Gregory Tony Responds to IUPA Letter"

This news release memorandum is Sheriff Tony rebuttal to IUPA's vote of no-confidence letter. The following is the news release [In-Part]:

Many of you received a document from IUPA earlier this week calling for a vote of no confidence in my leadership as Sheriff. When I arrived at BSO, my top priority was and still is, to have the best trained, best equipped, and most respected law enforcement agency in Florida and the country. Since arriving in January of 2019, we have increased training for all deputies, provided rifles, and new vests and granted the highest pay raise in 25 years.

For the first time in many administrations, the command staff is made up of veteran BSO leaders who have served this agency for a combined total of more than 500 years. And, because we are promoting from within, I have overseen 400 promotions of BSO deputies, fire rescue personnel and civilians since arriving. This promotion count does not include cadets. Speaking of cadets, we are on track to have 95% of sworn vacancies filled by the end of summer. We are now among the top agencies with respect to active shooter response training in the country.

We have instituted Incident Command and the Office of Emergency Management. The Real Time Crime Center has been built from a handful of personnel to a state of the art operation. We have broken ground on a much needed training center to provide the top training opportunities to each of our first responders. I share this, as every member of this agency should be proud of BSO's accomplishments.

The vote of no confidence that you are making a decision upon is also about Personal Protective Equipment (PPE). Nothing is more important to me and the command staff than the safety of the men and women who work for BSO as we continue to provide vital public safety services during this pandemic. I know that every deputy has concerns about PPE, and some are wondering whether BSO will be able to continue to provide adequate PPE for the duration of the pandemic. The short answer is yes.

We began purchasing additional PPE to enhance current inventory and in preparation of greater need. Fire Rescue played a critical role marshaling our assets at the beginning of the pandemic. We took advantage of the resourcefulness of our Fire Rescue Division and they produced the hand sanitizer that was distributed agency wide. You will recall that in late February, Fire Rescue made themselves available to meet with you and provide PPE at any call that dispatch determined could involve a COVID-19 exposure. This was to assure that BSO maintained an adequate supply of PPE to continue delivering on our core mission, public safety, as we awaited shipments.

Today, Fire Rescue still meets with any deputy who requests additional PPE in the areas that both service. Since that time, we have been delivering PPE weekly to the districts as well as the Department of Detention, Fire Rescue, and our civilians. We have encumbered and spent more than \$1.3 million to date to secure the PPE deemed necessary for the long haul. And we will spend what it takes to keep you safe. Safety teams are visiting every district regularly to ensure that supplies are making it to each of you and to address any questions or concerns you may have.

This week deputies are receiving a PPE kit consisting of gloves, protective eyewear (glasses), shoe coverings, and bio-chem suits to be used on calls that have significant risk of COVID-19 exposure. Again, Fire Rescue has played a critical role in securing and producing these new PPE kits. On a more personal note, the allegations made against me in the call for a vote of no confidence were simply not true. Let me share with you a few.

FALSE- Greg Tony lied on his original job application to the Coral Springs Police Department, stating on that application that he had never been arrested and had not received moving citations in the recent past.

- When I applied to Coral Springs Police Department I completed my FDLE application and included all appropriate disclosures, (see 11/ 14/2005 FDLE Background report).

FALSE- Coral Springs Police Sergeant Greg Tony displayed questionable judgment when he recklessly fired his gun

- I received the Meritorious Police Duty Commendation for the incident, acknowledging a prudent and heroic act where a hazard, risk of injury, or death to the nominee or other existed. (see 11/30/2015 Meritorious Police Duty Commendation Case#15-1662).

FALSE- Greg Tony completely fabricated his having held the rank of "commander" at Coral Springs. A Coral Springs response to a Public Records request revealed that untruthfulness.

- I was selected to serve as the Field Force Commander in 2016.

FALSE- Greg Tony appears to have fabricated his status as an Adjunct Criminal Justice Professor at Strayer and Phoenix universities, as a request for records to those institutions shows he IS NOT an Adjunct Criminal Justice

- I served as an Adjunct Criminal Justice Professor at both Strayer College and Phoenix University (see W-2 statements from both).

FALSE- Greg Tony completely fabricated claims to have been the creator of policies at the Coral Springs Police Department that lead to 14 additional lives being saved at MSD. A response from Coral Springs to a Public Records request advised that Greg Tony had no involvement with any policies that were implemented during the MSD tragedy.

- I developed training and policy in regards to active shooter training while at CSPD (see 11/30/2015 Administrative Service Commendation for Active Shooter Research).

FALSE- Greg Tony had only 10 years and 10 months law enforcement experience when he was appointed Sheriff; not the 15 years he stated he had on the Jim Defede show. (And 2 full years were in a probationary status; one year as a brand new officer, and one year as a brand new sergeant).

- I have worked with law enforcement for over 15 years.

FALSE- Sheriff Greg Tony has been summarily firing law enforcement Deputies without due process and in violation of Florida Law.

- All disciplinary cases for deputies are handled in accordance with Florida law, BSO policies and procedures, and the collective bargaining agreement.

FALSE- Sheriff Greg Tony is intent on firing employees who have been "EXONERATED" of administrative charges: which is subject of a pending Unfair Labor Practice being decided by the Public Employees Relations Commission.

- Pursuant to BSO policy and the collective bargaining agreement, the Professional Standards Committee makes recommendations on discipline, but the Sheriff is the final decision maker.

FALSE- Sheriff Greg Tony has forced Deputies to choose between asserting their Constitutional rights or keeping their job during criminal cases.

- The disciplinary process ensures that deputies are provided all of the due process required by law. No deputy has been forced to choose between asserting a constitutional right and keeping their jobs while facing criminal charges.

FALSE- Sheriff Greg Tony disregards our Collective Bargaining Agreement to suit his political objectives.

- I have honored the collective bargaining agreement with IUPA. Since I took office, IUPA has filed one unfair labor practice charge which challenged a change in procedure made by the prior administration. That charge is still pending. Since I took office, a collective bargaining agreement was ratified by the union which, among other things, provided deputies with the largest raise in 25 years, which is in stark contrast to the union's declared impasse during negotiations with the prior administration. The remainder of the 16 allegations are opinions and subjective at best.

Other media outlets containing similar points from the aforementioned article:

- April 16th, 2020 - Miami Herald news article, "Broward Sheriff Gregory Tony: No-confidence vote allegations are 'simply not true,'" authored by Bianca Pardo Ocasio and Devoun Cetout.
- April 16th, 2020 - 4 CBS Miami news article, "Broward Sheriff Gregory Tony Responds to Letter calling for Vote of 'No-Confidence.'"
- April 16th, 2020 - South Florida Sun-Sentinel news article, "Virus spread at Broward Sheriff's Office."
- April 16th, 2020 - The Published Reporter news article, "Broward Sheriff Gregory Tony release Public Response to IUPA Letter sent to members, including supporting evidence of False Allegations," authored by George
- Televised on WSVN FOX 7 New, and WPLG-ABC Local 10 News.

It should be noted that Deputy Bell orchestrated a similar vote of no confidence for former Sheriff Israel. On April 28th, 2020, Bell posted on IUPA Facebook page the vote of no confidence memorandum against Israel.

April 17th, 2020 – IUPA Facebook

"Sheriff Gregory Tony made big mistakes by antagonizing Broward Unions. Broward Sheriff Gregory Tony's suspension of Jeff Bell, head of IUPA road-patrol deputies' union, was a risky political move"



On April 17th, 2020, IUPA Facebook had a post of an image of a news article that discussed Sheriff Tony suspending him. This post had an image of Sheriff Tony speaking at a press release in front of BSO's Public Safety Building, which is the agency's main headquarters. The post had a Sun-Sentinel news article link. The title of the Sun-Sentinel news article was, "Sheriff Gregory Tony made big mistakes by antagonizing Broward Unions. Broward Sheriff Gregory Tony's suspension of Jeff Bell, head of IUPA road-patrol deputies' union, was a risky political move," authored by Steve Bousquet. This post came after multiple media about the suspension of Bell.

April 20th, 2020 – IUPA Facebook

Broward Sheriff's Office Deputies Association reveal results of no-confidence vote on Sheriff Gregory Tony.



On April 20th, 2020, IUPA Facebook had a post of an image of a vote of no-confidence against Sheriff Tony. The post provided a link from WPLG-Local 10 titled *“WATCH LIVE: Broward Sheriff's Office Deputies Association reveal results of no-confidence vote on Sheriff Gregory Tony.”* This link was a televising recording of IUPA results of the vote of no-confidence, in which only 93 employees voted that they had confidence in Tony.

It should be noted that during Deputy Bell's sworn recorded Garrity statement, he testified that he is the owner of the IUPA Facebook account, and he posted all the posts I showed him during his interview.

**April 21st, 2020 – MSN News Article,
“Florida Sheriff Loses No-Confidence Votes Over Coronavirus”**

This article mentioned that two unions representing BSO deputies have voted against Sheriff Tony with two separate no-confidence votes. IUPA Local 6020 voted 693 no-confidence to 93 confidence, or about 88% of the union's 1,200 eligible deputies and sergeants. Former Sheriff Scott Israel received a no-confidence vote from IUPA two years ago after the Parkland school massacre.

Sheriff Tony stated, *“I want to say to the deputies, I hear your concerns. My commitment is unwavering, and our missions remains clear. It's time to unite and work together to continue providing the highest level of professional public safety services to our Broward County community.”*

Other media outlets containing similar points from the aforementioned article:

- April 26th, 2020 – South Florida Sun-Sentinel news article, *Sheriff Gregory Tony faces test of his career after no-confidence vote.*

**April 21st, 2020 – Local 10 News Article
“How will Sheriff Gregory Tony no-confidence vote affect the 2020 election?”**

This article reported that both [Sheriff Tony and former Sheriff Scott Israel] of the top candidates in the 2020 Broward Sheriff elections have received no-confidence votes from their deputies. Bob Jarvis, who is a professor at Nova Southeastern University's Broad College of Laws, provides an opinion on Tony and Israel and advised that they are the only two viable candidates. Former BSO Colonel and 2020 Sheriff Candidate Al Pollock reported, *“What the no confidence shows me, and it shows the people of Broward County is that they failed, that there was a failure. It's not that BSO is a failure, this occurs at the top.”*

April 21st, 2020 – Tapinto.net Article

“Sheriff Gregory Tony’s Response to IUPA local 6020 Vote,” authored by Veda Coleman-Wright

The context of this news article was materially consistent with previous news articles and op-eds. This article provided an additional BSO response to the vote of confidence by Sheriff Tony, which stated the following: *“The command staff and I have worked tirelessly to keep all the men and women of BSO safe during this unprecedented pandemic. We have established procedures to limit exposure to COVID-19 in all areas of operations and have worked to give all of the BSO family the necessary tools to protect themselves as we continue to protect the community,” Sheriff Gregory Tony said. “I want to say to the deputies, I hear your concerns. Following today’s vote, my commitment is unwavering, and our mission remains clear. It’s time to unite and work together to continue providing the highest level of professional public safety services to our Broward County community.”*

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. April 21st, 2020 – MSN news article, *“Florida Sheriff Loses No-Confidence Votes Over Coronavirus.”*

April 22nd, 2020 – Newspaper.com

“Jbell9466” news clipping



On April 22nd, 2020, Deputy Bell went on Newspaper.com, which is a website that stores archived articles. The article that Bell clipped was about an incident involving Sheriff Tony as a teenager. This clipping was brought to my attention on May 2nd, 2020, by Sergeant Donald Prichard, CCN 10738, who at the time was BSO’s Public Information Officer. It should be noted that Sergeant Prichard provided a recorded sworn statement about the evidence he gathered and provided to BSO IA. Deputy Bell, during his sworn recorded Garrity Statement, confirmed that account “Jbell9466” was his account, and he did clip this article.

May 2nd, 2020 - Florida Bulldog News Article

“Sheriff Gregory Tony’s secret: As a teenager, he shot and killed a man”

This article discussed an incident in which Sheriff Tony killed a man as a teenager.

May 2nd, 2020 - Local 10 News Article

“Sheriff Gregory Tony goes on record about shooting, killing a man 27 years ago. BSO leader says he acted in self-defense and incident brought up now before election”

This article is a commentary from Sheriff Tony about the incident publicized in the Florida Bulldog article. Tony described the details of the 1993 incident in Philadelphia, and he provided the outcome of this investigation. Tony mentioned in the article that he believes this three-decade-old

article is politically motivated to smear his name as the 2020 Broward County Sheriff elections approaches.

Other media outlets containing similar points from the aforementioned article:

- May 3rd, 2020 - Florida Politics news article, "*Gregory Tony discusses fatal shooting incident.*"

May 4th, 2020 - Miami Herald News Article

"I don't even know the guy: DeSantis detaches from his own pick for Broward Sheriff"

The context of this news article was materially consistent with previous news articles and op-eds. This article added that Florida Governor DeSantis said in a news conference in Tallahassee that he was no political ally of Sheriff Tony. DeSantis was quoted, "*It seems like he was in a very rough neighborhood and he was trying to defend his family but it's not he's my sheriff. I don't even know the guy.*" The article explained that DeSantis appointed Tony after his inauguration in January of 2019 to replace former Sheriff Israel. DeSantis was introduced to Tony by Andrew Pollack, who lost his daughter Meadow Pollack in the school shooting in Parkland. DeSantis was quoted, "*I appreciate the fact that he had come from a tough upbringing, Florida State football... it seemed like he had leadership. People have been very pleased.*" The article mentioned that Tony's shooting did not come up in a background check because Tony was exonerated in juvenile court. DeSantis was trying to find some who could do a good job in office, but the decision is ultimately up to the people in Broward County. DeSantis was quoted, "*That's not something I'm going to be involved in.*"

This news article is materially consistent with and contained similar comments mentioned in the following articles:

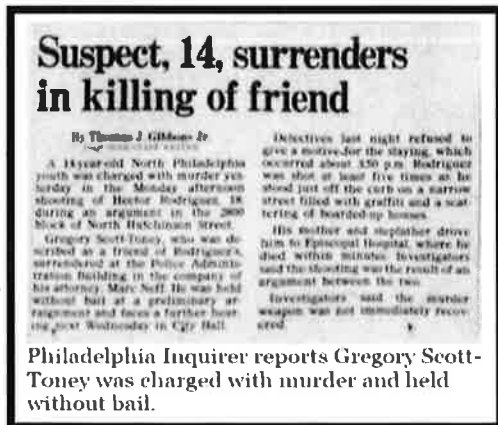
1. May 2nd, 2020 - Florida Bulldog news article, "*Sheriff Gregory Tony's secret: As a teenager, he shot and killed a man.*"

Other media outlets containing similar points from the aforementioned article:

- May 5th, 2020 - 850 WFTL News Talk news article, "*DeSantis on BSO Sheriff Tony: I don't even know the guy,*"

May 5th, 2020 - South Florida Sun-Sentinel News Article

"Troubling questions about Broward Sheriff Gregory Tony, past and present"



This news article contained a clipping of Sheriff's Tony shooting incident. The clipping of this article is the same clipping Deputy Bell clipped on Newspapaer.com under username "JBell19466." In Deputy Bell's sworn, recorded Garrity statement, he testified that he clipped the article, but did not provide the clipping to any news outlets. Bell expressed that he wished he could have taken credit for exposing this incident about Sheriff Tony.

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. Florida Bulldog news article, "*Sheriff Gregory Tony's secret: As a teenager, he shot and killed a man,*" authored by Dan Christensen, and published on May 2nd, 2020.

May 5th, 2020 - South Florida Sun-Sentinel News Article
"Ex-boss: Tony wouldn't have been hired if past incident was known"

The context of this news article was materially consistent with previous news articles and op-eds. This article added that the former Coral Springs Police Chief Duncan Foster, who hired Sheriff Tony as a Coral Springs Officer, made a comment about Tony's incident 1993 shooting incident. Duncan stated, "*Knowing what we know now, I would have not have hired him. All things begin equal, there are more qualified candidates who did not have involvement with the criminal justice system to the extent that he did.*"

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. May 2nd, 2020 - Florida Bulldog news article, "*Sheriff Gregory Tony's secret: As a teenager, he shot and killed a man.*"
2. May 5th, 2020 - South Florida Sun-Sentinel news article, "*Troubling questions about Broward Sheriff Gregory Tony, past and present.*"
3. May 4th, 2020 - Miami Herald news article, "*I don't even know the guy: DeSantis detaches from his own pick for Broward Sheriff.*"

May 6th, 2020 - Local 10 News Article
"Gregory Tony FDLE affidavit brings up more questions about teen shooting incident."

The context of this news article was materially consistent with previous news articles and op-eds. This article added that Sheriff Tony's Florida Department of Law Enforcement (hereinafter "FDLE") affidavit is being questioned because it is unknown if he was forthcoming on his application. The article reported that Tony checked the box "False" to his FDLE affidavit in Question No.4, which stated, "*I had a criminal record sealed or expunged.*"

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. May 2nd, 2020 - Florida Bulldog news article, "*Sheriff Gregory Tony's secret: As a teenager, he shot and killed a man.*"
2. May 5th, 2020 - South Florida Sun-Sentinel news article, "*Troubling questions about Broward Sheriff Gregory Tony, past and present.*"

Other media outlets containing similar points from the aforementioned article:

- May 6th, 2020 - Times Union news article, "*State officials to review complaint against Florida Sheriff.*"
- May 7th, 2020 - 6 South Florida news article, "*FDLE to Review Complaint Against Broward Sheriff.*"
- May 7th, 2020 - 850 WFTL News Talk news article, "*State Plans to Review Complaint that Broward Sheriff Gregory Tony Lied about 1993 Criminal Charge.*"
- May 7th, 2020 - South Florida Sun-Sentinel news article, "*State to review complaint against Broward Sheriff over paperwork.*"
- May 8th, 2020 - 4 CBS Miami news article, "*Preliminary Investigation Started into BSO Sheriff Gregory Tony,*"

- May 9th, 2020 - South Florida Sun-Sentinel news article, *“State starts preliminary probe into paperwork,”*

May 7th, 2020 - Local 10 News Article
“Broward Sheriff candidates slam Gregory Tony for not disclosing killing”

The context of this news article was materially consistent with previous news articles and op-eds. This article added comments from former BSO Colonel and Broward Sheriff candidate Al Pollock in which he mentioned that Sheriff Tony should be held accountable for his FDLE application. Pollock stated, *“This has nothing to do with race or politics – we’re talking facts here.”*

Former BSO Sergeant and Broward Sheriff candidate Willie Jones stated, *“You must fill out the questions correctly, and that’s because of the state statute. Now, I don’t want to politicize what he did – but he didn’t do it correctly.”*

Former BSO Sergeant and Broward Sheriff candidate Santiago Vazquez stated, *“We cannot determine what happened in the past, but we can determine what’s going to happen in the future for our residents. Is the next sheriff going to provide for our community? Is the next sheriff going to better than the issues then we have now?”*

The article mentioned that Sheriff Tony’s situation gives momentum for other veteran officers contending for the Broward County Sheriff’s seat. The voters will be able to vote for the Democratic primary election on August 18th, 2020.

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. May 2nd, 2020 - Florida Bulldog news article, *“Sheriff Gregory Tony’s secret: As a teenager, he shot and killed a man.”*
2. May 5th, 2020 - South Florida Sun-Sentinel news article, *“Troubling questions about Broward Sheriff Gregory Tony, past and present.”*
3. May 7th, 2020 - 6 South Florida news article, *“FDLE to Review Complaint Against Broward Sheriff.”*

Other media outlets containing similar points from the aforementioned article:

- May 9th, 2020 - South Florida Sun-Sentinel news article, *“The endlessly futile search for a good Broward Sheriff.”*

May 9th, 2020 - South Florida Sun-Sentinel News Article
“Sheriff should resign – or be removed”

The context of this news article was materially consistent with previous news articles and op-eds. This article highlights all the negative comments about Sheriff Tony from news articles published from April of 2020 through May of 2020. The article added that Florida Governor DeSantis should remove or replace Tony.

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. May 2nd, 2020 - Florida Bulldog news article, *“Sheriff Gregory Tony’s secret: As a teenager, he shot and killed a man.”*

2. May 4th, 2020 - Miami Herald news article, *"I don't even know the guy: DeSantis detaches from his own pick for Broward Sheriff."*
3. May 5th, 2020 - South Florida Sun-Sentinel news article, *"Ex-boss: Tony wouldn't have been hired if past incident was known."*
4. May 5th, 2020 - South Florida Sun-Sentinel news article, *"Troubling questions about Broward Sheriff Gregory Tony, past and present."*
5. May 7th, 2020 - 6 South Florida news article, *"FDLE to Review Complaint Against Broward Sheriff."*

May 11th, 2020 - Miami Herald News Article
"Homicide report from shooting death seems to contradict Broward Sheriff's statement"

The context of this news article was materially consistent with previous news articles and op-eds. This new article provided an image of the Philadelphia Police Department Homicide Report. The article mentioned that retired Philadelphia Homicide Detective Leon Lubiejewski was given a copy of the Homicide Report from a former Philadelphia Detective, who is a private investigator. This investigator told Lubiejewski that he was hired by one of the police unions that represent deputies in the Broward Sheriff's Office, and recently voted no confidence against Sheriff Tony.

It should be noted that on May 3rd, 2020, I communicated with Philadelphia Police Department Internal Affairs Lieutenant Brad Lukach and provided him a copy of this news article with the attached homicide report. Philadelphia Police Department opened an IA case to determine how this form was leaked to the media [IA Case# 201533]. In November of 2020, Sergeant Vincent Coldwell, CCN 12576, and I went to Philadelphia, Pennsylvania to find out the vitality of these allegations. We also obtained sworn recorded statements from retired Philadelphia Homicide Detective Leon Lubiejewski and former Philadelphia Detective/Private investigator William Carey. The outcome of our inquiry is forthcoming in this report.

This news article provided similar comments mentioned in the following articles and/or op-ed:

1. May 2nd, 2020 - Florida Bulldog news article, *"Sheriff Gregory Tony's secret: As a teenager, he shot and killed a man."*

Other media outlets containing similar points from the aforementioned article:

- May 11th, 2020 - Local 10 news article *"Police report proves Broward Sheriff didn't lie on FDLE affidavit, Tony's campaign says."*
- May 11th, 2020 - 4 CBS Miami news article, *"Newly Released Police Report Shed Light On Sheriff Tony's Fatal Shooting."*
- May 11th, 2020 - South Florida Sun-Sentinel news article, *"Police report surfaces on how Broward sheriff killed a man in 1993."*
- May 12th, 2020 - South Florida Sun-Sentinel news article, *"1993 police report surfaces,"*

May 12th, 2020 - IUPA Facebook Post
"BSO Deputies Endorse Al Pollock for Sheriff"

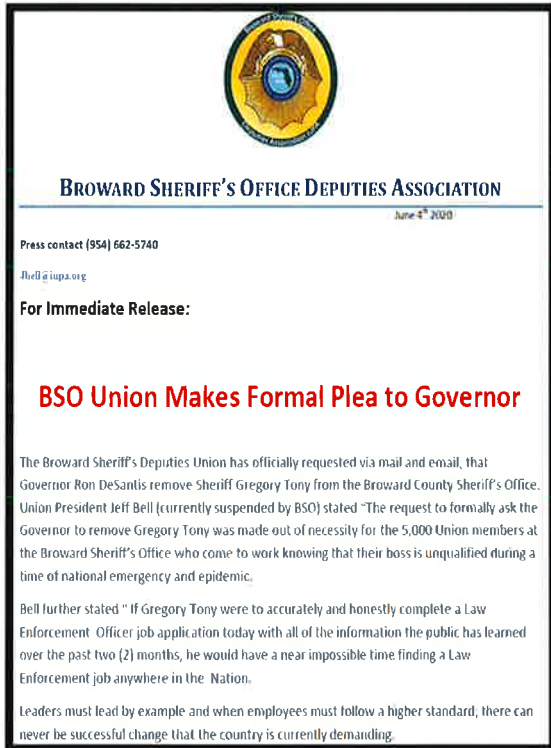
On May 12th, 2020, IUPA announced on their Facebook page that they endorsed former BSO Colonel and Broward County Sheriff candidate Al Pollock for Sheriff in 2020. The memorandum explained that Pollock received 57% of the votes over the eleven Sheriff Candidates, and the majority of members voted in this endorsement process. The

memorandum emphasized that Pollock is the most qualified candidate to run the Agency.

May 16, 2021 - Miami Herald News Article

"The gloves are off. Why deputies went to war with sheriff appointed after Parkland"

This article described the relationship between Sheriff Tony and the Union. The article mentioned that the union had a vote of no-confidence against Tony, the union is being blamed for releasing information about Tony's 1993 incident and discussed the text messages between Deputy Bell and Hunter Pollack. The Union denied hiring a private investigator in Philadelphia and explained why they dislike Tony. The article reported that Bell texted to Pollack, "The gloves are off," shortly after the parking lot arrest. Bell promised, "to make sure Greg never makes it past the primary."



**June 3rd, 2020 Letter/Memo
Deputy Bell's for "Immediate Release"**

Deputy Bell issued a press release on June 3rd, 2020. I obtained and reviewed Bell's June 3rd, 2020 press release memorandum. The following is Bell's June 3d, 2020, memorandum:

"The Broward Sheriff's Deputies Union has officially requested via mail and email, that Governor Ron DeSantis remove Sheriff Gregory Tony from the Broward County Sheriff's Office. Union President Jeff Bell (currently suspended by BSO) stated "The request to formally ask the Governor to remove Gregory Tony was made out of necessity for the 5,000 Union members at the Broward Sheriff's Office who come to work knowing that their boss is unqualified during a time of national emergency and epidemic.

Bell further stated "If Gregory Tony were to accurately and honestly complete a Law Enforcement Officer job application today with all of the information the public has learned over the past two (2) months, he would have a near impossible time finding a Law Enforcement job anywhere in the Nation.

Leaders must lead by example and when employees must follow a higher standard; there can never be successful change that the country is currently demanding."

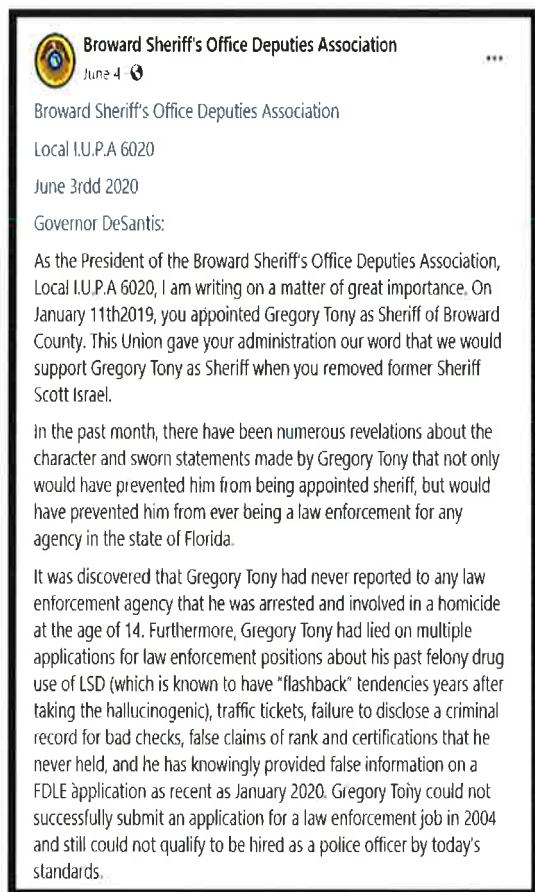
**June 4th, 2020 - IUPA Facebook Post
"Letter to Governor DeSantis"**

I obtained and reviewed Deputy Bell's June 3rd, 2020, memorandum to Florida Governor DeSantis, which the context of it was posted on June 4th, 2020, on IUPA Facebook page. In Bell's sworn recorded Garrity statement, he testified that the objective of this memorandum was to have Sheriff Tony removed from office. The memorandum was also posted on IUPA's Facebook page, by Bell who oversees that Facebook account. The following is Bell's June 3rd, 2020, memorandum:

“As the President of the Broward Sheriff’s Office Deputies Association, Local IUPA 6020, I am writing on a matter of great importance. On January 11th, 2019, you appointed Gregory Tony as Sheriff of Broward County. This Union gave your administration our word that we would support Gregory Tony as Sheriff when you removed former Sheriff Israel.

In the past month, there have been numerous revelations about the character and sworn statement made by Gregory Tony not only would have prevented him from being appointed sheriff but would have prevented him from ever being a law enforcement for any agency in the state of Florida.

It was discovered that Gregory Tony had never reported to any law enforcement agency that he was arrested and involved in a homicide at the age of 14. Furthermore, Gregory Tony had life on multiple applications for law enforcement positions about his past felony drug use of LSD (which is known to have “flashback” tendencies years after taking the hallucinogenic), traffic tickets, failure to disclose a criminal record for bad checks, false claims on rank and certifications that he never held, and has knowingly provided false information on a FDLE application as recent as January 2020. Gregory Tony could not successfully submit an application for a law enforcement job in 2004 and still could not qualify to be hired as a police officer by today’s standard.



On April 10th, 2020, Gregory Tony violated this Union President’s First Amendment right to free speech and association, by suspending me with pay, stripping me of my law enforcement credentials, and placed me under internal affairs investigation. As a union president, I am permitted to speak out and was doing my job as a voice for the union by bringing a matter of great public concern to the media – namely the insufficiency of personal protective equipment for frontline deputies to combat the coronavirus. We have sadly lost two members of the BSO family due to the virus and continue to be concerned about the health and safety of deputies combating an unknown public health risk and now under the heightened daily threat of civil unrest. All we wanted from Gregory Tony was communication; the lines of communication to be open. But Gregory Tony has failed to meet with the Union for 464 days.

Governor, law enforcement stood by you in 2018 and took to the news media by supporting a candidate who was a Naval JAG Officer and as someone who would respect and uphold the rule of law. We spoke about how your opponent was supported by Dream Defenders and how they wanted to divert money away from law enforcement and divest law enforcement in

general. The time has come to re-evaluate the decisions of Gregory Tony remaining as Sheriff of Broward County.

Thousands of law enforcement officers go to work daily and risk their lives to uphold the rule of law. Broward Sheriff's Office employees have lost respect for and must endure a sense of disgust when employees come to work knowing that their "sheriff" has lied, cheated, and obtained the position that he holds today through deception. Gregory Tony failed to possess the qualities and qualifications to become a police officer in 2004 and would not be hired as a police officer today if he honestly completed a job application.

As the President of the Union, I am formally asking you to remove Gregory Tony from Office as the Broward Sheriff. All law enforcement officers are required to take an oath to support and defend the laws and constitution of the great State of Florida. It is a fact that Gregory Tony failed to disclose mandatory information on a job application and lied under oath by affirmatively lying and by omission. I respectfully ask you to remove Gregory Tony from office before his lack of ability, lack of qualifications and lack of judgment cost more lives and the Broward Sheriff Office."

It should be noted that Deputy Bell wrote a similar memorandum/letter to Senator Rick [at the time Governor] Scott pleading to remove former Sheriff Israel from office.

June 4th, 2020 - Local 10 News Article

"DeSantis will let voters decide on Sheriff Tony after Broward deputies union asks for his removal"

This article discussed Deputy Bell's memorandum to Governor DeSantis, and the article had the memorandum attached. Bell stated, "The request to formally ask the Governor to remove Gregory Tony was made out of necessity for the 5,000 Union members at the Broward Sheriff's Office who come to work know that their boss is unqualified during a time of national emergency epidemic." A spokeswoman for DeSantis reported that the governor does not plan to intervene and will let voters decide later this year who they want as Broward County Sheriff.

June 29th, 2020 - IUPA Facebook Post

"Northbound on Florida's Turnpike at the 441 overpasses"



On June 29th, 2020, IUPA Facebook had a post of an image of a billboard that reads, "There is No confidence in Sheriff Tony." In Bell's sworn, recorded Garrity statement, he testified that he orchestrated the billboard, and he posted this image on Facebook.

It should be noted that Deputy Bell had similar billboards when former Sheriff Israel was in office. The previous billboards read, "Governor Scott: There is no confidence in Sheriff Israel" and "Governor Scott: Before it happens again, Remove Sheriff Israel."



June 11th, 2020 – IUPA Unfair Labor Practice (ULP)
Public Employees Relationship Commission (PERC) Hearing Case No.: CA-2020-0017

On June 11th, 2020, IUPA, on behalf of Deputy Bell, filed an unfair labor practice charge alleging Sheriff Tony violated Florida State Statute section 447.501(1)(a), 447.501(1)(b), 447.501(1)(d), and 447.501(3), which states:

FSS 447.501(1)(a), (b), and (d):

(1) Public employers or their agents or representatives are prohibited from:

- (a) Interfering with, restraining, or coercing public employees in the exercise of any rights guaranteed them under this part,*
- (b) Encouraging or discouraging membership in any employee organization by discrimination in regard to hiring, tenure, or other conditions of employment,*
- (d) Discharging or discriminating a employee because he or she has filed charges or given testimony under this part.*

FSS 447.501(3):

Notwithstanding the provisions of subsection (1) and (2), the parties' rights of free speech shall not be infringed, and the expression of any arguments or opinions shall not constitute, or be evidence of, an unfair employment practice or of any other violation of this part, if such expression contains no promise of benefits or threat of reprisal or force.

IUAP provided PERC an affidavit that was notarized and signed by Deputy Bell under oath. The following is Bell's affidavit:

"My name is Jeff Bell, I am over the age of 18 years, the elected President of, and the chief spokesperson for the International Union of Police Association, AFL-CIO, Local 6020 ("IUPA" or "the Union")

I also am a sworn and certified Florida law enforcement officer employed as a deputy sheriff by the Broward County Sheriff's Office ("BSO") for the past 24, years, and a member of the bargaining unit subject of the Public Employee Relations Commission ("PERC") Certification 1873.

Since IUPA's certification by PERC on October 16, 2015, I have represented bargaining unit members in collective bargaining negotiations with BSO, and before BSO's Professional Standards Committee ("PSC") when bargaining unit members' alleged misconduct is subject to that body's review part and parcel with collectively bargained procedures which could result in disciplinary action against them.

I also testify in PERC evidentiary hearing in support of unfair labor practice charges brought by the Union against BSO, and very recently did so on February 12, 2020 regarding an unfair labor practice charge against BSO alleging it unilaterally changed disciplinary against bargaining unit members in violation of FSS 447.501(1)(a) and (c), Florida Statutes (PERC Case No. CA-2019-062).

In my testimony on February 12, 2020 before PERC Hearing Officer Hanson I identified unilateral changes BSO made to the PSC's standard operating procedures ("SOP") that expanded the

Sheriff's prerogative to discipline IUPA bargaining unit members under circumstances that had precluded the Sheriff from imposing any disciplinary action prior to the changes; to wit; changes that license the Sheriff to impose discipline against a deputy even when the PSC determined to "Exonerate" the deputy, or to "Not Sustain" and/or to "Unfound" the allegations of misconduct against the deputy.

In consequence of the aforementioned BSO changes to disciplinary procedures, subject of the Union's pending unfair labor practice charge, on February 12, 2020 during my testimony I commented that it was wrong for the Sheriff to fire a bargaining unit deputy who had been "Exonerated" by the PSC, and against whom no discipline could have been undertaken prior to the changes subject of the unfair labor practice charge.

Pursuant to the Collective Bargaining Agreement between BSO and IUPA, at Article 9, IUPA REPRESENTATIVES/UNION BUSINESS, subsection 9.8, I have been on "full release for the purpose of conducting union business." See Union Exhibit 1, at Article 9, p.15 (in pertinent part).

A central component of "union business" and one of the express collectively bargained Contractual purpose of the "full release" position I have occupied, is "to represent labor and maintain an open line of communication with management." Id. (in pertinent part).

Pursuant to my elected position as president of IUPA, and the Parties' express purpose of my Article 9 "full release" assignment, I have been the sole authorized spokesperson for all BSO law enforcement deputies and sergeants when issues pertaining to their wages, hours, and terms and conditions of employment are brought to my attention by them, and the deputies and sergeants want me to address those issues "with management;" i.e., with the Sheriff of Broward County.

On March 9, 2020, Florida Governor DeSantis declared a COVID-19 Public Health Emergency. See Union Exhibit 2, "STATE OF FLORIDA, OFFICE OF THE GOVERNOR, EXECUTIVE ORDER NUMBER 20-52 (Emergency Management – COVID-19 Public Health Emergency)" (emphasis original).

Among other things, the Governor's March 9, 2020 Executive Order acknowledged that eight (8) Florida counties had reported "positive cases for COVID-19, and that COVID-19 poses a risk to the entire state of Florida." ID., at p.1 (in pertinent part).

At the time of the Governor's March 9, 2020 Executive Order, Broward County was among the 8 Florida counties with reported positive cases for COVID-19 and, at the time, I believe that Broward County had the greater number of such reported infections.

The Governor's March 9, 2020 Executive Order reiterated certain "community preparedness and everyday prevention measures to be taken by individuals and families," and certain specifically recommended "mitigations measures for the communities experiencing an outbreak" that were issued by the Centers for Disease Control and Prevention ("CDC"). Id., at p.2.

The "mitigation measures" recommended by the CDC and reiterated in the Governor's March 9, 2020 Executive Order, including "keeping away from others who are sick, and limiting face-to-face contact with others as much as possible," among other things. Id. (in pertinent part).

Pursuant to the Governor's March 9, 2020 Executive Order, on March 15, 2020 BSO issued a memorandum to certain of its employees' "union leaders/representatives," including me, advising that the running of the statutory limitations period applicable to the investigation and discipline of its Department of Law Enforcement and Department of Detention deputies would be "tolled" effective retroactively to March 9, 2020 because of the coronavirus. See Union Exhibit 4.

At about the time the Governor's March 9, 2020 Executive Order and likely in consequence of it and extensive media coverage of the COVID-19 outbreak in South Florida, IUPA bargaining unit deputies began contacting me expressing fears that the very nature of their law enforcement employment functions precluded them from "keeping away others who are sick and limiting face-to-face contact with others.

A common complaint the IUPA bargaining unit deputies communicated to me as their Union president and chief spokesperson was the absence of, and their need for, adequate and effective personal protective equipment ("PPE") such as 3M-N95 masks, gloves, and hand sanitizer.

The frequency and the urgency of the communications I was receiving from bargaining unit deputies increased as the number of reported COVID-19 infections in Broward County began to swell, and accounts of BSO employees being infected were circulating throughout the Agency.

As a result of bargaining unit deputies' continuing complaints to me about their lack of personal protective equipment, and pursuant to the express Contractual purpose of my "full release," on the morning of March 16, 2020 I emailed a letter to the Sheriff ("Subject: Coronavirus Protection") passing along to him, directly, what was being told to me by the IUPA bargaining unit members I represent; i.e., that "our Deputies are still responding to calls for service without masks, gloves, or sanitizer provided by the Agency." A true and correct copy of my March 16, 2020 email letter to Broward County Sheriff Gregory Tony is Union Exhibit 5.

March 16, 2020 was also the date upon which I was invited by a local radio station to be interviewed about law enforcement in Broward County during the COVID-19 public health emergency declared by the Governor.

In the evening of March 16, 2020 I received a response to my email letter to the Sheriff; albeit, from BSO Colonel Holmes, who advised that he was aware I was "scheduled to speak about this issue via radio later today," and warned me "that any inaccurate statements relating to the topic of BSO's failure to provide adequate supplies for its employee's (sic) will result in disciplinary action (emphasis added). A true and correct copy of the March 16, 2020 evening email "IUPA Statement Response" from BSO Colonel Holmes is Union Exhibit 6 (bolding emphasis original).

The March 16, 2020 "IUPA Statement Response" from BSO Colonel Holmes advised me, also, that a more detailed and specific response to your letter to the Sheriff will be forthcoming.

During my March 16, 2020 interview on the radio, I accurately recounted the fears IUPA bargaining unit deputies had been expressing to me regarding their unprotected coronavirus exposures, and I made no inaccurate statements pertaining to those fears.

The next day, March 17, 2020 BSO first began issuing some 3M-N95 masks to IUPA bargaining unit deputies, however there were not enough of them for all bargaining unit deputies to receive one protective mask.

By March 23, 2020, I still had not received the more detailed and specific response to my March 16, 2020 email warning me about my statements relating to the topic of BSO's failure to provide adequate supplies of personal protective equipment to the deputies I was elected to represent.

In the absence of the more detailed and specific response from BSO regarding its supply and distribution of personal protective equipment for IUPA bargaining unit members, on March 23, 2020 I emailed another letter to Sheriff advising him that in the time intervening my March 16 letter to him, IUPA had taken the initiative to purchase 1,400 personal protective respirator face mask to donate to BSO for its distribution to bargaining unit deputies ("if you are willing to accept them"), and that some local business also were donating masks to deputies.

I attached to my aforementioned March 23, 2020 letter to the Sheriff information for him about the company that had already supplied 4,000 personal protective equipment ("PPE") kits to Palm Beach Sheriff's Office, the county law enforcement agency immediately north of BSO. A true correct copy of my March 23, 2020 email letter accompanying documents is Union Composite Exhibit 7.

Because the Union purchased the protective masks for all bargaining unit deputies, including those who are not dues-paying members of the Union, and because BSO could distribute the masks more quickly and effectively to all bargaining unit deputies than could the Union, the Union chose to donate the masks to the Sheriff for distribution to all IUPA bargaining unit members.

On April 3, 2020 a BSO bargaining unit deputy died as a result of COVID-19, and the day, April 4, 2020 a PBSO deputy was reported to have died as a result of COVID-19, also.

By April 4, 2020 the Sheriff had neither responded to or even acknowledge his receipt of the Union's March 23 offer to him of the 1,400 protective masks; I still had not received the "more detailed and specific response" to my March 16 letter to the Sheriff inquiring about personal protective equipment for bargaining unit members; and, I was still receiving complaints from bargaining unit deputies regarding inadequate supplies of personal protective equipment, among other things.

On April 4, 2020 I issued a Union press release offering condolences to the family of our fallen fellow deputy, recounted my failed efforts to communicate with the Sheriff and his failure to respond to the Union's offer to donate 1,400 protective masks, and stated that the passing of one of our deputies "is now highlighting the need for proper PPE equipment in the field." A true and correct copy of my April 4, 2020 Union press release is Union Exhibit 8.

On April 5, 2020 I saw a video capturing the Sheriff angrily yelling and using profanities regarding my Union press release; which verbal assault condemning the Union as their "representative," specifically, was directed by the Sheriff at Union bargaining unit deputies who had gathered at the hospital to escort the deceased BSO deputy's body from the hospital to funeral home.

By Sunday night, April 5, 2020: the Sheriff had not responded to any of my communications to him; I was still receiving complaints from deputies regarding insufficient personal protective equipment for them; and, I myself had not received any.

On Monday, April 6, 2020 an "Opinion" piece I wrote was published by The Sun Sentinel newspaper online, recounting the Union's failed efforts to open a line of communication and to cooperate with the Sheriff regarding the protection of bargaining unit deputies from coronavirus exposures; which "Opinion" The Sun Sentinel entitled "BSO Sheriff Gregory Tony is failing all of us during coronavirus crisis." A true and correct copy of the published online text, from which advertisements have been deleted is Union Exhibit 9.

In my April 6, 2020 published "Opinion" piece, among other things, I stated: "In these difficult times, more than at any time before, we also need an open line of communication between the Sheriff and all unions in order to help disseminate accurate information;" which is precisely a Contractually express purpose of my "full release" assignment. Id.; see Union Exhibit 8, supra.

My April 6, 2020 "Opinion" expressed the Union's concern for the "lack of leadership of Greg Tony" and Union bargaining unit deputies' opinions that he is "unqualified" to be their sheriff. See Union Exhibit 8, supra.

On or about April 6, 2020 I also mentioned during a media interview that deputies were asking me to consider conducting a vote of "No-Confidence" in BSO Sheriff Tony.

The next morning, on Tuesday, April 7, 2020: the Sheriff held a televised press conference in front of BSO Headquarters and, with members of his command staff flanking him, angrily referred to his having "a rogue employee;" referred angrily to "this union president;" characterized the complaints in response to a reporter's question that he was "talking about Jeff Bell" when he ominously threatened that "he too will be held accountable."

During the Sheriff April 7, 2020 press conference he also specifically referred to the actions of a certain deputy he "fired" and with regard to which the Sheriff declared about me: "this union president said I was wrong;" which reference I reasonably believe is about my testimony on February 12, 2020 in the unfair labor practice subject of PERC Case No. CA-2019-062, about a deputy dismissed from employment by the Sheriff despite being "exonerated" by the Sheriff's own Professional Standard Committee.

During the Sheriff's televised April 7, 2020 press conference he also declared about me, as "the union president:" "I have accounts and accurate information where he strategically set out with his agenda to make sure I would lose this primary election;" which statement I reasonably believe to be a specific reference to the deputies' requests to the Union for a vote of "No-Confidence" in him, I previously had spoken about.

On Friday morning, April 10, 2020, I sent the Sheriff a "WRITTEN COMPLAINT PURSUANT TO 112.3187(6), FLORIDA STATUTES," in response to his "personal threats directed at me during the press conference for disclosing my members' concerns to the public after your failures and refusals to communicate with me about those things." A true and correct copy of my April 10, 2020 complaint is Union Exhibit 10.

Only a few hours later, on Friday afternoon, April 10, 2020 I was ordered to appear at VSO's Internal Affairs officer where: I was summarily suspended with pay, removed from my Union full release position; ordered to surrender my BSO ID card, all badges, and assigned BSO vehicle; and advised that I was subject of an Internal Affairs investigation alleging a litany of charges about which I was prohibited from disclosing "to anyone except my attorney / representative and the investigator assigned." True and correct copies of the papers handed to me that Friday afternoon are Union Composite Exhibit 11.

I believe that my summary suspension and removal from the Union full release position by the Sheriff, which restricts and constrains my advocacy and activities on behalf of Union bargaining unit members, is in direct retaliation for my aforementioned protected Union speech and activities representing IUPA bargaining unit members.

I believe that but for my filing the unfair labor practice and testifying in PERC Case No. CA-2019-062 challenging the Sheriff's discipline of an "exonerated" deputy, my representation of bargaining unit members' fears for their health and safety pursuant to my position as their elected President and Article 9 of the CBA, and the Sheriff's knowledge that I might initiate a vote of "No-Confidence" in him, I would not have been suspended.

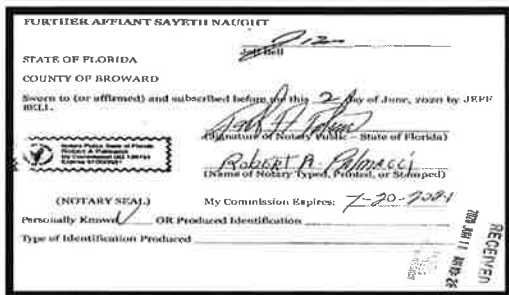
I believe that my suspension and removal from the Union full release position by the Sheriff was for the purpose of infringing my right of free speech regarding and representing IUPA bargaining unit deputies' fear for their job safety and health, in violation of 447.501(3), Florida Statutes.

I also believe that the Sheriff removed me from the full release position for the purpose of interfering with my conduct of vote of "No-Confidence" in him that bargaining unit members were asking me to initiate, and about which I had spoken on or about April 6, 2020.

In consequence of my removal from the full release position by the Sheriff, the requirement attendant my administrative suspension that I must remain at home during working hours, and the restrictions on my activities during those hours, the Union's elected Secretary-Treasurer Frank Voudy became responsible for conducting the vote of "No-Confidence" in the Sheriff, among other functions of mine as Union President.

On April 14, 2020, in my absence, the Union's Secretary-Treasurer Frank Voudy initiated the Union's vote of "No-Confidence" in the Sheriff, to take place from that date until the afternoon of April 20, 2020.

The next day, on April 15, 2020 I was told that BSO deputies assigned to the Parkland District, Weston District, Tamarac District, and Pompano District, perhaps among other Union bargaining unit members, began receiving their first BSO-issued PPE "kits."



As of the date of this affidavit, I still have not received BSO's "more detailed and specific response" to my March 16 letter to Sheriff regarding Union bargaining unit members' complaints of inadequate personal protective equipment.

As of the date of this affidavit, upon information and belief, more than 87 BSO employees have been diagnosed as having the COVID-19 infection, and two BSO employees have died.

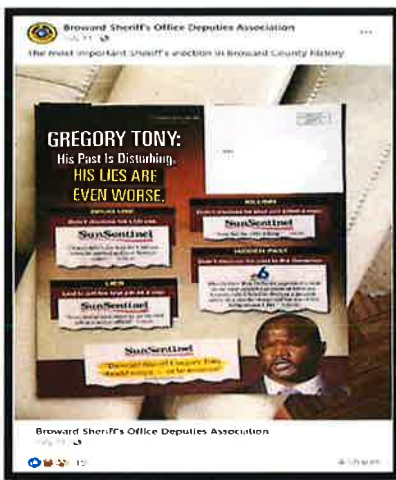
As the date of this affidavit, I have not received a PPE kit from the Sheriff.”

Refer to the following evidence for further details:

- Bell Affidavit [Folder 16]

On June 17th, 2020, BSO and IUPA, on behalf of Deputy Bell, received notification from the Public Employees Relationship Commission (hereinafter referred to as “PERC”) informing the agency they will proceed with the hearing for allegedly violating FSS 447.501(1)(a) and 447.501(1)(b), but not 447.501(1)(d), and 447.501(3). PERC provided an explanation why they dismissed the claims of 447.501(1)(d), and 447.501(3).

July 11th, 2020 - IUPA Facebook Post
“The most important Sheriff’s election in Broward County history”



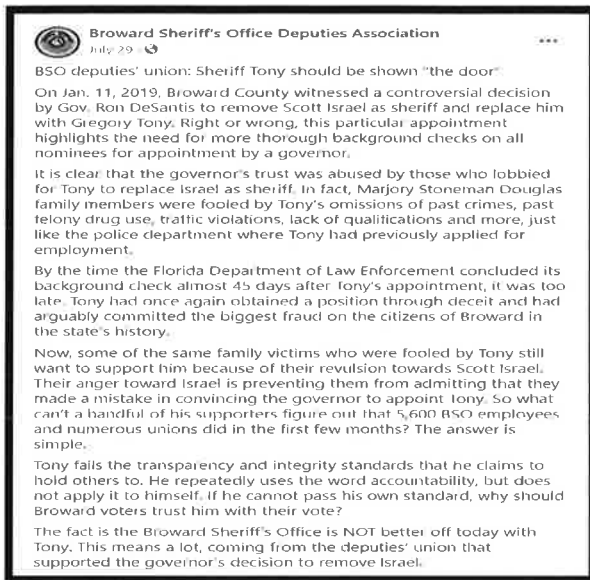
On July 11th, 2020, Bell posted on his personal Facebook page and IUPA Facebook page an image of a postcard that depicts clipping of several news articles. The post reads, “The most important Sheriff’s election in Broward County history.”

The postcard read, “Gregory Tony: His Past is Disturbing. His Lies Are Even Worse.” The postcard has news clipping of Sheriff Tony being involved in drug use, lies, killing, and hidden past. The bottom of the postcard reads, “Broward County Sheriff Gregory Tony should resign – or be removed.”

July 29th, 2020 – Deputy Bell’s Sun-Sentinel Op-Ed
“BSO deputies’ union: Broward Gregory Tony should be shown ‘the door’



Deputy Bell authored an op-ed about Sheriff Tony. In this article, Bell discussed that Governor DeSantis’s trust was abused, described the lack of qualification he believes Tony has, mentioned Tony’s background, mentioned 93 people only had confidence in Tony, and informed that he is backing in former BSO Colonel and Broward County Sheriff candidate Al Pollock. Bell posted the context of this article on the IUPA Facebook page and his personal Facebook page. The following is the op-ed and the IUPA post:



“On Jan. 11, 2019, Broward County witnessed a controversial decision by Gov. Ron DeSantis to remove Scott Israel as sheriff and replace him with Gregory Tony. Right or wrong, this particular appointment highlights the need for more thorough background checks on all nominees for appointment by a governor.

It is clear that the governor’s trust was abused by those who lobbied for Tony to replace Israel as sheriff. In fact, Marjory Stoneman Douglas family members were fooled by Tony’s omissions of past crimes, past felony drug use, traffic violations, lack of qualifications and more, just like the police department where Tony had previously applied for employment.

By the time the Florida Department of Law Enforcement concluded its background check almost 45 days after Tony’s appointment, it was too late. Tony had once again obtained a position through deceit and had arguably committed the biggest fraud on the citizens of Broward in the state’s history.

Now, some of the same family victims who were fooled by Tony still want to support him because of their revulsion towards Scott Israel. Their anger toward Israel is preventing them from admitting that they made a mistake in convincing the governor to appoint Tony. So what can’t a handful of his supporters figure out that 5,600 BSO employees and numerous unions did in the first few months? The answer is simple.

Tony fails the transparency and integrity standards that he claims to hold others to. He repeatedly uses the word accountability but does not apply it to himself. If he cannot pass his own standard, why should Broward voters trust him with their vote?

The fact is the Broward Sheriff’s Office is NOT better off today with Tony. This means a lot, coming from the deputies’ union that supported the governor’s decision to remove Israel. Morale is actually worse today than under the previous administration. On May 12, Israel received 87 votes for an endorsement while Tony only received 39 in a union vote. The recipient of our endorsement, Alvin Pollock, outpaced Israel by more than a 4-1 ratio in the final tally. Only 39 union members believed Tony should receive the union endorsement, down from 93 who stated they had confidence in Tony just over two weeks prior.

The ground-breaking ceremony of the new training facility was nothing more than a political stunt. The construction site is now an overgrown field with a tipped-over port-a-potty. Approximately half of the so-called promotions Tony made are actually cadets graduating from academy classes. Claims of a new “Park, Walk and Talk” programs are nothing more than recycled ideas from the Ken Jenne era. The list of falsehoods is endless.

The lesson of the Tony administration is the obvious need for a statewide tracking system of people who apply to police departments in order to help verify truthfulness, honesty and integrity. Let’s

face it, the Parkland victims' families got someone appointed sheriff who could not become a police officer anywhere in the country if he answered an application truthfully about his past.

What Broward County cannot afford is to have another sheriff removed from office. And if the FDLE investigation into Tony's security clearance application produces the anticipated outcome, there will no doubt be yet another special election for sheriff should Tony win the Aug. 18 primary election.

Broward County must start the rebuilding process. It starts with showing Greg Tony the door."

August 13th, 2020 - IUPA Facebook Post

"Make sure to vote!!!"



On August 13th, 2020, Bell posted on the IUPA Facebook page an image disparaging Sheriff Tony, with the same comment, "Make sure to vote!!" The post had a picture of Governor DeSantis and Sheriff Tony. It reads, "Broward Murder Rate Doubling Under Tony! More Broward murders already this year than ALL of last year. Your likelihood of becoming a victim of a violent crime has doubled in the last year. Reject DeSantis Appointee Gregory Tony!"

August 19th, 2020 - Broward County Primary Sheriff Election

On August 19th, 2020, Sheriff Tony won the Democratic primary for the Sheriff's election. From August 19th, 2020, through November 2020, Tony continued his campaign for Broward County Sheriff against Broward County Republican primary candidate Wayne Clarke, which he would go on to win.

September 14th, 2020 - RedBroward.com News Article

"New Court Records Show Broward Sheriff Gregory Tony Failed to Disclose 1992 and 1994 Legal Incident as Juvenile Resulting in Adult Probation"

This news article is materially consistent with and contained similar comments mentioned in the following articles:

1. May 2nd, 2020 - Florida Bulldog news article, "Sheriff Gregory Tony's secret: As a teenager, he shot and killed a man."
2. May 11th, 2020 - Miami Herald news article, "Homicide report from shooting death seems to contradict Broward Sheriff's statement."

This article added that Pennsylvania does not allow public access to criminal records; however, in Philadelphia civil court records, it revealed that Sheriff Tony was placed under adult probation. The article alleged that Tony was placed on adult probation for a second time for a traffic-related incident.

September 16th, 2020 – PERC Hearing on IUPA's Unfair Labor Practice (ULP) Charge **Public Employees Relationship Commission (PERC) Hearing Case No.: CA-2020-0017**

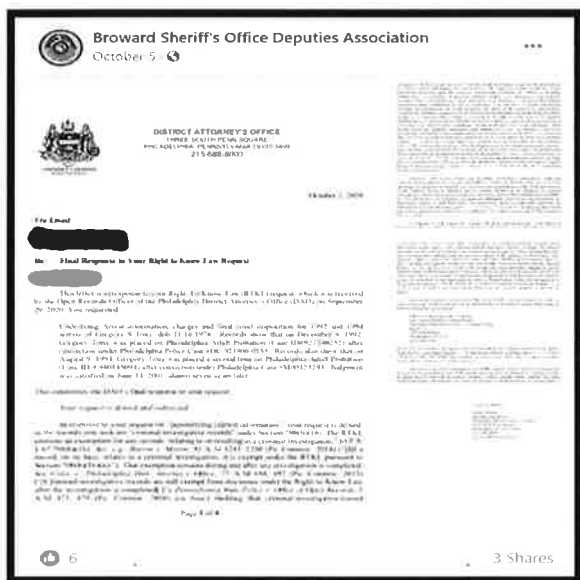
On September 16th, 2020, the PERC hearing for IUPA 6020's ULP began on behalf of Deputy Bell. The hearing was brought before hearing Officer Lyyli Van Whittle, and present were Attorney Lippman, Esq. [Bell's representative], Attorney Rodriguez, Esq. [BSO representative], General Counsel Lynch, Deputy Voudy, and Deputy Bell.

IUPA called nine witnesses to testify under oath which was composed of DLE BSO Deputies, Detective, Sergeants, and an IUPA employee. The BSO employees that testified are assigned to the following Districts: Airport, Central Broward, Courthouse, Beach, Parkland, and Weston. Some of these witnesses are also IUPA's Vice President, IUPA Executive Board Members, IUPA District Representative, and IUPA Labor and Employee Agent. The majority of all their statement were materially consistent with each other. The common information that was mentioned was that they did not have sufficient PPE, they notified Deputy Bell about their issues, and Bell was suspended for discussing the BSO's preparedness for the pandemic. During cross-examination, some of these employees were questioned on the timing of the complaints email sent to Bell [March 17th, 2020 between 10:27 AM through 12:53PM]. The majority of the witness were uncertain if they were instructed to email information about the district PPE status to Bell on the same date within a few minutes/hours of each other.

The ULP hearing was set to continue at a later date.

I obtained a transcription of this hearing, and it was placed in my case file in Folder 16. Please review the transcription and IUPA exhibits for further detail.

October 5th, 2020 - IUPA Facebook Post



On October 5th, 2020, IUPA Facebook had a post of an image of a memorandum from the Philadelphia District Attorney's Office dated October 2nd, 2020. This memorandum is a response to a "Right-To-Know-Law" request, which was received by the Open Records Officer of the Philadelphia District Attorney's Office on September 29th, 2020. In this post the name of the recipient of this memorandum is redacted. The unidentified individual that sent a "Right-To-Know-Law" request form requested the following:

"Underlying Arrest information, charges and final court disposition for 1992 and 1994 arrests of Gregory S Tony, dob 11/16/1978. Records show that on December 9, 1992, Gregory Tony was placed on Philadelphia Adult Probation (Case ID#921240252) after conviction under Philadelphia Case #DC923906-0155. Records also show that on August 9, 1994, Gregory Tony was placed a second time on Philadelphia Adult Probation (Case ID#940845094) after conviction under Philadelphia Case#M00323923. Judgment was satisfied on June 14, 2001, almost seven years later."

January 12th, 2021 Continuation of Hearing on IUPA's Unfair Labor Practice (ULP) Charge
Public Employees Relationship Commission (PERC) Hearing Case No.: CA-2020-0017

On January 12th, 2021, the PERC hearing for IUPA's ULP commenced. The hearing was brought before hearing Officer Lyyli Van Whittle, and present were Attorney Lippman, Esq. [Bell's representative], Attorney Rodriguez, Esq. [BSO representative], General Counsel Lynch, Deputy Bell. In this portion of the hearing IUPA called additional its final witnesses to testify under oath.

IUPA called five witnesses to testify, which were composed of DLE BSO Deputies, and a Lieutenant. The BSO employees that testified are assigned to the following Districts: Deerfield Beach, Pompano Beach, North Lauderdale, and Parkland. Some of these witnesses are also IUPA's Treasure / Acting Full Release Position and IUPA District Representative. The majority of all their statement were materially consistent with each other. Similar to the witnesses that testified on September 16th, 2020, the common information that was mentioned was that they did not have sufficient PPE, they notified Deputy Bell about their issues, and Bell was suspended for discussing the BSO's preparedness for the pandemic.

The ULP hearing was set to continue on January 13th, 2020, for the testimony of BSO's witnesses.

I obtained a transcription of this hearing, and it was placed in my case file in Folder 16. Please review the transcription and IUPA exhibits for further detail.

January 13th, 2021 Conclusion of Hearing on IUPA's Unfair Labor Practice (ULP) Charge
Public Employees Relationship Commission (PERC) Hearing Case No.: CA-2020-0017

On January 13th, 2021, the PERC hearing for IUPA's ULP continued and concluded. The hearing was brought before hearing Officer Lyyli Van Whittle, and present were Attorney Lippman, Esq. [Bell's representative], Attorney Rodriguez, Esq. [BSO representative], General Counsel Lynch, Deputy Bell. In this portion of the hearing, BSO called their witnesses to testify under oath.

Colonel Oscar Llerena, CCN 8225, the Executive Director of the Department of Community Service, testified about the current CBA between IUPA and BSO.

Director Jonathan Yavneh, CCN 19115, the Director of the Office of Emergency Management, testified about utilizing the application WhatsApp during the pandemic operation.

Colonel John Hale, CCN 9337, the Executive Director of the Department of Professional Standards and Investigations, testified to the following [in-part]: Hale oversees a multitude of divisions within BSO to include BSO's Internal Affairs. Hale is Sheriff Tony's designee for all disciplinary matters of the agency. Hale explained that FSS 112 [Florida State Statute] and BSO Policy and Procedures [hereinafter referred to as "SOP"] have rules and regulations in place that address the confidentiality of internal affairs/administrative investigations. According to FSS 112 and SOP, an active internal affairs/administrative investigation remains confidential until it is closed. Hale advised that the agency is not permitted to discuss the details of the investigation or pending disciplinary action in any active internal affairs/administrative investigations. Hale is allowed only to confirm that there is an active and open investigation on an employee, confirm the alleged policy violations on a case, and confirm the employee's status.

In reference to Deputy Bell's allegations, Colonel Hales is obligated to obey FSS 112 and SOP; therefore, he cannot discuss details of the case or provide evidence in this hearing. Hale can only confirm that Bell is under suspension with pay pending an active internal affairs/administrative investigation.

The ULP hearing was set to continue at a later date.

I obtained a transcription of this hearing, and it was placed in my case file in Folder 16. Please review the transcription and IUPA exhibits for further detail.

**March 12th, 2021 – PERC Hearing Officer Recommended Order on
IUPA Unfair Labor Practice (ULP) Charge
Public Employees Relationship Commission (PERC) Hearing Case No.: CA-2020-0017**

On March 12th, 2021, PERC Hearing Officer Lyyli Van Whittle issued her recommended order to PERC that BSO violated FSS 447.501(1)(a) and (b).

I obtained a copy of the Hearing Officer Recommended Order was placed in my case file in Folder 16. Please review the order for further details.

March 30th, 2021 - IUPA Facebook Post



On March 30th, 2021, Bell posted on the IUPA Facebook page an image of Sheriff Tony, with a MSN.com news article, "The Sheriff's Lies: Gregory Tony hid the truth and rose to the top."

It should be noted that this post contained a similar image Deputy Bell clipped from Newspaper.com.

July 12th, 2021 – BSO's Notice of Appeal of PERC Order to 1st District Court of Appeal

On July 12th, 2021, BSO appealed PERC's Order on IUPA's Unfair Labor Practice (ULP) Charge Case No. CA-2020-0017.

I obtained a copy of the Respondent Notice of Appeal of PERC Order was placed in my case file in Folder 16. Please review the order for further details.

**June 14th, 2021 – PERC Final Order on IUPA Unfair Labor Practice (ULP) Charge
Public Employees Relationship Commission (PERC) Hearing Case No.: CA-2020-0017**

On June 14th, 2021, provided a Final Order, which stated:

BSO is ordered to cease and desist from:

- a. *Taking action against any employee because he or she engaged in protected concerted activity,*

- b. discouraging membership in any employee organization by opening internal affairs investigation and suspending employees on retaliation for their having engaged in protected activity, and
- c. In any like or related manner interfering with, restraining, or coercing bargaining unit members in exercise of any rights.

BSO is ordered to take the following affirmative action:

- a. Rescind the suspension of IUPA President Jeff Bell and restore him to good standing,
- b. Post immediately in the manner in which the BSO customarily communicated with its employees the attached Notice to Employees; and
- c. Pay IUPA its reasonable attorney's fee and cost incurred in litigating this case.

I obtained a copy of the Hearing Officer Recommended Order was placed in my case file in Folder 16. Please review the order for further details.

**October 11th, 2021 the District Court of Appeal, 1st District, Order
Granting BSO Motion to Stay PERC Final Order:
Case No.: 1D21-2083**

On October 11th, 2021, the District Court of Appeal, First District, granted BSO's Motion to Stay the PERC Final Order, stating:

"Upon review of Appellant's [BSO] motion for review of order denying motion to stay, filed August 30, 2021, Appellee's [IUPA] response, filed September 24, 2021, and Appellant's [BSO] replied, filed October 7, 2021, the Court reverses the order denying motion to stay, dated August 12, 2021. See Fla. R App. P. 9.310(f). Pending further order of this Court the lower tribunal's final order, dated June 14, 2021, is hereby stayed."

I obtained a copy of the Granting BSO Motion to Stay PERC Final Order was placed in my case file in Folder 16. Please review the order for further details.

Investigation

In the course of this investigation, I met with multiple departments within BSO to address the allegations of the agency's preparedness for the pandemic. I also met with different internal and external individuals that would be able to clarify some of the complaints Sheriff Tony reported in his affidavit against Deputy Bell. I met and interviewed representatives from different departments within BSO, who played an intricate role in the pandemic operation, to include:

- BSO Office of Emergency Management
 - Director Yavneh, CCN 19115 [Recorded sworn statement taken on October 26th, 2021]
 - BSO Fire Rescue Lieutenant Sean Quitoni, CCN 16975 [Recorded sworn statement taken on October 22nd, 2021]
- BSO Department of Administration
 - Colonel Reyes, CCN 10621 [Recorded sworn statement taken on November 16th, 2021]
 - Major Jackowski, CCN 6243 [Recorded sworn statement taken on November 9th, 2021]
 - Captain Bruce McGregor, CCN 6342 [Recorded sworn statement taken on October 26th, 2021]
 - Staff Accountant Franck Hyppolite, CCN 8235 [Recorded sworn statement taken on November 19th, 2021]

- BSO Regional Logistics
 - Chief Holness, CCN 12696 [Recorded sworn statement taken on November 15th, 2021]
- BSO Department of Law Enforcement
 - Colonel Holmes, CCN 8714 [Recorded sworn statement taken on November 3rd, 2021]
 - Lieutenant Colonel McCoy, CCN 7029 [Recorded sworn statement taken on October 27th, 2021]
 - Major Aimee Russo, CCN [Recorded sworn statement taken on October 28th, 2020]
 - Major Anthony DeMarco, CCN 7995 [Recorded sworn statement taken on October 26th, 2020]
- BSO Department of Law Enforcement Management
 - Colonel Ahmed Munib, CCN 13174 [Recorded sworn statement taken on October 25th, 2021]
 - Colonel Oscar Llerena, CCN 8225 [Recorded sworn statement taken on October 27th, 2021]
 - Major Andrew Dunbar, CCN 7324 [Recorded sworn statement taken on October 26th, 2021]
- BSO Training Division-ICJS
 - Colonel Steven Robson, CCN 14911 [Recorded sworn statement taken on October 28th, 2021]
- BSO Department of Fire Rescue
 - Deputy Chief Timothy Keefe, CCN 13064 [Recorded sworn statement taken on October 27th, 2020]
- BSO Department of Detention
 - Retired Lieutenant Colonel Timothy Langelier, CCN 7819 [Recorded sworn statement taken on November 11th, 2021]

BSO's Office of Emergency Management (OEM)

I obtained a sworn, recorded statement from BSO Director Yavneh [BSO Office of Emergency Management]. The following is a synopsis of Yavneh's statement [In-Part]:

Director Yavneh reported that he worked in the City of Miami Police Department (hereinafter, "MPD") for twenty-five years, and during his tenure, he rose through that ranks from Police Officer to Captain of Police. Throughout Yavneh's career in MPD, he had an emergency management security function. He was the Director of training, worked with MPD Emergency Management and Homeland Security Unit, and eventually became the Captain of Police for MPD Office of Emergency Management and Homeland Security. Yavneh attended many courses on the national incident management system. He went to the University of Foreign Military Cultural Studies Army's school, received a master's degree in Homeland Defense and Security from the United States Naval Postgraduate School, and went to Israel to study their emergency management techniques.

In 2019, Director Yavneh joined BSO as the Director of the Office Emergency Management (hereinafter referred to as "OEM"), which oversees emergency response throughout the organization. In Yavneh's role as the Director of OEM, he provides guidance and recommendation to the Sheriff, Sheriff Policy Group (SPG), and various commands within the agency on how to prepare for, respond to, mitigate, and recover from multiple types of hazards emergencies. Yavneh testified that BSO has a Comprehensive Emergency Management Plan (hereinafter referred to "CEMP") drafted in 2016, which is a guide BSO uses for all hazards, and this plan contains an annex for a pandemic hazard. BSO's 2016 CEMP Pandemic Annex became the framework in preparing the agency for the COVID-19 pandemic and was used as a guide in creating a COVID-19 pandemic plan. According to the BSO's 2016 Pandemic Annex, the purpose is as follows:

Broward County
Sheriff's Office (BSO)

ANNEX III: B. PANDEMIC PLAN

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COMPREHENSIVE EMERGENCY MANAGEMENT PLAN (CEMP)
April 2016
Annex III - B - 3
Law Enforcement/Police Safety Sensitive Document. See Chapter "NOTICE" Table Of Contents

“This annex provides guidance to Broward Sheriff’s Office and may serve as the plan for maintaining essential functions and services during an influenza pandemic. This annex neither replaces nor supersedes any current, approved Broward Sheriff’s Office continuity plan; rather it supplements it, bridging the gap between the traditional, all-hazards continuity planning and the specialized continuity planning required for a pandemic by addressing additional considerations, challenges, and elements specific to the dynamic nature of a pandemic. This annex stresses that essential functions can be maintained during a pandemic outbreak through mitigation strategies, such as social distancing, increased hygiene, the vaccination of employees and their families, and similar approaches. Influenza may not, in itself, require a traditional continuity response, such as partial or full relocation of the organization’s essential functions, although this response may be concurrently necessary due to other circumstances.”

Director Yavneh testified that in January of 2020, BSO OEM closely monitored world events about the COVID-19 pandemic, and it became clear that the county would be faced with this pandemic. OEM began building the framework of the agency preparedness plan for the COVID-19 pandemic by referring to the 2016 Pandemic Annex. OEM was discussing the organizational command structure, operations, and procurement of supplies. As of January 31, 2020, retired BSO Fire Rescue Logistic Division Chief Thomas O’Connell, CCN 16948, was responsible for procurement PPE for the entire agency. The following emails were provided by Yavneh during his statement:

“From: O’Connell, Thomas
Sent: Wednesday, January 29, 2020 3:00 PM
To: Samlalsingh, Surendra
Cc: Davis, Terrence; Yavneh, Jonathan; Pagliarulo, Gregg
Subject: N-95 masks

I know we have two orders in for an additional 7000 N-95 masks. I need you to locate and buy 15,000 – 20,000 more on top of that to support our entire agency (Fire, DLE, DOD) should the need arise. Please make this high priority. Keep me updated. Thank You.

*Thomas J. O’Connell EFO, CFO, MBA
 Division Chief – Regional Logistics”*

Refer to the following evidence for further details:

- 1/29/20 email thread from Chief O’Connell in reference to PPE [Folder 11 and Folder 20]

“From: O’Connell, Thomas

Sent: Friday, January 31, 2020 9:44 AM

To: Samlalsingh, Surendra

Cc: Davis, Terrence; Yavneh, Jonathan; Pagliarulo, Gregg

Subject: Re: N-95 masks

Awesome

Sent from my iPhone

On Jan 31, 2020, at 9:41 AM, Samlalsingh, Surendra <Surendra_Samlalsingh@sheriff.org> wrote:

Chief,

I was able to place an order for 15000 from Quadmed. They said they can supply us with the quantity. Hopefully it will be in soon.

Surendra Samlalsingh

Purchasing Agent I

Refer to the following evidence for further details:

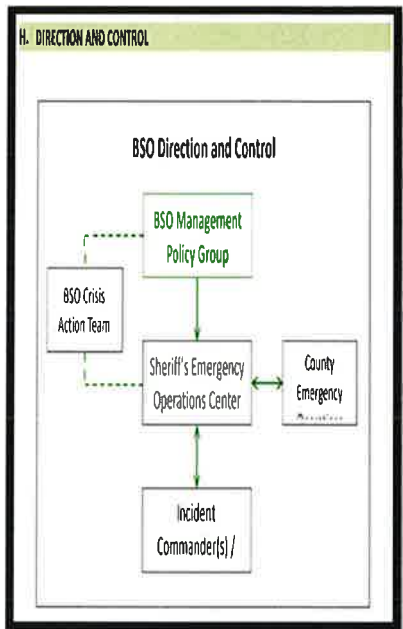
- January 31, 2020, email thread from Chief O’Connell in reference to PPE [Folder 10 and Folder 20]

Director Yavneh testified that BSO was procuring PPE and conducted an inventory of PPE within the agency to include Fire Logistics’ warehouse, Fire Rescue’s stations, DLE district stations, and Department of Detention’s (hereinafter referred to as “DOD”) warehouse. There was a concerted effort to retrieve an inventory count and verify their inventory. From Yavneh’s perspective, the agency was very forward-learning to identify PPE from sources that provided protection to the employees and validated the PPE the agency attempted to purchase or purchased would protect the employees.

Director Yavneh advised that the agency took an aggressive posture of doing whatever it could to identify and procure the needed equipment for its employees. Yavneh emphasized that the pandemic was a worldwide event; however, from his standpoint, the agency was aggressively purchasing large quantities of equipment, as revealed in the above January 2020 email. The agency never stopped this approach to secure equipment. As the agency procured PPE, they factored in the PPE burn rate. Early in the pandemic, the availability of PPE was very strained at the local, state, national, and world level, which was a supply chain challenge.

According to Director Yavneh, the agency’s perception at the time was that they had PPE in stock; however, there was a concern about the feasibility of replenishing the PPE supply. The agency had to strategize how to maximize the PPE on hand for as long as possible. Additionally, there were concerns that if the agency memorialized the quantity of the stored and incoming PPE, a government entity with higher authority would confiscate the agency’s PPE. Yavneh recalled that early agency directives included Fire Rescue personnel outfitting DLE personnel if they needed PPE, since the Department of Fire Rescue maintains PPE on their trucks.

Director Yavneh explained that BSO implemented the organizational chart inserted above in the 2016 CEMP to create the COVID-19 command structure. BSO's Sheriff's Emergency Operation Center (hereinafter referred to as "SEOC") is the incident command center, and it represents a unified command to include entities from BSO Fire Rescue, BSO DLE, and BSO DOD. Above



the SEOC, which is labeled in the chart mentioned above "*BSO Management Policy Group*," is the highest level of the organizational chart and was referred to as the Sheriff Policy Group (hereinafter referred to as "SPG") during the COVID-19 operation. To the right of the SEOC, which is labeled "*County Emergency Management Agent*," oversees Broward County operations and was referred to as Broward County Emergency Agent (hereinafter referred to as "BEMA"). To the left, in between the SEOC and SPG, which is labeled "*BSO Crisis Action Team*," was converted to the COVID 19 Work Group (hereinafter referred to as "CWG").

Director Yavneh reported that the SPG approved the operationalization of the CWG concept, which included high-level subject matter experts within their respected departments, and they were tasked with providing ideas and guidance for the agency. On March 5th, 2020, the SPG established the representatives of the CWG, and on March 9th, 2020, CGW had

its first in-person meeting at the BSO SEOC, which is located at BSO's main headquarters. In the CGW meetings, the representatives discussed how the agency would function during their immediate response to the pandemic and how it would adopt if the pandemic lasted short-term, mid-, or long-term. The CWG was considered the "thinking tank" for the agency. The CWG would discuss challenges the agency might face, and they presented ideas and resolutions to overcome those challenges.

According to Director Yavneh, before the SEOC was activated, OEM made efforts to have SEOC personnel work remotely within BSO's Public Safety Building [main headquarters]. OEM created this theory to prevent SEOC personnel from working in a confined area, which would minimize potential exposures. Even though SEOC personnel were working remotely, they had mandatory meetings through virtual telecommunication and conference calls. Even though employees were not physically inside the SEOC, they still had the capability to retrieve information about other respected departments within the SEOC.

Director Yavneh explained that unlike a planned hazard like a hurricane, the SEOC had to use different communication methods to operate. The SEOC command structure enhanced communication by utilizing an application called "WhatsApp." The agency used an emergency management software called "WebEOC" to document, store, communicate, and track any data about the pandemic response. OEM detached Fire Rescue Lieutenant Sean Quitoni, CCN 16976, to assist with managing the WebEOC program. Once the SEOC was operationalized and activated, everything related to the pandemic response went through the SEOC unified command structure.

Director Yavneh continued that the CWG was kept intact to support the SEOC and SPG and help navigate the agency with complex and complicated problems. The logistic section would work to obtain any equipment, store equipment, and distribute equipment. The agency had three shifts within the SEOC, which were comprised of the red team, white team, and blue team [alternate in case red or white team cannot function]. Agency preparedness and operational discussion made through the SEOC, SPG, and CWG were communicated via PowerDMS and documented in the SPG notes, CWG notes, and WhatsApp program. The emergency principle is to be flexible and

respond to the circumstance presented in front of you with the facts and the best information available at that time.

Director Yavneh reported that on March 16th, 2020, BSO SEOC was fully activated, and it became the primary command structure for operations relating to the pandemic. The SEOC uses the National Incident Management System framework, which provides an organizational structure for any Incident Command System [SEOC]. The SEOC is comprised of Executive Command [Fire, DLE, DOD], Operations, Logistics, Planning, Financing, Administration, and Public Information Officer (hereinafter referred to as "PIO"). In this unified operation, the agency determined that BSO Fire Rescue would be the lead command to oversee the pandemic operation because the pandemic was a health-related hazard.

Director Yavneh provided me a digital copy of documentation stored of the agency's preparedness for the pandemic. This digital copy is divided into several file folders and they contain supporting documentation about BSO's preplanning and operational procedure as it relates to the pandemic. I reviewed the documentation Yavneh provided me about pandemic preparedness. The following is a description of the documents in the BSO COVID-19 operation plan:

1. *BSO Pandemic Preparedness and Response CORONAVIRUS 2019*: This folder contains an operational plan for the pandemic, which includes a chronological timeline of important events, BSO's 2016 CEMP and supporting documents.
2. *Meeting Minutes*: This folder contains CWG and SPG meeting minutes from March 9th, 2020 through April 18th, 2020. These meeting minutes are documented conversations from members of the CWG and the SPG.
3. *SEOC Daily Briefs*: This folder contains daily briefs from March 16th, 2020 through April 20th, 2020. These briefs provide COVID-19 cases by jurisdiction, and they share intelligence from different resources.
4. *Tabs*: This folder contains PowerDMS tabs utilized in the pandemic to educate employees about BSO's preparedness.
5. *Resource Request*: This folder contains SEOC resource request.
6. *WhatsApp*: This folder contains all conversation made on this application from the CWG, the SEOC Red Team, and SEOC White team.
7. *Emails*: This folder contains approximately three thousand eight hundred (3,800) emails associated with the SEOC pandemic response.
8. *BSO Comprehensive Emergency Management Plan (CEMP) published in April 2016*: This CEMP had a Pandemic Plan Annex, which was used as the foundation to begin the agencies pandemic response. This CEMP was also located a secured web portal called "BSOInformant," which is an online resource for employees of the Broward Sheriff's Office (www.bsoweb/index.htm).

I obtained a sworn, recorded statement from BSO Fire Rescue Lieutenant Sean Quitoni, CCN 16976. The following is a synopsis of Quitoni's statements [In-Part]:

Fire Rescue Lieutenant Quitoni testified that he was detached to the SEOC during COVID-19 to administer WebEOC, which is the internal secured program the agency used to communicate between different departments within the agency [ex. Fire, DLE, and DOD]. Quitoni's role was to administer the WebEOC program to make sure that it was operating correctly and to create additional platforms, within WebEOC to assist the COVID-19 operation. The WebEOC online-

based platform has been used by the agency for different operations. When utilizing WebEOC, Quitoni explained, that you must create a new category for each operation the agency is overseeing; this way, all information and documentation associated with that specific operation would all be stored together. The agency created a COVID-19 category for the pandemic operation, which only allows and stores COVID-19 related information and communication.

Fire Rescue Lieutenant Quitoni extracted for this investigation all the raw data from the resource request board, which is all resource requests that came into the SEOC, and the event reporting board, which is a breakdown of all events entered into the WebEOC throughout COVID-19. The raw data was extracted from WebEOC because not every employee has the credentials to review information. Quitoni extracted the raw data and placed it into an excel spreadsheet, and he used a Microsoft Excel internal feature called a pivot table to output the information into a readable format. The data extracted from WebEOC is the exact information that he placed onto a readable format of excel.

In the course of this investigation, I was given administrative access to WebEOC. I obtained all resource requests from WebEOC and converted them into a readable PDF format. I utilized Fire Rescue Lieutenant Quitoni excel spread sheet labeled, “Resource Request List” to identify and match each hard copy of the resource request with the raw data from the excel spreadsheet.

All resource requests contain the follow tabs:

1. Resource Request/Task Assignment
2. Requestor
3. Request / Task Details
4. Resource Details
5. Coordinating Instructions
6. Delivery Locations
7. Update History
8. Assignment Details
9. Attachments
10. Deployments
11. Comments

Refer to the following evidence for further details:

- All Resource Request from WebECO [Folder 10]

BSO’s Department of Administration

I obtained a sworn, recorded statement from Colonel James Reyes, CCN 10621. The following is a synopsis of Reyes’ statement [In-Part]:

Colonel Reyes is currently the Executive Director of BSO Department of Administration, and he has worked for BSO for twenty-one years. When Sheriff Tony was appointed in 2019, he promoted Reyes to Colonel and reassigned him from DOD to oversee the Department of Administration. Before being promoted to Colonel, Reyes was successfully promoted through all the ranks in DOD. In Reyes’ current role as the Executive Director of the Department of Administration, he oversees the Finance Division, the Purchasing Division, Fleet, Records, Planning and Development, and Facilities Management.

Colonel Reyes recalled a directive Sheriff Tony implemented in which he wanted his Executive Directors from each respective command to communicate with Union Presidents about any membership concerns. According to Reyes, Tony considered his Executive Staff subject matters experts of their respected departments; therefore, he felt they were better equipped to deal with their respective Union Presidents. Reyes agreed with Tony and recalled that as an Executive Staff member of DOD, he had open lines of communication with the DOD unions in order to discuss matters about the membership. Every department head develops a relationship through communication with their respected union leaders to discuss issues that might arise in their respective department or any initiatives they are looking for.

Colonel Reyes testified that as the pandemic approached, it became apparent that this issue would be a long-lasting event. Early on, the agency started prioritizing their response to the pandemic, and they noticed that one of the challenges they would face was securing PPE for employees. The objective was to set forth a path to assure employees of BSO that we had PPE and were going to procure PPE. Colonel Reyes advised that a plan of action was established on how his department was going to obtain additional PPE and to add it to the stockpile the agency already had.

INTERNAL MEMO

Date: 3/9/2020

To: James Reyes, Colonel, Department of Administration

Thru: Neesa Warlen, Purchasing Director, Purchasing Department

From: Gregory Holmes, Deputy Chief, Department of Fire Rescue Administration

Subj: Waiver of Procurement SOP, COVID-19

The State of Florida, under executive order 20-51 has declared a public health emergency within the state due to the emergent threat of this novel coronavirus disease. This outbreak in Florida as well as within 31 other states in the country coupled with the worldwide pandemic has put a significant strain on the supply chain management of personal protective equipment (PPE) and supplies for not only regarding Fire Rescue but also for the Department of Law Enforcement and Department of Delerion. This effect is unfortunately global and not localized to any particular area. With that, BSO is attempting to purchase supplies relative to this pandemic outbreak in order to maintain an effective public safety response in terms of meeting the community needs during this time.

Over the past 7 days, we have been researching the availability of specific protective items such as N95 masks as well as cleaning and sanitizing supplies for all responders. There has been minimum success in that effort as many of the major manufacturers and distributors are out of stock. If and when available, based on the quantity, we would have to obtain quotes on the items which is next to impossible as there are significant price fluctuations based on supply and demand economics and the lowest price may not mean that the product is available for distribution. This is further exacerbated by the real possibility that current stock may no longer be available in the event we were to follow required normal solicitation requirements including obtaining quotes and/or posting a competitive bid, thereby putting public safety at risk.

We are respectfully requesting that the purchasing SOP's be waived for a period not to exceed 30 days at which time a re-evaluation will be conducted every 30 days of the then current market trends so that the waiver may either be extended for such additional 30 day period(s) until the pandemic is over.

This waiver is only for protective measures and does not include items affected that are not disrupted by the global pandemic supply chain issues currently being faced.

Thank you for your consideration

Request is Approved

By: James Reyes, Colonel, Department of Administration

Date: 3/10/2020

Colonel Reyes explained that the agency has an SOP that provides guidelines on how the departments can purchase items. One of the things the Department of Administration did was waive the procurement for COVID-19. This would allow the agency to streamline the purchasing process as quickly as possible. Waiving the SOP would not hinder or slow down the process of procuring PPE and potentially risk not securing PPE. At the same time, Reyes tried loosening funds, to make sure that every department had available funds to secure and order PPE if they located any items. Reyes explained that BSO was competing with other Law Enforcement agencies, Government entities, and private businesses. Reyes recalled that early on, a vendor committed to delivering PPE for the agency, but it was interrupted by another agency, which caused BSO's shipment to be delivered elsewhere.

Colonel Reyes testified that as we approached March of 2020, he saw the media broadcast the PPE supply chain issues. This caused the Department of Administration to ramp up efforts and provide a support role to the agency. The Department of Administration wanted to ensure that they secured as much PPE as possible. Major Jackowski, who reported directly to Reyes, had the Department of Administration civilian employees contact vendors to obtain PPE for the agency. This supporting cast would contact vendors already screened by BSO, vendors that were recommended by word of mouth, and vendors that would call the PSB [Public Safety Building]. Reyes wanted to make sure that the agency got in front of the supply shortage, in the event that the supply chain continued to be scarce.

Colonel Reyes explained that when the SEOC took over the pandemic operation, Fire Logistics

became the lead in distributing PPE within the agency. The Department of Administration continued purchasing PPE, and creating a stockpile in Central Supply, which was inventoried by staff within Central Supply. Even after the SEOC took over, Reyes was involved in making sure that nothing hindered any departments from purchasing PPE and continued to assure departments that funds were available to purchase PPE. Reyes's department never denied any purchases from any department. On the contrary, the Department of Administration facilitated the purchases by tracking items. The Department of Administration created a separate budget for the sole purpose of purchasing PPE. This would assist the agency in tracking the funds being dedicated to the PPE initiative. The Department of Administration was responsible for receiving all purchases orders because all items purchased within the agency go through Colonel Reyes' departments for approval because Reyes oversees the agency allotted budget. Reyes created an Excel spreadsheet about PPE purchases. This documentation revealed that the agency spent approximately \$3.9 million on PPE. Colonel Reyes provided all Purchase Orders that corresponded with the excel spreadsheet.

Colonel Reyes stated when news articles about the BSO lack of preparedness appeared [End of March of 2020], he wanted to make sure that the agency could track and prove, with transparency, a documented response to any public records request the agency received. As predicted, the agency was inundated with public records requests, so documentation was created to display the initiative the agency took to purchase PPE.

Colonel Reyes talked about the previous conversations he has had with Deputy Bell. The conversations were cordial, and he would communicate with him because of Fleet Services and contract negotiations. The majority of the staff that he represents obviously has vehicles, so he was more inclined to keep him up to date with the initiatives the agency had about Fleet. Reyes helped negotiate the collective bargaining agreement for the agency with all seven of our collective bargaining units. Reyes would communicate with Bell through the negotiations process. During the pandemic, Bell did not call Colonel Reyes to find out the why's of the agency's PPE procurement procedure or how much the agency has spent on purchasing PPE for employees. On the other hand, Reyes recalled speaking with other union presidents, who had concerns. Reyes would respond to their questions and address their concerns. These informal conversations did not escalate to anything else.

From Colonel Reyes' standpoint, he knew how much that agency was spending in procuring PPE and he did not notice a decrease in the availability of PPE. Reyes was aware of the constant flow of inventory coming in and going out. Reyes was never approached about the lack of PPE within the agency. Reyes concluded that as of today [November 16th, 2021] the agency is still purchasing PPE. Reyes confirmed that he provided me a digital copy of procurement documentation for BSO from January 2020 through April of 2020. I reviewed the documentation's Reyes. The following is a description of the documents:

1. Excel Spread Sheet labeled, "4.20.2020 PPE Log." As Colonel Reyes testified the Department of Administration receives all vendor shipping receipts and pays all purchases orders within the agent. This excel spread sheet is divided into the following categorize:
 - A. Master – This tab confirmed that BSO spent \$3,971,265.39 in PPE for the entire agency from October 2019 through April of 2020. This tab includes:
 - a. Division that purchased item
 - b. Purchase Order number

- c. Purchase Order date
 - d. Vendor Name
 - e. Description of Product
 - f. Quantity of Item in purchased order
 - g. Price for each item
 - h. Total of Purchase Order
 - i. BSO Purchasing employee initial who entered into the system.
- B. DLE - This tab is a subsection from the Master tab, and it revealed that the DLE purchased \$331,586.32 in PPE from January 2020 through April 2020.
- C. Fire – This tab is a subsection from the Master tab, and it revealed that the Fire purchased \$2,631,155.82 in PPE from January 2020 through April 2020.
- D. DOD – This tab is a subsection from the Master tab, and it revealed that the DOD purchased \$923,615.22 in PPE from January 2020 through April 2020.
- E. Other– This tab is a subsection from the Master tab, and it revealed that the support units from within BSO purchased \$84,908.03 in PPE from January 2020 through April 2020.

Sample of the Colonel Reyes excel spread sheet labeled, "4.20.2020 PPE Log."

PO Number	PO Date	PO Date	Supplier Name	Description of Product	PO Qty	PO Price	PO Total	PO Status
DOD - KW	2003700	1/22/2020	CHARM-TEX	Self Protection Blanket	300	\$54.18	\$16,254.00	SR
FR LOGISTICS	2003758	1/23/2020	BOUND TREE MEDICAL LLC	MASKS	2520	\$0.92	\$2,318.40	SS
FR LOGISTICS	2003758	1/23/2020	BOUND TREE MEDICAL LLC	BIO-HAZARD SHARPS 2 GAL	80	\$7.10	\$1,198.00	SS
DISTRICT 12	2003902	1/28/2020	GRANGER	Disposable Particulate Respirator Filter Class N95 Exhalation	10	\$11.98	\$119.80	DI
FR LOGISTICS	2003914	1/28/2020	QUADMED INC.	N95 MASK	960	\$1.25	\$1,222.56	SS
FR LOGISTICS	2004183	2/6/2020	QUADMED	MASK, SURGICAL MOLDED My Part #: 2203 50/box	80	\$6.29	\$503.20	SS
FR LOGISTICS	2004202	2/7/2020	BOUND TREE MEDICAL LLC	BIO-HAZARD RED BAG 3 GAL	120	\$2.14	\$256.80	SS
STATION 6	2004217	2/7/2020	GRANGER	Disposable Healthcare Respirator Respirator Filter	5	\$17.06	\$85.30	DI
CRIME SCENE	2004244	2/10/2020	DASH MEDICAL GLOVES	Hi-Risk Nitrile Exam Gloves - Large	8	\$59.00	\$479.20	BMS
CRIME SCENE	2004244	2/10/2020	DASH MEDICAL GLOVES	Hi-Risk Nitrile Exam Gloves - XLarge	8	\$59.00	\$479.20	BMS
CRIME SCENE	2004244	2/10/2020	DASH MEDICAL GLOVES	Hi-Risk Nitrile Exam Gloves - XLarge	3	\$59.00	\$177.00	BMS
DISTRICT 14	2004254	2/10/2020	GRANGER	Disposable Respirator Respirator Filter Class N95 Exhalation	4	\$13.89	\$55.56	DI
DISTRICT 14	2004297	2/12/2020	AMAZON	N95 Particulate Respirator Disposable Masks 20/BX	1	\$74.98	\$74.98	SGO
FR LOGISTICS	2004326	2/12/2020	MUNICIPAL EQUIPMENT CO	North American Rescue Pulse OX	5	\$375.00	\$1,875.00	BMS
FR LOGISTICS	2004356	2/13/2020	FLORIDA PROPERTY SUPPLY	N95 MASK	10000	\$1.00	\$10,000.00	SS
CRIME SCENE	2004452	2/19/2020	FISHER SCIENTIFIC	Face Mask with Ear Loop 1000 CS	2	\$70.12	\$140.24	BMS
CRIMINAL INVESTIGATIONS	2004504	2/20/2020	FISHER SCIENTIFIC	Face Mask with Ear Loop 1000CS	27	\$70.12	\$1,893.24	BMS
DOD	2004508	10/9/2019	VERITIV	Neutral Disinfectant	2,600	\$20.26	\$52,728.00	DI
DISTRICT 1	2004525	2/20/2020	STAPLES	PURELL HAND SANITIZER, 67.6 OZ	6	\$19.09	\$114.54	HM
DISTRICT 1	2004525	2/20/2020	STAPLES	PURELL HAND SANITIZER, 4 OZ, 24/CTN	2	\$36.22	\$72.44	HM
DISTRICT 16	2004541	2/21/2020	FISHER SCIENTIFIC	FACE MASKS WEAR LOOPS, 1000CS	2	\$70.12	\$140.24	HM

2. All BSO PPE purchase orders that are displayed on the Excel spread sheet.

Colonel Reyes testified that Fire Logistics is under the Department of Fire Rescue's budget. The only reason it appears that the Fire budget purchased more PPE than any other entity was because Fire Logistics was storing PPE and distributing PPE for the entire agency during the pandemic.

Refer to the following evidence for further details:

- Colonel Reyes' statement [Folder 11]
- PPE Log excel spread sheet [Folder 11]
- Purchase Orders [Folder 11]
- BSO Memorandum – waiver of procurement [Folder 11]

I obtained a sworn, recorded statement from Major Daniel Jackowski, CCN 6243. The following is a synopsis of Jackowski's statements [In-Part]:

Major Jackowski has been employed with the BSO since 1990, and he is currently the Executive Officer for BSO's Department of Administration. Jackowski's statement was materially consistent with Colonel Reyes. Similar to Reyes, Jackowski testified that his department was preparing for the pandemic since January of 2020, the purchasing rules were suspended, the entire unit was looking for reputable PPE vendors, and there was no financial limitation in procuring PPE.

Major Jackowski added that in March of 2020 he was a part of the CWG, and the CWG was instructed to contact each department within the agency and determine the quantity of PPE they had in stock. As the agency was conducting PPE inventory, they were also simultaneously making every effort to procure more PPE. Jackowski's department made an order for five thousand masks (5,000) from a reliable vendor called Grainger; however, the order was never fulfilled because a representative for Grainger informed the agency that the U.S. Federal Government had taken control of all masks the company had in stock. Jackowski determined that Grainger prioritized the needs of the U.S. Federal Government over BSOs.

3-11-20 email thread in reference to a PPE order

From: Jackowski, Daniel

Sent: Wednesday, March 11, 2020 10:24 AM

To: Reyes, James; Holness, Gregory; Celentano, Dawn; McCoy, Chris

Cc: Yavneh, Jonathan; Bourgouin, Jennifer

Subject: RE: Coronavirus Preparation

DLE has ordered 5,000 masks through Grainger, but I do not know of any other supplies outside what is provided by Logistics.

Lt. Colonel McCoy, do you know of any other DLE supplies of this nature other than the issued PPE gear at the district or unit level?

Dawn, can you provide the most recent count for DOD?

Thank you.

Major Daniel Jackowski

Date received / QTY	Date Issued	Department	Account	ITEM	Qty issued	Name / CCN
4/1/20 - 1,500				KN95 Masks		G. Phillips-5012
4/9/20 - 5,000				KN95 Masks		G. Phillips-5012
4/29/20 - 11,000				KN95 Masks		G. Phillips-5012
4/16/2020		Civil Division	11980	KN95 Masks	350	R. Ludcott-11221
4/16/2020		Criminal Investigations Division	11870	KN95 Masks	300	E. Silver-4548
4/16/2020		South Broward District	23600	KN95 Masks	250	Det. T. Abreu-23676
4/16/2020		Orlando Beach District	23230	KN95 Masks	450	Det. R. Bona-23230
4/16/2020		Aeromobiles	23240	KN95 Masks	450	Sgt. Wessner-23241
4/16/2020		District 14		KN95 Masks	300	Det. F. Johnson-12844
4/16/2020		Southwest Broward District	23415	KN95 Masks	300	Sgt. Hernandez-12839
4/16/2020		Marine Division	23420	KN95 Masks	300	Det. A. Segrana-12855
4/16/2020		Western District FIVE		KN95 Masks	600	Det. D. Lopez-12821
4/16/2020		Incorporated West Broward	23445	KN95 Masks	750	Det. A. Ristic-12818
4/16/2020		District 12	23455	KN95 Masks	1050	Det. L. Diaz-12811
4/16/2020		District 12 Oakland Park	23465	KN95 Masks	350	Det. M. Lamm-14770
4/16/2020		Lauderdale by the Sea District	23475	KN95 Masks	150	Det. G. Anderson-12833
4/16/2020		North Everglades-District	23520	KN95 Masks	350	Det. T. Gomez-11340
4/16/2020		District 15 North Lauderdale	23480	KN95 Masks	350	Det. C. Bedford-14730
4/16/2020		District 13 Cooper City	23490	KN95 Masks	400	Det. M. Shroy-14618
4/16/2020		District 17 Parkland	23495	KN95 Masks	300	Det. S. Ferguson-12828
4/16/2020		Special Patrol		KN95 Masks	250	Det. G. Farris-11702
4/16/2020		Medical Operations Division		KN95 Masks	350	Det. A. Altaviana-12828
4/16/2020		Regional Traffic	12111	KN95 Masks	200	Det. D. Farris-11702
4/16/2020		Special Operations- OPE	12101	KN95 Masks	450	Sgt. G. Rocha-11250
4/16/2020		SOB	44410	KN95 Masks	10,000	Det. F. Budge-1002

Major Jackowski testified that the PPE being purchased by the Department of Administration was being stocked at the agency's Central Supply warehouse. This stockpile of PPE was not being stored, it was being distributed as they received it. Even though his specific department within the agency was purchasing equipment, everything purchased had to go through one of the units Major Jackowski oversaw. At some point, they were instructed to stop assisting Fire logistics because they had an abundance of supplies. The Central Supply warehouse was a supplemental entity to the agency's Fire Logistic warehouse. The Central Supply warehouse had a multitude of distribution operations and they were documented on an Excel spread sheet provided by Jackowski.

Major Jackowski believed that his units did everything possible to secure PPE. As soon as they had information from the CDC of the seriousness of the pandemic and the effectiveness of the mask, they were on the phone calling vendors trying to get equipment. Jackowski does not know how his departments could have retrieved PPE any faster. Jackowski concluded that he does not think anybody else could have done it any faster without fortune telling the pandemic.

I obtained a sworn, recorded statement from Captain Bruce McGregor, CCN 6342. The following is a synopsis of McGregor's statements [In-Part]:

Captain McGregor testified that he has worked thirty-one years in Law Enforcement for BSO. McGregor is currently the Captain overseeing the juvenile division, to include explores and police athletic leagues. In the inception of the pandemic response [March 2020], McGregor was reassigned to the SEOC as the logistic coordinator, and he worked with BSO Fire Rescue Assistant Chief Terrence Davis, CCN 18574. Apart of his role as a logistic coordinator, McGregor was responsible for overseeing some distribution operations for all departments within the agency.

In reference to DLE, prior to providing PPE to the districts, Captain McGregor would give instructions to DLE District Captains, on dates, times, and locations to pick up PPE. McGregor was also responsible for initially obtaining a distribution sign-out sheet. The importance of implementing a sign-off sheet was to ensure that DLE District command staff sent a representative to the designated pick-up location to retrieve equipment for the district. The agency used the Fire Logistics' warehouse and their Central Supply warehouse as a pick-up location for PPE.

An example of this is on March 17th, 2020, Captain McGregor was involved in overseeing the distribution of PPE [hand sanitizers, mask, and gloves] for all DLE Districts. McGregor provided an email to all District Captains instructing them where to pick up PPE for the District they oversaw. McGregor provided a copy of the aforementioned email and sign-off sheets.

3-17-21 email thread between Captain McGregor and all District Captains

From: McGregor, Bruce

Sent: Tuesday, March 17th, 2020 6:58 PM

To: Coker, Stephanie; Marks, Daniel; Enser, Shawn; Santiago, Steve; Tianga, Osvaldo; Cirminiello, Jeffrey; Butler, Kevin; Brimlow, Rodney; Hedelund, Martin; Greene, Holly; Stalling, Darryl; Hubrug, Al; Palmer, Thomas; Cathcart, Christopher; Lupo, Kregg; Cates, Robert; Mulligan, Chris

Cc: Russo, Aimee; DeMarco, Anthony

Subject: PPE Distribution TONIGHT

Attachment: PPE Mask Sign Out Sheet.pdf

*****IMMEDIATE RESPONSE REQUIRED*****

Hello Again Captains,

Please send a representative from each district to pick up PPE masks TONIGHT. The masks will be ready for pick up approximately 7:30PM. They will need to respond to the Multipurpose DT Room behind the Public Safety Building. Upon receipt of the masks, I will need each deputy to sign off that they've received their masks.

Please return the copies of the attached sign off sheets to me NLT Friday March 27, 2020. You can either email or interoffice them. I would advise everyone to keep a copy of the sign off sheet for your district records. If you have any questions don't hesitate to call.

*Captain Bruce A. McGregor, MPA
Juvenile Division"*

BROWARD SHERIFF'S OFFICE			
PPE MASK		Date: 3/17/20	
PPE MASK DISTRIBUTION LIST			
Printed Name Last then First	CCN	District	Signature
Wachner, James	11658	D-1	[Signature]
Colton, Eric	17247	D-15	[Signature]
Cooper, Steven	12525	D-4-5	[Signature]
DELANNO, Kevin	8958	D-14	[Signature]
FRASER, JAMES	6197	D-2	[Signature]
Easton, George	10092	D-11	[Signature]
Palmer, Thomas	287	D-13	[Signature]
Boyle, Lisa	8952	D-6	[Signature]
Callahan, Aubrey	6717	D-12	[Signature]
Mellies, Donald	9267	D-3	[Signature]
LEWIS, Andrew	7521	D-10	[Signature]
Sims, Andrew	1826	D-10	[Signature]
Patel, Anand	16578	D-5	[Signature]
Hopewell, Carlos	1811	D-7	[Signature]
Smith, Antonio	19217	D-7	[Signature]

Captain McGregor advised that overseeing and working the distribution operations, he could see firsthand how much PPE the agency had in inventory; therefore, he believed that the agency had sufficient supplies to provide DLE Districts. McGregor advised that the agency did not hesitate in distributing PPE equipment for their employees. McGregor never noticed a decrease in the availability of PPE within the agency. McGregor never received a complaint that the agency did not have adequate PPE, nor did he ever complain while overseeing the distribution operations that the agency did not have supplies to prove the DLE troops.

BSO's Regional Logistics

I obtained a sworn, recorded statement from Fire Chief Gregory Holness, CCN 12696. The following is a synopsis of Holness' statement [In-Part]:

Chief Holness has advised that he has thirty-eight years of Fire Rescue experience and has worked for BSO since 2003. Holness work experiences includes Fire Rescue Paramedic, Training Officer, Captain, Battalion Chief, Assistant Chief, and Deputy Chief of Administration. In November of 2020, Holness became the Chief of BSO's Department of Fire Rescue.

Chief Holness explained that BSO's Fire Logistics is a regional concept and the purpose of Fire Logistics was to provide supplies for Broward County Public Safety Departments to include BSO and other departments. BSO's Fire logistics was established to be the central hub in the county for ordering bulk supplies, storing supplies, selling supplies, and delivering supplies to Public Service Organizations. This concept was created because some Public Safety Departments are mandated to have certain specific supplies for daily operations. Broward County provides BSO's Fire Logistic three million dollars to operate this regional function, and yearly, BSO's Fire Logistics has to reimburse the funds back to Broward County. Consequently, the BSO Fire Logistics budget is completely different from BSO's operation yearly budget.

Chief Holness explained that BSO's Fire Logistics inventories and documents all equipment being received and distributed. The data of the transaction is stored in an internal program that BSO utilizes called "PeopleSoft." Public Safety Departments would order through BSO's Fire Logistics web portal named, "Regional Logistic E-Store." The E-Store web portal is an interface that is connected to the agency's PeopleSoft program. When an order is placed, that order generates an inventory order number, and a picking ticket. Employees in BSO's Fire Logistics warehouse will pick the supplies in the order, packed the supplies, and distribute the order. Once BSO's Fire Logistics and BSO Finance receive payment for the order, it is placed in a separate budget to reimburse the County.

Chief Holness testified that back in December of 2019, BSO Fire Logistics noticed a supply chain disruption because a lot of PPE was produced in China. Holness noticed supplies, such as gloves, were having shipping delays, so he decided to deal with local vendors. BSO's Fire Logistics began outsourcing even more to get the same product volume they were accustomed to receiving. Even with outsourcing and duplicating vendors, Holness still noticed that he was having difficulties

securing supplies. Holness continued monitoring the news and watching for trends as they came up. Holness was driven by supply and demand because he understood that there was a big problem approaching. Holness was concerned that the agency would not be able to backfill supplies that were being purchased and sent out.

Chief Holness advised that the agency began having informal meetings about the pandemic approaching in December of 2019 by looking at all trends looking for supplies, talking to suppliers, finding out what was behind the supply shortage. In mid-December 2019, Holness finally got to the truth of the matter, specifically that vendors did not know what was going on and that their source of supplies were having problems. He explained that our current vendor, which was for gloves, is literally around the corner and had to go to their facility to see for himself what was going on with gloves. The vendor informed Holness that they could not obtain equipment. The vendors did not have the answer because the supply chain was completely distributed. They needed people to manufacture gloves because everything was outsourced to Asia Countries. Holness explained that nobody was producing gloves, so nobody was packing gloves, and nobody was shipping gloves at that point. Holness was concerned because he knew if that trend continued it will have a negative effect on Broward County public safety operations.

Based upon this information, Chief Holness began to look at other ways of obtaining equipment, such as evaluating vendors that normally sell to the institutional supply industry. They also looked at the automotive industry for masks. He researched any and all out of the box approaches that would allow the agency to purchase necessary PPE, before the pandemic began to spread through the county.

Chief Holness explained that BSO was competing with everybody in the nation, and everyone was going through the same problem, especially with COVID-19. Everybody needed more PPE, from hospitals, pre-hospital supply, pre-hospital providers, health care clinics, including the general public who were going on Amazon and buying face masks and gloves. It was a mass panic and binge panic buying. Holness explained that when there is a disruption of supply chain vendor, the vendor that does have supplies will sell the supplies to the higher bidder, and this impacted all the budgets significantly.

Chief Holness testified that Regional Fire Logistics had masks in stock, but they wanted to create a separate PPE stockpile for only BSO. This separate stockpile was not going to be under the Broward County budget, rather this stockpile was going to be purchased from BSO's operational budget. Holness explained that if they used the Broward County budget, Fire Logistics could not prevent public safety departments from purchasing that equipment from the E-store. As a result, Fire Logistics had to create a separate stock item number, and a separate funding source that was exclusively used for BSO. The two were not going to be able to be seen simultaneously on the E-store website.

Chief Holness realized that masks, specifically N95 masks were the most difficult items to obtain, consequently, the N95 mask supply dwindled to nothing. The 3M Company could not keep up with the mass production because they did not produce the mask themselves, rather they outsourced their materials, and they had no staffing. Gloves were still available, and they were still shipping gloves, because they still had multiple pallets of gloves. While Holness was looking for alternatives the CDC and OSHA approved the KN95 mask because, they were in supply. A part of purchasing masks was vetting the masks to make sure they will adequately protect BSO

employees.

In January 2020, Chief Holness recalled that they found a local vendor called the Knights of Malta and placed an order for 50,000 masks, which shipped out their equipment from Europe. Holness advised that the vendor was a reputable company because they have worked with the State Department. The company flew the stock from Europe to the US for BSO and a hospital district. The supplies were diverted to Louisiana, so Holness arranged for two 40-foot trailers to go up to Louisiana to retrieve them, but Custom and Border Protection had yet to release the supplies.

Chief Holness continued that once Custom and Border patrol released the supplies, BSO's supplies were diverted to Jacksonville. One load was supposed to go to Jacksonville hospital system and the second load was intended to come to BSO. According to Holness, the agency had a strike team of law enforcement officers ready to take receipt of shipment because they were uncertain if somebody would attempt to hijack the materials. Ultimately, both cargos stayed in Jacksonville and BSO did not receive the ordered allotment of supplies. Holness contacted the vendor and the vendor shipped out another order. *It should be noted BSO's Department of Administration Purchase Order 2005479 shows that the agency purchased 40,000 masks from the vendor Knights of Malta.*

Chief Holness testified that even though the agency went through that hiccup in January, Fire Logistics and the Department of Administration never stop looking for PPE, which Holness explained was a team effort. Colonel Reyes was looking for supplies, just as much as Holness was searching for supplies. Holness advised that they purchased PPE from local vendors like Federal Eastern, who normally equipped the agency with body armor.

Chief Holness reported that Fire Logistics was buying from all different companies in order to stockpile necessary PPE for the agency. Holness advised that when he placed an order, that he would constantly track it by calling the vendor to verify the location of the shipment. According to Holness, hand sanitizer also became issue, because some vendors were selling substandard products that were less than 70% ethyl alcohol, which is recommended by the CDC. Once again, employing an out of the box solution, Fire Logistics came up with the idea to create their own hand sanitizer for the agency. Fire Logistics purchased the ingredients from a scientific supply company. They then made the formula, they mass-produced it in drums, and they bottled it for distribution within the agency.

Chief Holness stated that prior to the pandemic every BSO Fire stations already had PPE in stock, which became standard practice after the forefront of HIV. It became a requirement for agency to purchase PPE for Fire Rescue employees. These items included, masks, face goggles, surgical masks, N95 masks, gloves, hand sanitizer, and cleaning supplies. Chief Holness advised that the agency has dealt with the norovirus at the seaport, along with other outbreaks of infections, such as the H1N1 virus and Ebola, but nothing comparable to the COVID-19 pandemic.

Chief Holness was aware that the agency had a CEMP dated back to April of 2016, and this plan contained a Pandemic Annex. Consequently, this plan was used as a guide for the COVID-19 response. The CEMP was created before the agency developed an OEM, however, even back in 2016, this Pandemic plan was created for a total agency response, not only for Fire Rescue. This CEMP was created due to the agency's response to the H1N1 virus and Ebola scare. According to Holness, in any infectious disease process, there must be an element of PPE, preventative cycle,

and social distancing. For example, if you have a severe outbreak of influenza there is social distancing that is involved, which creates barriers that preclude contracting the disease. So, whether is that is a facial barrier, glasses, mask, gloves, suits, sleeves, or gowns, there still must be a barrier.

Chief Holness confirmed that he provided me an excel spread sheet labeled, “PPE consolidation December 29, 2020 to April 26, 2020.” The following are the details of this excel spread sheet include images of each item in stock at BSO’s Fire Logistics:

Chief Holness explained that “Inv_Item_#” stands for inventory item numbers. BSO’s Fire Logistic and People Soft create a numerical number for supplies stored and distributed from Fire Logistics. Next to “Inv_Item_#” Is a description of the inventory item number.

INV_ITEM_#	DESCRIPTION
210055035204	MASK , N95,3M , FOLD FLAT , ON
210055045056	MASK, SURGICAL MOLDED-50/BOX
210055045057	MASK, SURGICAL FACE MASK WITH
210055045058	MASK, FLUIDSHIELD, 35/BOX, 6 B
210055099870	KC 300 FLUIDSHIELD W/EARLOOP
210055099871	SPUNBOND SHOE COVER, 50/BX, so
9110091100911	N95/KN 95
9110091100912	SAFETY GLASSES
9110091100913	GOWNS, ISOLATION
9110091100914	HAND SANITIZER, 4OZ
9110091100915	SURGICAL MASKS
9110091100916	HAND SANITIZER, 2OZ
9110091100917	PREMIX DISENFEC. SOLUTION
9110091100918	HAND SANITIZER REFILL 1 GAL.
9110091100918	BOOT COVERS
9110091100920	TYVEK SUITS

The inventory item numbers that begin with “210” are items already in stock and stored in BSO Fire Logistics. As Chief Holness testified earlier, these items are funded by the Broward County budget for this regional service, and are sold to different Public Safety Departments to include BSO. The inventory item numbers that being in “911” are called the P-Series, which are PPE items that were bought with BSO’s budget and stored and distributed to only BSO Departments or Employees. These items were not bought with the Broward County budget and the items stored were not sold to any other Public Safety Departments.

This chart if from the Excel spread sheet provided by Chief Holness. The below chart depicts the inventory of PPE within BSO Regional Logistics warehouse from December 29th, 2019 through January 26th, 2020. If any Department with BSO wanted to purchase this item for the designated area, all they would have to do is order it through the Regional Logistic E-Store.

INV_ITEM_#	DESCRIPTION	AS OF DATE 12.29.19	AS OF DATE 01.05.20	AS OF DATE 01.12.20	AS OF DATE 01.19.20	AS OF DATE 01.26.20
210055035204	MASK , N95,3M , FOLD FLAT , ON	3,731	3,701	3,701	3,701	3,701
210055045056	MASK, SURGICAL MOLDED-50/BOX	0	0	0	0	0
210055045057	MASK, SURGICAL FACE MASK WITH	0	0	0	0	0
210055045058	MASK, FLUIDSHIELD, 35/BOX, 6 B	2,254	2,254	2,254	2,254	2,219
210055099870	KC 300 FLUIDSHIELD W/EARLOOP	3,071	3,051	3,051	3,051	3,026
210055099871	SPUNBOND SHOE COVER, 50/BX, so	6,642	6,642	6,642	6,642	6,632

Refer to the following evidence for further details:

- PPE consolidation December 29, 2020 to April 26, 2020 & Broward County Office inventory by date [Folder 12]

The below chart depicts the inventory of PPE within BSO Regional Logistics warehouse from February 2nd, 2020 through March 8th, 2020 [day before State of Emergency].

INV_ITEM_#	DESCRIPTION	AS OF DATE 02.02.20	AS OF DATE 02.09.20	AS OF DATE 02.16.20	AS OF DATE 02.23.20	AS OF DATE 03.01.20	AS OF DATE 03.08.20
210055035204	MASK , N95,3M , FOLD FLAT , ON	0	980	980	980	440	840
210055045056	MASK, SURGICAL MOLDED-50/BOX	0	0	80	80	56	54
210055045057	MASK, SURGICAL FACE MASK WITH	0	0	238	238	240	239
210055045058	MASK, FLUIDSHIELD, 35/BOX, 6 B	3,206	3,171	4,559	4,559	4,559	4,547
210055099870	KC 300 FLUIDSHIELD W/EARLOOP	2,906	2,656	2,656	2,656	2,656	2,656
210055099871	SPUNBOND SHOE COVER, 50/BX, so	6,632	6,632	6,632	6,632	6,344	6,344

Refer to the following evidence for further details:

- PPE consolidation December 29, 2020 to April 26, 2020 & Broward County Office inventory by date [Folder 12]

The below chart depicts the inventory of PPE within BSO Regional Logistics warehouse from March 15th, 2020, through April 26th, 2020. This chart includes the “P” series of PPE items, which are only for BSO Departments.

INV_ITEM_#	DESCRIPTION	AS OF DATE 03.15.20	AS OF DATE 03.22.20	AS OF DATE 03.29.20	AS OF DATE 04.05.20	AS OF DATE 04.12.20	AS OF DATE 04.19.20	AS OF DATE 04.26.20
210055035204	MASK , N95,3M , FOLD FLAT , ON	10,080	8,750	5,444	2,792	466	180	180
210055045056	MASK, SURGICAL MOLDED-50/BOX	54	28	22	17	1	1	1
210055045057	MASK, SURGICAL FACE MASK WITH	239	226	226	210	138	70	70
210055045058	MASK, FLUIDSHIELD, 35/BOX, 6 B	4,511	3	3	3	13,353	11,619	11,619
210055099870	KC 300 FLUIDSHIELD W/EARLOOP	2,646	2,646	2,646	2,618	2,135	100	100
210055099871	SPUNBOND SHOE COVER, 50/BX, so	6,294	6,104	6,068	6,062	5,558	5,403	4,190
9110091100911	N95/KN 95	0	32,400	36,440	31,907	40,670	79,980	61,401
9110091100912	SAFETY GLASSES	0	0	1,200	5,000	5,405	8,486	6,718
9110091100913	GOWNS, ISOLATION	0	0	0	0	1,200	1,230	2,365
9110091100914	HAND SANITIZER, 4OZ	0	0	2,091	1,935	3,264	3,070	3,058
9110091100915	SURGICAL MASKS	0	0	0	52,959	71,246	57,746	61,401
9110091100916	HAND SANITIZER, 2OZ	0	0	0	0	22,291	33,101	30,979
9110091100917	PREMIX DISENFEC. SOLUTION	0	0	0	0	50	61	6
9110091100918	HAND SANITIZER REFILL 1 GAL.	0	0	0	0	71	61	44
9110091100918	BOOT COVERS	0	0	0	0	0	0	80
9110091100920	TYVEK SUITS	0	0	0	0	0	0	41

Refer to the following evidence for further details:

- PPE consolidation December 29, 2020 to April 26, 2020 & Broward County Office inventory by date [Folder 12]

As part of this investigation, I obtained several images from the BSO Regional Logistic Web Portal. In the course of my interview with Chief Holness, I showed him the images and he confirmed that those images of PPE items were similar to what was in stock at the warehouse. The images of these items were retrieved in November of 2021. The picture may be different now than what was initially sold, but the product always remained the same. The below images are items that begin with “210.”

Inventory item number 210055035204 are N95 fluid shield masks sold individually. The charts revealed the inventory of this item from December 29th, 2019 through April 16th, 2020:



1. December 29 th , 2019:	3,731 in stock
2. January 5 th , 2020:	3,701 in stock
3. January 12 th , 2020:	3,701 in stock
4. January 19 th , 2020:	3,701 in stock
5. January 26 th , 2020:	3,701 in stock
6. February 2 nd , 2020:	0 in stock
7. February 9 th , 2020:	980 in stock
8. February 16 th , 2020:	980 in stock
9. February 23 rd , 2020:	980 in stock.
10. March 1 st , 2020:	440 in stock
11. March 8 th , 2020:	840 in stock
12. March 15 th , 2020:	10,080 in stock
13. March 22 nd , 2020:	8,750 in stock
14. March 29 th , 2020:	5,444 in stock
15. April 5 th , 2020:	2,792 in stock
16. April 12 th , 2020:	466 in stock
17. April 19 th , 2020:	180 in stock
18. April 16 th , 2020:	180 in stock

Inventory item number 21005504506 are surgical molded masks sold as a box of 50. The charts revealed the inventory of this item from December 29th, 2019 through April 16th, 2020:



1. December 29 th , 2019:	0 in stock
2. January 5 th , 2020:	0 in stock
3. January 12 th , 2020:	0 in stock
4. January 19 th , 2020:	0 in stock
5. January 26 th , 2020:	0 in stock
6. February 2 nd , 2020:	0 in stock
7. February 9 th , 2020:	0 in stock
8. February 16 th , 2020:	80 in stock
9. February 23 rd , 2020:	80 in stock.
10. March 1 st , 2020:	56 in stock
11. March 8 th , 2020:	54 in stock
12. March 15 th , 2020:	54 in stock
13. March 22 nd , 2020:	28 in stock
14. March 29 th , 2020:	22 in stock
15. April 5 th , 2020:	17 in stock
16. April 12 th , 2020:	1 in stock
17. April 19 th , 2020:	1 in stock
18. April 16 th , 2020:	1 in stock

Inventory item number 21005504507 are disposable face masks sold as a box of 50. The charts revealed the inventory of this item from December 29th, 2019 through April 16th, 2020:



1. December 29 th , 2019:	0 in stock
2. January 5 th , 2020:	0 in stock
3. January 12 th , 2020:	0 in stock
4. January 19 th , 2020:	0 in stock
5. January 26 th , 2020:	0 in stock
6. February 2 nd , 2020:	0 in stock
7. February 9 th , 2020:	0 in stock
8. February 16 th , 2020:	238 in stock
9. February 23 rd , 2020:	238 in stock.
10. March 1 st , 2020:	240 in stock
11. March 8 th , 2020:	239 in stock
12. March 15 th , 2020:	239 in stock
13. March 22 nd , 2020:	226 in stock
14. March 29 th , 2020:	226 in stock
15. April 5 th , 2020:	210 in stock
16. April 12 th , 2020:	138 in stock
17. April 19 th , 2020:	70 in stock
18. April 16 th , 2020:	70 in stock

Inventory item number 21005504508 are KN95 masks sold individually. The charts revealed the inventory of this item from December 29th, 2019 through April 16th, 2020:



1. December 29 th , 2019:	2,254 in stock
2. January 5 th , 2020:	2,254 in stock
3. January 12 th , 2020:	2,254 in stock
4. January 19 th , 2020:	2,254 in stock
5. January 26 th , 2020:	2,219 in stock
6. February 2 nd , 2020:	3,206 in stock
7. February 9 th , 2020:	3,171 in stock
8. February 16 th , 2020:	4,559 in stock
9. February 23 rd , 2020:	4,559 in stock
10. March 1 st , 2020:	4,559 in stock
11. March 8 th , 2020:	4,547 in stock
12. March 15 th , 2020:	4,511 in stock
13. March 22 nd , 2020:	3 in stock
14. March 29 th , 2020:	3 in stock
15. April 5 th , 2020:	3 in stock
16. April 12 th , 2020:	13,353 in stock
17. April 19 th , 2020:	11,619 in stock
18. April 16 th , 2020:	11,619 in stock

Inventory item number 210055099870 are KC 300 Fluid shields sold in box of 25. The charts revealed the inventory of this item from December 29th, 2019 through April 16th, 2020:



1. December 29 th , 2019:	3,071 in stock
2. January 5 th , 2020:	3,051 in stock
3. January 12 th , 2020:	3,051 in stock
4. January 19 th , 2020:	3,051 in stock
5. January 26 th , 2020:	3,026 in stock
6. February 2 nd , 2020:	2,906 in stock
7. February 9 th , 2020:	2,656 in stock
8. February 16 th , 2020:	2,656 in stock
9. February 23 rd , 2020:	2,656 in stock
10. March 1 st , 2020:	2,656 in stock
11. March 8 th , 2020:	2,656 in stock
12. March 15 th , 2020:	2,646 in stock
13. March 22 nd , 2020:	2,646 in stock
14. March 29 th , 2020:	2,646 in stock
15. April 5 th , 2020:	2,618 in stock
16. April 12 th , 2020:	2,135 in stock
17. April 19 th , 2020:	100 in stock
18. April 16 th , 2020:	100 in stock

Inventory item number 210055099871 are shoe/boot covers and sold by package of 5. The charts revealed the inventory of this item from December 29th, 2019 through April 16th, 2020:

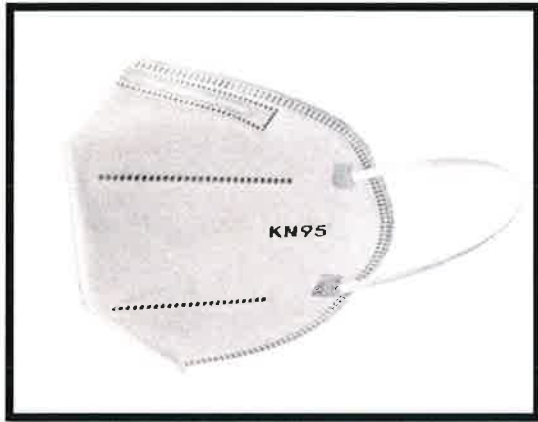


1. December 29 th , 2019:	6,642 in stock
2. January 5 th , 2020:	6,642 in stock
3. January 12 th , 2020:	6,642 in stock
4. January 19 th , 2020:	6,642 in stock
5. January 26 th , 2020:	6,632 in stock
6. February 2 nd , 2020:	6,632 in stock
7. February 9 th , 2020:	6,632 in stock
8. February 16 th , 2020:	6,632 in stock
9. February 23 rd , 2020:	6,632 in stock
10. March 1 st , 2020:	6,344 in stock
11. March 8 th , 2020:	6,344 in stock
12. March 15 th , 2020:	6,294 in stock
13. March 22 nd , 2020:	6,104 in stock
14. March 29 th , 2020:	6,068 in stock
15. April 5 th , 2020:	6,062 in stock
16. April 12 th , 2020:	5,558 in stock
17. April 19 th , 2020:	5,403 in stock
18. April 16 th , 2020:	4,190 in stock

I obtained this image from the BSO Regional Logistics Web Portal. The images of these items were retrieved in November of 2021. The picture may be different now than initially sold but the product always remained the same. The below images are the “P” series items that begin with

“911.” This “P” series items are only for BSO departments that was implemented in March of 2020.

Inventory item number 9110091100911, / “P1” are N95/KN95 masks that are sold individually to BSO ONLY. The charts revealed the inventory of this item from March 1st, 2020 through April 16th, 2020:



1. March 1 st , 2020:	0 in stock
2. March 8 th , 2020:	0 in stock
3. March 15 th , 2020:	0 in stock
4. March 22 nd , 2020:	32,400 in stock
5. March 29 th , 2020:	36,440 in stock
6. April 5 th , 2020:	31,907 in stock
7. April 12 th , 2020:	40,670 in stock
8. April 19 th , 2020:	79,980 in stock
9. April 16 th , 2020:	61,401 in stock

Inventory item number 9110091100912 / “P2” (No Picture in Estore), are safety glasses sold individually to BSO ONLY. The charts revealed the inventory of this item from March 1st, 2020 through April 16th, 2020:



1. March 1 st , 2020:	0 in stock
2. March 8 th , 2020:	0 in stock
3. March 15 th , 2020:	0 in stock
4. March 22 nd , 2020:	32,400 in stock
5. March 29 th , 2020:	36,440 in stock
6. April 5 th , 2020:	31,907 in stock
7. April 12 th , 2020:	40,670 in stock
8. April 19 th , 2020:	79,980 in stock
9. April 16 th , 2020:	61,401 in stock

Inventory item number 9110091100913 / “P3” (No Picture in Estore), are gowns sold individually to BSO ONLY. The charts revealed the inventory of this item from March 1st, 2020 through April 16th, 2020:



1. March 1 st , 2020:	0 in stock
2. March 8 th , 2020:	0 in stock
3. March 15 th , 2020:	0 in stock
4. March 22 nd , 2020:	0 in stock
5. March 29 th , 2020:	0 in stock
6. April 5 th , 2020:	0 in stock
7. April 12 th , 2020:	1,200 in stock
8. April 19 th , 2020:	1,230 in stock
9. April 16 th , 2020:	2,365 in stock

Inventory item number 9110091100914 / "P4" are hand sanitizer 4 oz. bottle sold individually to BSO ONLY. The charts revealed the inventory of this item from March 1st, 2020 through April 16th, 2020:



1. March 1 st , 2020:	0 in stock
2. March 8 th , 2020:	0 in stock
3. March 15 th , 2020:	0 in stock
4. March 22 nd , 2020:	0 in stock
5. March 29 th , 2020:	2,091 in stock
6. April 5 th , 2020:	1,935 in stock
7. April 12 th , 2020:	3,264 in stock
8. April 19 th , 2020:	3,070 in stock
9. April 16 th , 2020:	3,058 in stock

Inventory item number 9110091100915 / "P5" are surgical mask sold individually to BSO ONLY. The charts revealed the inventory of this item from March 1st, 2020 through April 16th, 2020:



1. March 1 st , 2020:	0 in stock
2. March 8 th , 2020:	0 in stock
3. March 15 th , 2020:	0 in stock
4. March 22 nd , 2020:	0 in stock
5. March 29 th , 2020:	0 in stock
6. April 5 th , 2020:	52,959 in stock
7. April 12 th , 2020:	71,246 in stock
8. April 19 th , 2020:	57,746 in stock
9. April 16 th , 2020:	61,401 in stock

Refer to the following evidence for further details:

- Images of Inv Item from Logistics Store [Folder 12]

Inventory item number 9110091100916 / "P6" hand sanitizer 2 oz. bottle sold individually to BSO ONLY. The charts revealed the inventory of this item from March 1st, 2020 through April 16th, 2020:



1. March 1 st , 2020:	0 in stock
2. March 8 th , 2020:	0 in stock
3. March 15 th , 2020:	0 in stock
4. March 22 nd , 2020:	0 in stock
5. March 29 th , 2020:	0 in stock
6. April 5 th , 2020:	0 in stock
7. April 12 th , 2020:	22,291 in stock
8. April 19 th , 2020:	33,101 in stock
9. April 16 th , 2020:	30,979 in stock

Refer to the following evidence for further details:

- Images of Inv Item from Logistics Store [Folder 12]

The remanding items from the “P” series are as follows:

- Inventory item number 9110091100917 / “P7,” is 1 gallon solution bottle of ProQuat Premix sold individually to BSO ONLY.
- Inventory item number 9110091100918 / “P8,” is 1 gallon solution bottle of hand sanitizer sold individually to BSO ONLY.
- Inventory item number 9110091100919 / “P9,” are boots cover sold individually to BSO ONLY.
- Inventory item number 9110091100920 / “P10” are Tyvec suit sold individually to BSO ONLY.

As Chief Holness mentioned earlier, the P-Series items were purchased by BSO funding and stored separately from PPE purchased for the Broward County Regional Logistics operation. It should be noted that on April 21st, 2020, I went to the BSO Regional Logistic warehouse and observed that PPE from the P-Series was stored separately from Broward County Regional Logistics stockpile. I recorded a video of one of the isles that were dedicated only for BSO P-Series PPE. I showed this video clipping to Holness, and he testified that it was the aisle where the P-Series was stored. Prior to storing PPE in this main aisle, staff assigned to the BSO Regional Logistics warehouse had to remove everything from that aisle to make room for this equipment, and to make sure that items from P-Series would not get mixed with items from the Regional Logistics stockpile.



Chief Holness explained that early on, they placed a restriction on quantities of PPE outside Public Safety Departments could order from Regional Logistics. BSO Regional Logistics had to still allow outside Public Safety Departments to purchase items; however, with this restriction in place it would not allow a Public Safety Departments to purchase all the PPE in stock. Holness was concerned about the supply and demand issue that everyone was experiencing. Holness expressed that outside agencies were not the only entity attempting to purchase all PPE. Holness recalled an internal Department trying to purchase everything.

Chief Holness described that even though the agency was storing and delivering P-Series PPE for BSO Departments only, it did not hinder them from pulling PPE items from the Regional Logistic stockpile to provide to BSO. Basically, the agency had the advantage to pull from both stockpiles. The excel spreadsheet shows that at some point some of the Regional Logistic stockpile would show zero quantity in there, but that was only for all outside Public Safety Departments. BSO always had PPE and a separate product list [P-Series], separate PPE orders, and separate COVID PPE orders. Chief Holness stated that gloves was not a P-Series item because they did not have a problem locate them. Anytime a BSO department would retrieve gloves, it would be from the Regional Logistics stockpile.

Chief Holness recalled that back in January 2020, retired Chief O’Connell sent out an email to all

BSO fire stations, informing them he was sending PPE. Holness called it the push pack system, which was done routinely because PPE was a common supply used in BSO Fire Department. This would allow Regional Logistics to put stuff aside for BSO entities and bill them for these items to reimburse the Broward County Regional budget for the Regional Logistic operation. When the push packs were being sent out to fire stations, they were always thinking about outfitting DLE personnel if they needed items. Additionally, there was a directive that came out that Fire Rescue personnel would outfit DLE employees with PPE if requested.

Chief Holness stated that this same concept was used during the pandemic operation with DLE. As supplies came in, Regional Logistics would create a push pack and send it out to the DLE districts. The only difference was that some DLE Districts have more employees than other, which meant large Districts would get more push packs than others. This did not mean that BSO did not have the equipment to provide everyone. On the contrary, when push packs were going out, BSO Regional Logistics felt that they had enough supply to push items out and still have reserves for the future. Holness mentioned that it got to a point, that some departments would call and tell them to stop sending equipment.

From the preplanning of the operation of the pandemic, Holness was involved in daily conversations. In January and February of 2020, there was a conversation of requesting all Departments to conduct an inventory of their PPE. In early March of 2020, Major DeMarco sent an email to every district to determine what PPE every unit with DLE had in stock. Holness advised that when DLE completed their inventory in the early stages of the pandemic, it revealed that some Districts already had masks. For example, the Oakland Park District had 100 masks in stock. Holness mentioned that even though a DLE District already had masks, Logistics was not going to skip them in the initial PPE distribution operation. The purpose was to try to distribute equitably.

Chief Holness explained how burn rate fits in this pandemic operation equation. To start off, there were two types of burn rates to consider. One burn rate is artificial burn rate which go to the total burn rate. The variable burn rate is how much PPE does an employee needs to store in their vehicle to successfully perform 100,000 calls for service. A busy district that has constant contact with citizens would need to be prepared first, compared to a slow district. The purpose of this was to provide PPE to the districts and fire stations that had a high likelihood of exposer. This concept of burn rate would change constantly depending on the needs of the agency. For example, in the inception of the pandemic, the BSO personnel working the Airport and Seaport had constant contact with people, but it slowed down because the Airport and the Seaport shut down their operations. Initially, the burn rate for the Airport and Seaport were high, but eventually, the burn rate lowered because of the reduced contact with people.

Chief Holness opined that as of March 9th, 2020, when the State of Emergency was declared, the agency was prepared. Holness compared the pandemic to flying an airplane and building it at the same time. In mid-March of 2020, BSO SEOC was activated, and they had a representative from BSO's DLE, Fire, and DOD. Holness advised that the pandemic operation was a joint operation, in which BSO Fire Department took the lead because the pandemic was more medically driven. Holness said the SEOC was also comprised of the "FLOP," which stands for Finance, Logistics, Operation, and Plaining.

When the SEOC was activated, Chief Holness was not the Fire Chief, so he was assigned to the

SEOC as a BSO Fire Rescue representative for the white team. Holness was also tasked with running the BSO Regional Logistics operation. As Colonel Reyes did in the preplanning phase of the pandemic, BSO Department of Administration complemented BSO Regional Logistics by continuing searching for PPE, purchasing PPE, and building a stockpile of PPE for the agency. Holness advised that these departments played a huge role as supplemental support to the BSO Regional Logistics operation. Holness advised that when the SEOC was active, Regional Logistics became the main distribution location for the agency.

Chief Holness remembered Major DeMarco being a part of CWG and sending an email early on, which provided direction about retrieving PPE through WebEOC. Holness advised that if he was sending those emails that meant that the agency had supplies in stock. As of March of 2020, any BSO Department needing PPE would have submit a request on WebEOC, and the ordered would be fulfilled by Regional Logistics, who stood as the primary storing and delivering entity of PPE within BSO. It should be noted that instructions for ordering from WebEOC, was made by Major DeMarco on March 15th, 2020, in an email titled, "COIVD 19 Update# 3/15/20." This email was sent to DLE Colonels, Lieutenant Colonel, Majors, Captains [District and Specialized Units], and Executive Lieutenants [District and Specialized Units]. DeMarco provided the following instructing in the email: "Districts should log into WebEOC, begin monitoring and requesting resources, staff and materials as needed."

Chief Holness explained the plethora of documentation that was created for this operation. The WebEOC was the main form of communication and for making requests from within BSO. All requests and information placed in WebEOC are stored. When a Department created a resource request for PPE or any supplies, Regional Logistics would be assigned this task, and they would generate a product order, which included a tracking number and the delivery information.

Order # 211751
<https://logistics.sheriff.org>
 Date: 3/12/2020

Billing Information
 Company: 82/DISTRICT 14
 Name: Danno Rossman
 Phone: 954-765-4818
 Address:
 DISTRICT 14
 1850 ELLER DRIVE Building Floor
 FT LAUDERDALE, FL 33316

Payments Budget Code
 Port Everglades AP23250

Item(s) Purchased

Bin #	Product	Item #	Qty	UOM	Price	Total	Acct #
AH050101	(N1265) MASK, N95 PARTICULATE RESPIRATOR, WHITE, UNIVERSAL SIZE	2100550365004	23	EA	2.4743	49.49	552428

Order total: 49.49

Processed By: Thomas_OConnell@sheriff.org ts16948
 Packed By: Thomas_OConnell@sheriff.org ts16948
 Delivered By: Thomas_OConnell@sheriff.org ts16948

Name: Curtis S. Knight Signature: [Signature] Date: 3/12/20

For example, pictured here is a Regional Logistics Product Order that is generated when a request is made through WebEOC, order #211751. This example of a March 12th, 2020 order of N95 masks that was sent to the DLE Port Everglades District. This Product Order invoice depicts Billing information, Item(s) Purchased, name of BSO Employee who processed the order, packed the order, and delivered the order. This form also includes a signature column for the recipient of the items in the Product Order.

It should be noted that Chief Holness provided me copies of all Product Orders for PPE sent throughout the Pandemic to include an excel spread of all Logistics PPE distributions.

Chief Holness explained that BSO OEM utilized WhatsApp as a form of communication with the executive staff working in the SEOC. It became a useful tool for Holness because he would be able to inform his counterparts what trends are coming up and how they are handling it. This was also used to prevent exposure from staff working in the SEOC.

Chief Holness explained that information discussed, was disseminated via PowerDMS to educate employees on how the agency was preparing for the pandemic to include, re-using masks per CDC, social distancing, and Protocol 36. Holness elaborated on the Protocol 36, which was created during the Ebola and H1N1 scare. The purpose of this protocol was to have a dispatcher screen the caller to verify if they have symptoms related to COVID-19. After dispatchers screened the caller they could determine if a first responder is going to calls for service with possible exposure. This is was an additional layer to protect BSO employees while they were responding to calls for service. It should be noted that as the pandemic progressed, calls for service decreased.

Chief Holness and I discussed the relationship with his department, in his capacity as Fire Recuse Chief, and the union associated with the fire rescue. BSO Fire Department is represented by International Association of Firefighter and the president is Battalion Chief Jason Smith, CCN 13119. Holness believes it is a lot easier for Smith to reach out to him with concerns then to contact the sheriff. Any issue that arises from the union needs to be handled by the Department of Fire Rescue Executive leadership group first, because usually complaints are operational grievances, and he is in the best position to resolve any issues. Holness advised that there has not been an issue that he has not been able to handle or that needed to go to the Sheriff. Deputy Chief Keefe, Smith, and Holness have the same goal, which is take care of the employees. Holness is proud of the fire rescue-labor management relationship that BSO has with Battalion Chief Smith. He explained that like every good relationship there are ups and downs, but there is a very strong focus on the employees. In the beginning of the pandemic, Holness advised that they had common concerns like protecting personnel. They worked well together to get through the pandemic and Smith even went to the logistics warehouse to see what they had in stock.

Chief Holness recalled Deputy Bell’s comments during the pandemic. I went over the March 16, 2020, March 23rd, 2020, and April 4th, 2020, letters/memorandums with him. Holness advised that he does not believe that Bell was truthful because he knew how much PPE the agency had. Holness advised that there were a lot of people working diligently since December 2019, to safeguard BSO employees, and the negative comments to the media can affect the entire agency, not only one Department. The below chart depicts what the agency had in masks from December 29th, 2020 through March 15th, 2020, before the P-Series.

Chief Holness advised that the inventory item numbers, 21005503524, 210055045056, 210055045057, and 210055045058 were masks in stock. The following is a combined total of these items before the March 22nd, 2020, allotment of P-Series arrived:

INV_ITEM_#	AS OF DATE 12.29.19	AS OF DATE 01.05.20	AS OF DATE 01.12.20	AS OF DATE 01.19.20	AS OF DATE 01.26.20	AS OF DATE 02.02.20	AS OF DATE 02.09.20	AS OF DATE 02.16.20	AS OF DATE 02.23.20	AS OF DATE 03.01.20	AS OF DATE 03.08.20	AS OF DATE 03.15.20
210055035204	3,731	3,701	3,701	3,701	3,701	0	980	980	980	440	840	10,080
210055045056	0	0	0	0	0	0	0	80	80	56	54	54
210055045057	0	0	0	0	0	0	0	238	238	240	239	239
210055045058	2,254	2,254	2,254	2,254	2,219	3,206	3,171	4,559	4,559	4,559	4,547	4,511

1. December 29th, 2019: 5,985 masks in stock

2. January 5th, 2020: 5,955 masks in stock
3. January 12th, 2020: 5,955 masks in stock
4. January 19th, 2020: 5,955 masks in stock
5. January 26th, 2020: 5,920 masks in stock
6. February 2nd, 2020: 3,206 masks in stock
7. February 9th, 2020: 4,151 masks in stock
8. February 16th, 2020: 5,857 masks in stock
9. February 23rd, 2020: 5,857 masks in stock
10. March 1st, 2020: 5,295 masks in stock
11. March 8th, 2020: 5,680 masks in stock
12. March 15th, 2020: 14,884 masks in stock

Chief Holness explained as if you look at the chart after March 15th, 2020, you will notice the Regional Logistics PPE inventory of masks was depilated and BSO P-Series items increase because they were distributing all logistics items to BSO personnel and storing the P-Series items to replenish BSO Departments upon request. Holness explained that DLE Executive commands like Colonel Holmes, Lieutenant Colonel McCoy, and Major DeMarco were privy to the PPE in stock. This information allowed McCoy to send out an email to all DLE command staff to go to Regional Logistic and pick up their first allotment of masks. This information also allowed DeMarco to send out his March 15, 2020, email to all command staff directing them to log onto WebOC and request supplies as needed. Ultimately, this information also allowed Colonel Holmes to reply to Deputy Bell's March 16th, 2020, memorandum about PPE.

Refer to the following evidence for further details:

- PPE consolidation December 29, 2020 to April 26, 2020 & Broward County Office inventory by date [Folder 12]
The image is sample of the estore orders excel spread cheat.

Order #	Product	Qt	OrderSt	Paym	ShippingSt	CustomerFullNar	CreatedO	Budg	Picker	Driver	ShippedOn	Sku2
211743	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	Central Broward District/Lauderdale Lakes	03/12/2020	13270	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211744	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	Courthouse	03/12/2020	13415	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211745	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	Tamarac District	03/12/2020	23420	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211746	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	Weston District	03/12/2020	23445	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211747	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	Deerfield Beach District	03/12/2020	23460	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211748	N95 MASK, WHITE, UNIVERSAL SIZE	40	Complete	Paid	Delivered	Finance Division	03/12/2020	23455	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211749	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	Oakland Park District	03/12/2020	23465	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211750	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	Lauderdale By The Sea District	03/12/2020	23475	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211751	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	Port Everglades District	03/12/2020	23250	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211752	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	North Lauderdale District	03/12/2020	23480	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211753	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	Parkland District	03/12/2020	23495	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211754	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	Cooper City District	03/12/2020	23490	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520
211755	N95 MASK, WHITE, UNIVERSAL SIZE	20	Complete	Paid	Delivered	Dania Beach District	03/12/2020	23230	Thomas O'Connell	Thomas O'Connell	03/12/2020	21005503520

Chief Holness confirmed that he provided me evidence in reference to my investigation. The following are the excel spreadsheets and PDF he provided with an explanation each one:

1. PPE consolidation December 29, 2020, to April 26, 2020 – This is a excel spread sheet that

- depicts PPE inventoried at the BSO Regional Logistics warehouse.
2. Broward County Office inventory by date – This PDF file is the raw data generated from BSO’s accountability program People Soft. The data extracted from People Soft was used to create the above excel spread sheet. This PDF depicts PPE inventoried at the BSO Regional Logistics warehouse.
 3. All Estore orders Jan 1, 2020, thru April 2020 – This excel spread sheet depicts all PPE delivered to BSO Departments.
 4. DLE – DOD district admin order cheat sheet – This excel spread sheet is a cheat sheet that Regional Logistics generated that provides the name of the administrative assistant for all entities within DLE and DOD.
 5. E store Customer list – This excel spread sheet is a list of all Public Safety Departments that purchase from Regional Logistics.
 6. P series item description – The excel spread sheet provides a description of the P series items that were only distributed to BSO Departments.
 7. Explanation of PO between DLE Airport District (Pauline Smalling) and DLE Courthouse (Debbie Lepore) – These documents are an explanation of Product Orders that went to the Airport District and the Courthouse District.
 8. All PPE product orders from Logistics – Self explanatory
 9. All DLE PPE products orders from Logistics - Self explanatory

I obtained a sworn, recorded statement from Staff Accountant Franck Hyppolite, CCN 8235. The following is a synopsis of Hyppolite statement [In-Part]:

Staff Accountant Hyppolite has worked the BSO for twenty-four years, under the Department of Administration. Prior to Hyppolite’s testimony, I requested him to conduct an audit on Chief Holness Excel spread titled, “*PPE consolidation December 29, 2020 to April 26, 2020,*” which was the excel spread that provided the inventory of PPE from December 29th, 2019, through April 26th, 2020. After he completed audit, Hyppolite provided all supporting shipping receipts and documents for each item on Holness’ excel spread sheet. Hyppolite also created his own independent excel spreadsheet that showed inventory items in and inventory out. Hyppolite’s documentation revealed the daily activity of those items from January 2020 through the end of April of 2020. The outcome of Hyppolite’s audit revealed that all inventory involving any type of mask or hand sanitizers, previously provided by Chief Holness, were accurate.

BSO’s Department of Law Enforcement

I obtained a sworn, recorded statement from Colonel David Holmes CCN 8714. The following is a synopsis of Holmes’s statement [In-Part]:

Colonel Holmes advised that he has been with BSO for approximately twenty-four years. In his career, he has held the position of every rank from Deputy Sheriff to Colonel. As the Colonel, Holmes is the Executive Director, over DLE. Holmes oversees the day-to-day operations from an executive level, which includes dealing with the citizens of Broward County, the commissioners, and the union [IUPA 6020]. Deputy Bell is the president for IUPA 6020 and he is assigned to the “*full release position.*” Bell’s immediate supervisor is Holmes, and he reports to Holmes for administrative matters and labor or union issues.

Colonel Holmes mentioned that when the agency is depicted in the media, it can affect the overall

operation. When BSO's DLE is displayed in the media, Holmes is responsible for researching the information, so he can provide an accurate response. When a contracted Broward County City is displayed in the media involving BSO, the City Officials of that respected city will contact the respected BSO Captain assigned to the city. This information is relayed to him, and he contacts the city officials to address the concerns.

Colonel Holmes stated that he was assigned to the SEOC SPG, which allowed him to be a part of the agency's pre-planning procedure for the pandemic response. Holmes would assist in making necessary plans to address the situation by gathering intelligence at a national and a local level. Some of the early conversations and planning were taking place before the declared state of emergency on March 9th, 2020. Making sure the Broward Sheriff's Office had adequate PPE equipment and making sure the employees of BSO and the citizens of Broward County were safe were discussed. In addition, conversations took place about procuring additional equipment for the agency, and ensuring that the agency already had PPE equipment in stock for the employees.

Colonel Holmes confirmed that multiple emails were sent from him or addressed to him in early March 2020, discussing the inventory of equipment. Holmes confirmed that the Department of Law Enforcement is not in charge of the procurement of equipment for the agency. He said that responsibility would fall under the Department of Administration. Holmes said that anything that is purchased by the Department of Law Enforcement or any other department is monitored and audited by the Department of Administration.

From: Anderson, Nichole
Sent: Wednesday, March 11, 2020 9:59 AM
To: Reyes, James; Keefe, Timothy
Cc: Holmes, David
Subject: Coronavirus Preparation

Good morning,

Colonel Holmes and I received a text this morning from Sheriff Tony regarding are preparation for the Coronavirus, more specifically our supplies {i.e. PPE kits, mask, etc.}. Can you please provide what we have and also, what has been ordered for the agency. Thank you

Refer to the following evidence for further details:

- March 11, 2020, email thread from Undersheriff Anderson [Folder 20]

Colonel Holmes stated that during the pre-planning stage, the agency was doing whatever they could to purchase or procure equipment. Holmes was not sure of a specific date, but as soon as the policy group meetings began, it was discussed to make sure they had adequate equipment on hand and to go through the process of procuring more. Holmes said that he was advised by Fire Logistics, who had been working with the Department of Administration, that they had equipment in stock.

According to Colonel Holmes, the day-to-day operations at the Broward Sheriff's Office were affected. He said it put stress on the residents and also on BSO personnel. He said that the personnel did a tremendous job moving forward and addressing these issues. Holmes stated that to get information out to the employees of BSO, to prevent exposure to COVID-19, several steps were taken. He said that information was given to personnel via PowerDMS, emails, roll calls, and Zoom meetings. Holmes said it was essential to get this information out to personnel so they

could take extra precautions when they performed their duties as law enforcement officers. Holmes confirmed that he sent and received emails confirming the above information was distributed to personnel.

Law Enforcement

- Colonel Holmes indicated that Road Patrol have been working with Fire Rescue to identify how we will access PPE when required. As it stands, on duty Fire Rescue Units will be outfitting Road Patrol with required PPE.

The above insert was from the March 11th, 2020, SPG meeting notice, in which they are discussing the directive of having BSO Fire Rescue personnel outfit road patrol.

Refer to the following evidence for further details:

- March 11, 2020, SPG Meetings notice for further details [Folder 20]

Colonel Holmes reiterated that he is the liaison between the agency and the city officials or commissioners. He said that in his absence, Lieutenant Colonel McCoy would be able to step in and handle those situations. Holmes said that any issue that is raised by the Department of Law Enforcement falls under his command, and he is required to handle day-to-day operations of the Department of Law Enforcement. He said that even though he was not directly involved in the procurement, due to the position he holds, he is knowledgeable about what the other departments were dealing with. Holmes said that during the beginning of the pandemic, he did not notice any agency having difficulty purchasing PPE. He said that nationwide during the beginning of the pandemic, there was a shortage of PPE, but “within our agency, we were prepared.”

Colonel Holmes reiterated that Fire Logistics made him aware that they had an inventory of PPE and the agency continued to order more supplies. He said that before the pandemic, a mask was not a common supply used for day-to-day operations, but they did have access to them if needed. Holmes clarified and stated that a mask is a commonly used supply for the Department of Fire Rescue, and they did have masks in stock for use and distribution. Holmes stated that no policy or directive would prevent Fire Logistics from sharing supplies with the Department of Law Enforcement. He stated that “*They have always been more than open and helpful for law enforcement officers.*”

Colonel Holmes said that the Department of Administration and Fire Logistics worked hand in hand in making sure that BSO had adequate equipment. He advised that Fire Rescue was monitoring where the pandemic was heading and working with Emergency Management. Holmes stated that the Department of Fire Rescue, run by Chief Holness, would be more knowledgeable on pandemic operations.

Colonel Homes stated that the agency began to distribute PPE equipment right at the beginning of the pandemic and he confirmed that an email was sent out that spoke about the distribution dates. The email discussed that law enforcement could request PPE from Fire Rescue because they knew at the time that Fire Rescue had PPE available. Holmes confirmed that the email was sent on March 13, 2020, and stated “Please send a representative today to pick up PPE masks from BSO fire logistics behind station 17.” He said that this confirms the agency had PPE equipment to distribute as of March 13, 2020. In addition, Holmes stated that the email was sent to district captains, and there were sign-off sheets when PPE was picked up from Fire Logistics. The sign-off sheets were provided to ensure that the districts were picking up and distributing the supplied

PPE.

Colonel Holmes advised that he recalls the memorandum that Deputy Jeff Bell wrote on March 16, 2020, regarding the lack of PPE, and Holmes said that is not the reason the agency issued PPE, in fact, the distribution of PPE had begun before the memorandum.

From: McCoy, Chris

Sent: Thursday, March 12, 2020 8:35AM

To: Brimlow, Rodney; Butler, Kevin; Cates, Robert; Cathcart, Christopher; Cavalieri, Simoni; Cirminiello, Jeffrey; Coker, Stephanie; De Giovanni, Christopher; Ellwood, Dave; Enser, Shawn; Feeley, Steve; Fernandez, David; Fitzgerald, Douglas; Franks, David; Greene, Holly; Hedelund, Martin; Hofstein, Adam; Hubrig, Al; Lees, Gregory; Lupo, Kregg; Marks, Daniel; McGregor, Bruce; McNeal, Tammy; Mellies, Jeffrey; Mulligan, Chris; Murillo-Quigley, Ana; O'Neill, Stephen; Palmer, Thomas; Phillips, Warnell; Rotella, Jason; Russell, Scott; Santiago, Steve; Schroeder, Shane; Stallings, Darryl; Tarala, Jason; Tozzie, Jeff; Wesolowski, William

Cc: Holmes, David; Adkins, Wayne; DeMarco, Anthony; Irvin II, Timothy; Morse, Jeffrey; Russo, Aimee; Achillarre, Joe; Dunbar, Andrew; Granville, Kevin; Jackowski, Daniel; Robson, Steve; Schnakenberg, Robert

Subject: COVID Update

Good morning,

Late yesterday afternoon, the Sheriff's Policy Group was briefed on numerous concerns and steps being taken to address the agency and COVID-19. Moving forward, all official communications, directions, and advisories will be distributed through Power DMS. Here are a couple highlights that will be forthcoming from the Undersheriff:

- CID's Homicide Unit, at the direction of the Medical Examiner's Officer, will treat unattended and some attended deaths as being related to COVID-19. TAB forthcoming
- In needed, BSO Fire/Rescue will provide deputies with PPE when required at a medical scene. BSO Fire/Rescue Command will be communication with Pompano Beach, Tamarac, North Lauderdale, Fort Lauderdale, Plantation, and Lauderdale-by-the (AMR) Fire Department to do the same for our deputies who work in those areas
- Unless mandatory to maintain a certification, employees will not be authorized to travel commercially in an official capacity for the next sixty (60) days ... to be re-evaluated continuously
- Beginning Saturday, the agency will be postponing self-sponsored public events: Shred-a-thons, Static Displays, Demonstrations, public education classes, and citizen academy. This will also include events that are sponsored by our municipal partners.... More information to follow
- We will continue to provide special details
- If any of you folks believe that they have been exposed and/or contracted COVID-19, see TAB 20-3 (PowerDMS).
- If any of you folks are contacted by the Florida Department of Health and asked to submit to a COVID-19 test; the employee should consider it mandatory and an order/direction from the agency in order to maintain the health and well-being of themselves, their co-workers, and the general public.
- Commanders are encouraged to demonstrate 'social distancing' and promote 'tele-conferencing' if possible

Refer to the following evidence for further details:

- 3/12/20 email thread from Lieutenant Colonel McCoy to DLE Commands [Folder 20]

From: McCoy, Chris

Sent: Thursday, March 12, 2020 8:35AM

To: Brimlow, Rodney; Butler, Kevin; Cates, Robert; Cathcart, Christopher; Cavaliere, Simoni; Cirminiello, Jeffrey; Coker, Stephanie; De Giovanni, Christopher; Ellwood, Dave; Enser, Shawn; Feeley, Steve; Fernandez, David; Fitzgerald, Douglas; Franks, David; Greene, Holly; Hedelund, Martin; Hofstein, Adam; Hubrig, Al; Lees, Gregory; Lupo, Kregg; Marks, Daniel; McGregor, Bruce; McNeal, Tammy; Mellies, Jeffrey; Mulligan, Chris; Murillo- Quigley, Ana; O'Neill, Stephen; Palmer, Thomas; Phillips, Warnell; Rotella, Jason; Russell, Scott; Santiago, Steve; Schroeder, Shane; Stallings, Darryl; Tarala, Jason; Tozzie, Jeff; Wesolowski, William

Cc: Holmes, David; Adkins, Wayne; DeMarco, Anthony; Irvin II, Timothy; Morse, Jeffrey; Russo, Aimee; Achillarre, Joe; Dunbar, Andrew; Granville, Kevin; Jackowski, Daniel; Robson, Steve; Schnakenberg, Robert

Subject: PPE Masks

District Captains:

Please send a representative (today) to pick up PPE Mask form BSO Fire Logistics, Behind Station 17 – 2308 SW 42 Street Dania Beach).

Refer to the following evidence for further details:

- March 13, 2020, email thread from Lieutenant Colonel McCoy to DLE Commands [Folder 20]

Colonel Holmes said that due to the number of employees utilizing PPE, there would be a decrease, but he made sure that there was always equipment on hand, and as more procurement came in, the agency would add to the supply. He confirmed that there was never a point where there were no supplies on hand. Holmes stated that they always had enough PPE to supply the personnel. Holmes said that before the state of emergency was declared on March 9, 2020, there was nothing preventing district captains from purchasing PPE for their employees. He advised that the captain of the district would be responsible for the day-to-day operations of their command, and he would only become involved if a situation arose where the Sheriff became involved. Holmes stated that he does not recall any captains or majors complaining to either him or Lieutenant Colonel McCoy that their district did not have adequate PPE. At no point did Holmes complain to the Sheriff or the undersheriff that the agency did not have enough PPE. He said that no one from the union complained to him about the lack of PPE and the first he heard about it was from the memorandum authored by Deputy Bell to Sheriff Tony on March 16, 2020.

Colonel Holmes said that the agency did not hesitate in spending money to purchase PPE for agency personnel. He said, "*We did not hesitate at all.*" He said that he would receive calls from other agencies about the pandemic and the preparedness of their respective agencies. Holmes said that BSO was "*far ahead*" of other agencies and that is why the outside agencies would contact BSO.

Colonel Holmes stated that he would have conversations with Deputy Bell before the pandemic about union concerns. He stated that there are email conversations dating back to 2019 and 2020 about union concerns [Refer to Folder 20 for further details about these conversations]. Holmes stated that he never told Bell to stop talking to him or any other executive office within the agency when the pandemic began. He said that Bell never contacted him before the pandemic concerning the preparedness of the agency. Holmes stated that before the pandemic, there were several incidents where Bell had a disagreement with the Sheriff and he "*expressed himself in numerous ways to the media and the troops.*" Holmes said that the information that Bell said before the pandemic did not turn out to be factual. He stated that he was part of the conversations during the

research process to dispel that information that Bell provided.

Colonel Holmes stated that he had seen the memorandum dated March 16, 2020, from Deputy Bell to Sheriff Tony. The memorandum alleged that it had been 385 days since there had been a face-to-face meeting between Bell and Tony to discuss any issues the union had. Holmes said that when he became colonel over the Department of Law Enforcement, there was already a directive in place where the union president would speak to the respective department head. If it was an issue that Holmes could not handle, then he would first take it to the undersheriff and then to the Sheriff. Holmes stated that since he has been a colonel, there has not been anything that the union brought to his attention that he has been unable to fix. When he read that comment about the lack of communication between the Sheriff and the union, Holmes said that he was offended. He did not feel that it was appropriate because Bell should have been dealing directly with the Director of Law Enforcement. Holmes restated that if any of the concerns mentioned in the memorandum were brought to his attention, it is something he would have been able to handle.

Colonel Holmes stated that the next paragraph in the memorandum that stated, "*However, our deputies are still responding to calls for services without masks, gloves or hand sanitizer provided by the agency*" was not factual at all. Holmes stated that he is basing this information on the PPE that has been distributed to the districts and the amount of PPE they had on hand. He stated that by March 16, 2020, he believes there had already been two distributions.

Colonel Holmes stated that the following sentence in the memorandum authored by Deputy Bell stated that the union would like to know what steps are being taken by the agency to protect deputies during the pandemic and what steps are being taken to provide the most basic level of protection to first responders. Holmes said that before this memorandum, all of the requested information was provided to personnel via PowerDMS and was distributed from the Sheriff Policy Group and the Sheriff Emergency Office. In addition to this, there was a directive for captains to discuss this at roll call. Holmes stated that if Bell wanted to know what was being done to protect employees, he could have called him directly, but he did not do that.

The next paragraph of the memorandum stated that the union and its members need to hear that Sheriff Tony will supply the deputies of Broward County with the necessary equipment to continue providing services to the citizens of Broward County. Colonel Holmes said that he felt that was the personal agenda by Deputy Bell to discredit the Sheriff and discredit the agency. Holmes stated that the agency was already in the process of procuring additional PPE above what they already had.

The following sentence of the memorandum stated, "*facial masks, gloves and hand sanitizer are not too much to ask for and should have been ordered a long time ago.*" Holmes said that this sentence is inaccurate and not appropriate. He said the agency was procuring protective equipment a long time before this. Holmes said that this statement and additional statements in this memorandum were a continuation of a personal agenda to attack the Sheriff, and it was inappropriate. He described it as causing panic among personnel which was inappropriate. Holmes said it not only affected law enforcement, but it affected the community as well. He reiterated that he would be better suited than the Sheriff to handle problems within the Department of Law Enforcement because he handles the day-to-day operations. Holmes continued to say that Sheriff Tony has "a lot on his plate" and a variety of different areas of concern. He said that he is the person designated by the Sheriff to speak on behalf of the Department of Law Enforcement.

Colonel Holmes said that in response to the memorandum that Deputy Bell wrote, he sent an emailed rebuttal to Bell. He wrote that upon investigation into the claim, the agency had determined that the allegations were not true and that the agency had provided the items to the deputies, who had them readily available. Holmes stated that it was his understanding that Bell was going on a radio show that day. He wanted to make sure that any inaccurate information was not dispersed into the community or to deputies to cause panic with inaccurate and inappropriate information, which could result in disciplinary action. In addition to this, Holmes stated that it is his responsibility to make sure the PPE is distributed to the districts, but ultimately, it's the district captain's responsibility on how they pass it out to their personnel.

“From: Holmes, David
Sent: March 16, 2020 5:11 PM
To: Bell, Jeffrey <Jeffrey_Bell@sheriff.org>
Cc: Bell, Jeff <jbell@iupa.org>
Subject: IUPA Statement Response

Deputy Jeff Bell,

“This email is in response to a letter drafted by you on March 16, 2020 to Sheriff Gregory Tony in which you have alleged that our DLE Deputies are still responding to calls for service without masks, gloves or sanitizer provided by the agency. Upon investigating this claim, it was determined that these allegations are NOT True as these items have been provided by the agency to our deputies and are readily available to them. It is my understanding that you are scheduled to speak about this issue via radio later today. It should be noted that any inaccurate statements relating to the topic of BSO's failure to provide adequate supplies for its employee's will result in disciplinary action. A more detailed and specific response to your letter to the Sheriff will be forthcoming; however, it was important to get you this information quickly before you make public statements about BSO readiness that are untrue and may lead to unwarranted anxiety and fear in the public and within BSO. Should you have any specific questions pertaining to this matter please don't hesitate to contact me directly.”

Refer to the following evidence for further details:

- DLE Colonel Holmes' March 16th, 2020 email correspondence [Folder 20]

INV_ITEM_#	DESCRIPTION	AS OF DATE 03.15.20
210055035204	MASK, N95, 3M, FOLD FLAT, ON	10,080
210055045056	MASK, SURGICAL MOLDED-50 BOX	54
210055045057	MASK, SURGICAL FACE MASK WITH	239
210055045058	MASK, FLUIDSHIELD, 35 BOX, 6 B	4,511

It should be noted that according to Chief Holness' testimony DLE Executive Command was privy to the inventory of PPE within Regional Logistics. According to the documentation provided by Chief Holness, the Logistics warehouse had approximately 14,884 masks in stock as of March 15th, 2020.

Refer to the following evidence for further details:

- BSO Regional Logistics [Folder 12]

Colonel Holmes then referenced a memorandum that was authored by Deputy Bell on March 23, 2020, and addressed to the sheriff. The memorandum was a response to the email that was sent by Holmes to Bell after the first memorandum. This memorandum stated that it had been a week

since the union emailed their concerns over the lack of PPE. It stated that the only response was to claim the statements were inaccurate and to threaten discipline. The memorandum went on to say that it had now been 392 days without face-to-face communication. Holmes stated that he was the person in charge of handling the Department of Law Enforcement during that time, and there were no issues with communication during that stated period. He said that Bell would call him directly at times during that period.

The memorandum from Deputy Bell continued to state that the union would like to purchase and donate 1400 N95 masks to provide deputies with an additional mask. Colonel Holmes said that the promised donation was never delivered on that date. In addition, Bell never called Holmes to inform him of a potential vendor of N95 masks in Palm Beach County, which, if vetted, could have provided an additional vendor of PPE equipment. On a later date, Major Russo informed Holmes that the donation had been picked up.

Colonel Holmes stated that they did not stop distributing PPE equipment, and they did not stop attempting to purchase PPE equipment. As a result of this, he stated that the memorandums authored by Deputy Bell are untruthful.

Colonel Holmes stated that there was a memorandum [press release] that was issued by Deputy Bell on April 4, 2020, regarding the unfortunate death of Deputy Shannon Bennett. Bell went on to write that the coronavirus is challenging first responders in a way they have never been challenged before. He continued by writing that to succeed, you must have the proper equipment to “*defeat your enemy.*” Holmes said that this was once again inaccurate, and it was a personal attack on the Sheriff and the agency. He described it as an agenda by Bell.

Deputy Bell stated his memorandum for “immediate release” that the Sheriff’s Office had not answered memorandums that were sent by Bell on March 16, 2020, and March 23, 2020. Colonel Holmes advised that statement was not true. He stated that he sent an email as a representative of the Sheriff’s Office in response to Bell. Holmes said that during the pandemic, Bell contacted him about labor issues, but he never contacted him directly about PPE. Holmes advised that the agency followed CDC guidelines and, in addition, came up with alternative methods to protect employees. He said that Bell closed it with “#unqualifiedsheriff” at the end of the memorandum, which Holmes felt was personal and not appropriate.

Colonel Holmes said that he has seen Deputy Bell utilize false accusations, inaccurate information, etc., against other sheriffs in the past as a tactic. He said that it caused him to deviate away from his normal day-to-day operations and could create problems in the community. Holmes said that Bell used tactics such as a vote of no confidence and paying for a billboard against former Sheriff Isreal. Bell did the same thing against Sheriff Tony to discredit the sheriffs.

Colonel Holmes stated that Deputy Bell employed these tactics to discredit the Sheriff and the agency. He said it was a personal agenda of Bell’s, and he had an agenda to remove Sheriff Tony from office. Holmes stated that all of this was occurring during the primary election for the Sheriff of Broward County. He believes he was doing this to prevent Tony from being elected. Holmes continued to state that deputies are not usually speaking to the media. It is the Public Information Office (PIO) that releases statements. On April 8, 2020, Bell went on a radio show and stated that he made public statements because Tony refused to talk to him. Holmes said that was not a true statement. Holmes stated that Bell could have come to him at any time to discuss the preparedness

of the agency for the pandemic, but he did not. In addition, Bell had access to PowerDMS where information was being distributed to all deputies regarding the preparedness of the agency regarding the pandemic.

Colonel Holmes said that the comments by Deputy Bell in the op-ed and the memorandums were not truthful. In addition, Bell wrote an op-ed in the Sun-Sentinel where he discussed the agency's preparedness for the pandemic. Holmes said that was not truthful. Holmes concluded his statement by saying that he felt the Broward Sheriff's Office was prepared for the pandemic.

Refer to the following evidence for further details:

- Colonel Holmes statement [Folder 15]

I obtained a sworn, recorded statement from Lieutenant Colonel Christopher McCoy, CCN 7029. The following is a synopsis of McCoy's statement [In-Part]:

Lieutenant Colonel McCoy has been a deputy since 1992, and he has worked in the capacity of various units within the Broward Sheriff Office. He was promoted to the rank of through all the ranks up to his current role and has worked in various specialized units throughout his career within BSO. McCoy reports to Colonel Holmes, and his role encompasses dealing with the Captains and districts, and Holmes deals with the Command Staff and the fifth floor. McCoy's statement was materially consistent with Colonel Holmes' statement. McCoy added the following information.

Lieutenant Colonel McCoy knew that Deputy Bell reported to Colonel Holmes, and at times he would provide Bell with direction. McCoy has never denied or prevented Bell from contacting him about any issues with the agency. McCoy stated that he did not recall Bell, contacting him during the pandemic to express his concerns.

At the onset of the Pandemic in March of 2020, Lieutenant Colonel McCoy stated that his role within BSO did not change. He confirmed that he was involved in early conversations about agencies' responses to the upcoming pandemic. McCoy confirmed that the agency was working diligently in procuring PPE equipment. McCoy stated that the Department of Fire Rescue and OEC was the lead department within the agency and was responsible for securing PPE for the employees. McCoy confirmed that early on, a directive allowing Fire Rescue to supply Law Enforcement officers with PPE.

Lieutenant Colonel McCoy stated that his biggest role during the pandemic was to pass information to the Majors and the District Captains. McCoy confirmed that the dissemination of information of COVID-19 was entered onto PowerDMS. McCoy stated that PowerDMS was a way in which information was expeditiously provided to the employees, and the employee was required to sign the information. McCoy stated that it is his responsibility to ensure that districts and department employees have reviewed the PowerDMS.

Lieutenant Colonel McCoy confirmed that he had constant communication with the majors to ensure that the districts received the necessary PPE. McCoy confirmed that the agency was constantly procuring PPE. Furthermore, he stated that District Captains were also able to purchase PPE for their respective districts. McCoy stated that at no time did he notice a decrease in the amount of PPE available to employees but rather, an increase.

On March 12, 2020, Lieutenant Colonel McCoy, sent an email to all district commanders to send

a representative to pick up PPE for the districts at the Dania Beach Fire Rescue Station. McCoy stated that they did not provide districts with instructions on the distribution of PPE within their region [3/12/20 email displayed in Colonel Holmes' statement].

In reference to Deputy Bell's March 16, 2020, letter, McCoy stated that Bell did not contact him with concerns about PPE. McCoy added that PPE was distributed to employees before Bell's March 16th, 2020, letter [March 13th, 2020 email].

On March 18, 2020, McCoy confirmed that he was asked to look at some deficiencies that may or may not have existed within the district, and he sent an email to all districts directing them to review their PPE stock. McCoy stated that the information was forwarded to Colonel Holmes. McCoy referenced his email and stated that the emails established that the deficiencies were being addressed and PPE was being distributed to districts. McCoy got email responses from all his executive staff and generated the following. The answer to the question is the answer he received from his executive staff.

From: McCoy, Chris
Sent: Wednesday, March 18, 2020 2:28 PM
To: Palmer, Thomas <Thomas_Palmer@sheriff.org>; Brimlow, Rodney <Rodney_Brimlow@sheriff.org>; Hedelund, Martin <Martin_Hedelund@sheriff.org>; Butler, Kevin <Kevin_Butler@sheriff.org>; Tianga, Osvaldo <Osvaldo_Tianga@sheriff.org>
Cc: Granville, Kevin <Kevin_Granville@sheriff.org>; Adkins, Wayne <Wayne_Adkins@sheriff.org>; DeMarco, Anthony <Anthony_Demarco@sheriff.org>; Irvin II, Timothy <Timothy_IrvinII@sheriff.org>; Morse, Jeffrey <Jeffrey_Morse@sheriff.org>; Russo, Aimee <Aimee_Russo@sheriff.org>
Subject: PPE
Importance: High

Guys:

I'm following up a concern brought my attention. I'm assuming each patrol district has at least one (1) mask per deputy. If not, please let me know ASAP. The below are concerns that were brought to my attention by a third-party so just confirm if true and if not, please let me know what ids on hand:

- **LBS: No hand sanitizer. Did you have some? Was issued or made available? Response -** We have hand sanitizers stations in the office. We do not have individual hand sanitizers for our staff. We attempted to order them via logistics weeks ago and they were unavailable. We went a different route and ordered 1,000 .5 bottles via logowoman and they were estimated to be delivered today or tomorrow.
- **Deerfield Beach: No gloves? Response-** 140 masks: they are being distributed to deputies as they arrive for shift. We handed out our last Large size gloves today, but expect a couple of boxes tomorrow from FR-Logistics (deputies are going through gloves like water). We still have some hand sanitizer and some alcohol.
- **Pompano Beach: Only 6 masks for the entire District? Masks for all**
- **Weston: 5 mask for the entire District? Response -** We initially were provided 20 mask, we divided 5 mask per shift. We received 100 mask last night. As Deputies come to work they are being issued a mask. We have limited supply of hand sanitizer

- **Tamarac: No hand sanitizer. Did you have some? Was issued or made available? Response-** *We issued all that we had in stock and ordered supplemental hand sanitizer through WEBEOC. There was not enough to go around completely. We had to also use whatever bottles of Lysol and regular alcohol to supplement and that still was not enough. Luckily a lot of guys already had supplies. They can definitely be re-upped now. I have not received any complaints.*
- **Courthouse: 40 masks They 200**
- **Airport: No hand sanitizer. Did you have some? Was issued or made available? Only medium size gloves? If so, did you have more and issue them to deputies? Response-** *The Airport District distributed All size latex gloves to the entire district, 30 boxes. No one had expressed any need for additional gloves to Sergeants or command here. We have distributed masks to everyone. We are working on supplying Hand Sanitizer.*

Refer to the following evidence for further details:

- DLE Lieutenant Colonel McCoy March 18th, 2020 email correspondence [Folder 20]

In reference to Deputy Bell's March 23rd, 2020 letter, Lieutenant Colonel McCoy pointed out that Bell's letter to the Sheriff, acknowledged that the agency gave employees N95 masks to each deputy on March 17. In reference to Deputy Bell's April 4th, 2020, memorandum, McCoy believed that this memorandum implied that the agency was not providing PPE to employees, which causes distrust within the agency and the general public.

Refer to the following evidence for further details:

- Lieutenant Colonel McCoy's statement [Folder 15]

I obtained a sworn, recorded statement from Major Aimee Russo, CCN 8953. The following is a synopsis of Russo's statement [In-Part]:

Major Russo explained that she had been assigned to various disciplines and divisions within her twenty-three years of service to BSO. Russo recalled having cordial conversations with union presidents and union members during her career. She further noted that issues were always addressed and handled at her command level. Russo recalled that in March 2020, she was assigned as the Deputy Incident Commander of the Sheriff's Emergency Operations Center (SEOC), and she worked with Major Dunbar. Russo explained that she worked with the Logistics Section, the Planning Section, and the Finance Section. She explained that as a Deputy Incident Commander, she also had an overview of the entire operation.

As Deputy Incident Commander, Major Russo explained her responsibilities included assisting Incident Commander, Assistant Fire Chief Keefe, with formulating the agency's response to the global pandemic. Russo noted she has never been a part of an emergency operation of this magnitude. She further noted that no one could have ever planned for this global pandemic. She explained that the pandemic could not compare to any other emergency operation the agency experienced in its history, which affected the day-to-day operations.

Major Russo explained that PowerDMS is a web-based application utilized to disseminate information to the Commands and each employee and was one of the main methods of communication to issue COVID-19 guidelines to the employees. Russo explained that she ensured the districts under her command had the necessary resources. Russo also answered any questions and addressed all concerns that were brought to her attention. She noted that during the early stages

of the pandemic, CDC guidelines changed from day-to-day; however, the agency kept staff informed, and she also informed the districts under her command. Russo also recalled that Major DeMarco disseminated information through emails and PowerDMS. Russo affirmed that every Command communicated on scheduled conference calls to address any issues or concerns.

Major Russo testified that before the pandemic, all districts had resources and supplies, including masks, gloves, and hand sanitizer. During the early stages of the pandemic, she recalled that Major DeMarco coordinated inventories of the districts to determine what other supplies or resources were needed. She affirmed that she never witnessed a decrease in PPE availability in the agency. Russo attested that employees were also notified that the Department of Fire Rescue personnel would enter the scene during medical calls for service, and they would also provide additional PPE to employees if requested.

Assignment Details					
Priority Immediate (4 hrs.)		Date/Time Due 03/23/2020 17:13:00		Time Completed 03/23/2020 17:00:16	
Status Closed		Assigned To LOG Section Chief			
Attachments					
Deployments					Add Deployment
Deployment #	Resource	Qty	Remarks	Details	
Deployment Total:		0			
Comments					Add Comment
Position	Name	Phone	Date/Time	Comment	Update
CMD Incident Commander	Russo, Almee	(954) 321-4399	03/23/2020 13:18:41	Melissa Torres 954.605.8232 is on her way to pick up supplies.	Select

Major Russo testified that the agency had PPE during the pandemic. She was never notified by any district that employees did not have PPE. Russo recalled that when the media reported that the agency did not have adequate PPE, the SEOC immediately recounted the inventory and found those reports to be inaccurate. Russo would contact each district to determine if they needed any additional PPE or resources. Russo explained that the inaccurate media reports were very distracting and caused chaos within the agency. Russo stated that constantly verifying false information or refuting incorrect information was a distraction. It caused the agency to deviate from what they were doing in their respective roles in the SEOC to refute false claims.

According to Major Russo, she never had a direct conversation with Deputy Bell. She recalled the email that referenced the donation of the 1400 masks from Bell was handled accordingly and documented in WebEOC. She noted that if IUPA or Bell had called the agency to pick up the masks, the agency would have retrieved the masks at that time. It should be noted that Resource Request #3241, as shown above, confirmed Major Russo logged onto WebEOC and generated a request to have these items picked up.

Major Russo further refuted Bell's claims that the agency was not prepared for the pandemic. She believed that Bell insinuated that Deputy Bennett passed away due to a perceived lack of PPE, which is inaccurate because the agency had adequate PPE. Russo recalled that when Bennet passed away, his family never complained to her or the agency with those similar allegations made by Bell. Russo noted that IUPA representatives and Deputy Bell have a direct line within their districts to their Command to address any issue and receive an answer. She concluded that if the agency needed anything, there were resources available.

Refer to the following evidence for further details:

- Major Russo's statement [Folder 15]
- BSO OEM [Folder 10]

I obtained a sworn, recorded statement from Major Anthony DeMarco, CCN 7995. The following is a synopsis of DeMarco's statement [In-Part]:

Major Anthony DeMarco has worked for BSO for twenty-six years and he is currently in charge of BSO's Youth and Neighborhood Services Bureau. As the pandemic approached, DeMarco became a part of the SEOC CWG, which assisted the agency in preparing for the pandemic. DeMarco statement about the SEOC CWG roles and responsibilities were materially consistent with Director Yavneh's statement.

Major DeMarco confirmed that he authored the March 15th, 2019, email titled "COVID Update Number 3," which directed districts to log onto WebEOC to begin monitoring, requesting resources, staffing, and materials as needed. When he wrote the email, DeMarco advised that the agency currently had PPE equipment, as there were emails that were sent earlier, gathering information on the numbers of PPE gear on hand in each district. Initially, DeMarco was sending emails to every Department within BSO, but BSO then transitioned to utilizing PowerDMS to distribute information.

Major DeMarco confirmed that in his March 15th, 2020, email, which stated that additional N95 masks would be arriving the following week, they began determining the "burn rate," or how much of the PPE gear they were consuming daily. They were also gathering information on how much PPE each district needed and how much they had on hand, by determining how many deputies, sergeants, and staff members were going to need it. This would assist in establishing the "burn rate" and make sure that PPE was not being hoarded or distributed unnecessarily.

The following is information provided to the agency [In-part]:

03-14-20 – Major DeMarco email

- *Alternative to arrest when appropriate, including use of NTA, civil citation etc.*
- *Unless operationally necessary, suspend large scale arrest or traffic enforcement operations.*
- *At this time your district should cancel any volunteer program participation including; Explorers, Posse, COP, ride-a-longs, etc.*
- *A recommendation has been made by the CWG (Coronavirus Working Group) that each district begin utilizing desk staff to take reports via phone. To limit exposure, Patrol Sergeants should consider assigning calls to the desk that can be effectively handled over the phone.*
- *Pompano satellite jail closed, reroute to main jail*
- *Continue to provide guidance to staff returning from overseas travel*
- *Continue to monitor staff who may exhibit signs or symptoms and provide guidance as outlined in TAB 20-08 Human Resources*
- *Continue to increase the frequency of cleaning of station, equipment and vehicles*
- *Continue to reduce face-to-face or large group gathering of staff, employ social distancing*
- *Be mindful of the impact to your staff, particularly those who may have kids at home due to schools being closed or those who may be anxious about the current state of events. Provide temporary accommodations to those who may be significantly impacted.*

03-15-20 – Major DeMarco email

- *Continue to reduce face-to-face or large group gathering of staff, employ social distancing*
- *District should review district command post staffing should an agency wide activation occur.*
- *Districts should log into WebEOC, begin monitoring and requesting resources, staffing and materials as need.*
- *Additional N95 masks will arrive next week*
- *DFRE is manufacturing hand sanitizer to be distributed to the agency, more detail next week.*

Refer to the following evidence for further details:

- Major Demarco email thread [Folder 20]

In reference to Deputy Bell's March 16th, 2020, memorandum, DeMarco advised that deputies were being issued PPE equipment at that time, and he had emailed before that date, in which he discussed answering calls remotely. DeMarco confirmed that he received an email dated March 13th, 2020, from Lieutenant Colonel Christopher McCoy, which was sent to all the district captains, advising them to send a representative to the BSO logistics building to pick up PPE masks. According to the following section of Bell's memorandum, "*if we cannot obtain this equipment immediately, then please consider ordering deputies to take as many precautions as possible to include handling such calls as lost property, damaged property, delayed calls for services over the phone whenever possible*" DeMarco referred to another email he sent, on March 14th, 2020, titled, "*Update number 2*" in which the CWG recommended each district to begin utilizing desk staff to take reports over the phone and canceling any volunteer programs.

Major DeMarco advised that as part of the information that went out to the districts, as emails included the state and county COVID numbers, hospital information, Broward EOC, and Corona Task Force. The emails were sent as a running task, so the prior days' email would be attached to the bottom of the current email as ongoing information. DeMarco stated that the emails also contained information on schools, food distributions, and what the district SROs should be doing, as they fall under his chain of command. DeMarco denied that BSO was trying to hide anything but was working on keeping everybody safe, not just the employees, but the community as well.

In reference to Deputy Bell's, April 4th, 2020, memorandum, Major DeMarco advised that Bell was implying that Deputy Bennett had died of COVID because the agency was not prepared. DeMarco did not believe Bell's statement was factual because he spoke with Bennett's family after his death, and they never made any claims against BSO. DeMarco concluded that BSO was as prepared or more prepared than the agencies around us.

Refer to the following evidence for further details:

- Major DeMarco's statement [Folder 15]

BSO's Office of the Sheriff

I obtained a sworn, recorded statement from Colonel Munib Ahmed, CCN 13174. The following is a synopsis of Ahmed's statement [In-Part]:

Colonel Ahmed is the Executive Officer to Sheriff Tony and has worked for BSO for eighteen years. He was previously assigned to the Homeland Security Bureau and Counterterrorism Unit and holds top secret clearance. Ahmed explained that before the pandemic in March of 2020, the BSO began pre-planning, and around late 2019 or early 2020. Colonel Ahmed's testimony was

materially consistent with Chief Holness, Director Yavneh, Colonel Reyes, Colonel Holmes, Colonel Robson, and Lieutenant Colonel McCoy.

Colonel Ahmed added that he was involved in dealing with constituents, politicians, and city officials and providing them with accurate information. He advised that throughout the pandemic and even before the pandemic, constituents always called the Sheriff's Office to find out what we were doing as an agency, and he was present for some of these calls and even fielded some of these calls. Ahmed continued that comparing what BSO was doing to what other entities were doing is difficult because they were focused on BSO. However, the conversations with city officials, city managers, and mayors showed that BSO was either ahead of that curve or just along the same lines as to what they were doing, so in comparison. Ahmed confirmed that when BSO was portrayed on the media negatively, Tony would receive numerous calls for concern that had to be addressed with truthful information.

Refer to the following evidence for further details:

- Colonel Ahmed's statement [Folder 15]

BSO's Department of Human Resources, Communication & Technology

I obtained a sworn, recorded statement from Colonel Oscar Llerena, CCN 8225. The following is a synopsis of Llerena's statement [In-Part]:

Colonel Llerena advised that he has worked for the Broward Sheriff's Office for approximately twenty-five years and rose through the ranks from Deputy Sheriff to Colonel of the Department of Law Enforcement. He advised that he was currently the Executive Director of the Department of Human Resources, Regional Communications, and Information Technology. Colonel Llerena's testimony was materially consistent with Chief Holness, Director Yavneh, Colonel Reyes, Colonel Holmes, Colonel Robson, and Lieutenant Colonel McCoy.

Colonel Llerena discussed Article 9 of the IUPA Local 6020 CBA. He advised that this section allowed one member of the union's executive board to be on full release, meaning this member was released from their regular assignment. The position is considered the lead representative of the membership and is normally staffed by the union's president. Article 9 (specifically 9.8) states that the full release position reports directly to their applicable executive director. He advised that Deputy Bell reported to him when he was the Executive Director of DLE and was unaware of any issues impeding their communications concerning labor issues. After Llerena's transfer, Colonel Holmes assumed the position. Bell then reported to Holmes, and no language in the CBA indicated that Bell reported to the Sheriff. Llerena advised that it was not common for a deputy to report directly to a Colonel.

Colonel Llerena advised that the operational issues are addressed by the executive director of the applicable bargaining units. Sheriff Tony is briefed as warranted, but most minor problems are resolved at lower levels in the chain of command. Even in the case of grievances, Llerena advised that they are not brought directly to the sheriff. He advised that there are three steps to the grievance process and that all efforts are made to resolve issues before they become formal grievances.

Colonel Llerena advised that the Sheriff has the right to assign someone to respond to grievances at any step, though he had never observed this nor observed the Sheriff respond to a grievance. He advised that the colonel normally makes such assignments. Colonel Llerena advised that no

language in the grievance process of the CBA refers to taking grievances to the media, as the media is not part of the grievance or arbitration process.

Colonel Llerena advised that he believed that BSO was prepared as best as possible for this once-in-a-lifetime pandemic and better than most other public safety agencies.

Refer to the following evidence for further details:

- Colonel Llerena's statement [Folder 15]

BSO's Department of Human Resources

I obtained a sworn, recorded statement from Major Andrew Dunbar, CCN 7324. The following is a synopsis of Dunbar's statement [In-Part]:

Major Dunbar advised that he has worked for BSO for twenty-nine years, is currently the Director of Human Resources. In March 2020, Dunbar was assigned as the Deputy Incident Commander of the Sheriff's Emergency Operations Center (SEOC).

As Deputy Incident Commander, Major Dunbar explained his responsibilities included assisting the Incident Commander with all functions dealing with the SEOC, assisting the Pandemic Coordinator, and providing guidance to the Executive Directors of the agency. Dunbar noted that the SEOC took the lead in the joint operations of the Department of Fire Rescue, the Department of Law Enforcement, and the Department of Detention and Community Programs.

Major Dunbar further explained that part of his responsibilities also included providing information on PowerDMS, so that it could be disseminated, and approving or denying resource requests. Dunbar recalled that he ensured that PPE was being distributed throughout the agency.

Resource Request/Task Assignments					
Incident Name	Date/Time	Tracking #			
2020 CO/ID-19	04/06/2020 08:21:53	7512643			
Requester					
Requesting Position CMD Incident Commander					
Primary Contact	Primary Contact #	Secondary Contact #	Primary Email		
J.Montgomery	954-797-0950				
Alternate Contact	Alternate Contact #	Secondary Contact #	Alternate Email		
Major Dunbar	954-797-0950				
Request/Task Details					
Mission Name IUPA PPE Donation - Pick-up					
Detailed description One person needed with SUV to pick up 1400 masks/equip from IUPA HG (off 441) that will be turned over to logistics to be distributed agency-wide as needed. No definitive time as yet, but IUPA will be contacting the SEOC when the load is ready for pick-up					
Resource Details					
Resource Requested	Unit of Measure	Quantity			
PPE (Personal Protective Equipment)	Each	1			
Coordinating Instructions					
Delivery Location					
Address: IUPA HQ					
Lat/Long: /					
Update History View History					
Assignment Details					
Priority	Date/Time Due	Time Completed			
Assigned (12 hrs)	04/06/2020 12:24:00	04/06/2020 15:35:59			
Status	Assigned To				
Closed	OPS Section Chief				
Attachments					
Deployments Add Deployment					
Deployment #	Resource	Qty	Remarks		
		0			
Comments Add Comment					
Position	Name	Phone	Date/Time	Comment	Update
CMD Incident Commander	Montgomery, Jerral	(654) 321-4200	04/06/2020 16:07:47	PPE was picked up.	Details
OPS Section Chief	Robson, Steve	(654) 831-8100	04/06/2020 08:44:01	Call me when they are ready and I will have someone pick them up.	Details

Dunbar noted that Logistics stored the PPE. Dunbar testified that meetings were conducted weekly to determine the needed supplies. He explained that once the resource requests were approved, Logistics would facilitate the order notify him once the order had been completed.

According to Major Dunbar, he worked along with Major Russo with receiving many requests for resources, and they both facilitated the resources that were sent throughout the agency.

Major Dunbar testified that he never received complaints of not having sufficient PPE. He noted that if any miscommunication occurred, he navigated a solution. According to Dunbar, all communications went through the SEOC, which notified all commands within the agency. Any supplies or resources that were requested by the commands were facilitated. He explained that a system was in place to maintain an inventory of

supplies. This was used to help anticipate and prepare for what supplies and resources were needed for future use.

Major Dunbar recalled that Deputy Bell called and notified him that he had 1400 masks. Bell requested that the masks be distributed only to IUPA members. Dunbar explained that he was unable to do that in good conscience because the Districts contained both union and non-union members. Dunbar approved for Logistics to pick up the masks, which were then added to the supply of masks that were being issued that day. It should be noted that Resource Request #5316, as shown above, confirmed Major Dunbar's testimony.

Major Dunbar recalled some Deputy Bell's memorandums that reported that the agency was not prepared for the pandemic. Dunbar testified that the agency went above and beyond to make sure the agency had adequate resources. He further testified that the pandemic was worldwide, and there was nothing that the agency would not do to secure equipment for all of its employees. He concluded that the agency was prepared for the pandemic.

Refer to the following evidence for further details:

- Major Dunbar's statement [Folder 15]
- BSO OEM [Folder 10]

BSO's Department of Preparedness and Response

I obtained a sworn, recorded statement from Colonel Steven Robson, CCN 8290. The following synopsis consists of Robson's statement [In-Part]:

Colonel Robson has worked with the Broward Sheriff Office for twenty-four years. As a Colonel, he oversees the training division, special operations, and regional services. Robson stated that he is responsible for providing training within the organization. Robson explained that PowerDMS is a system that is capable of communicating information to employees electronically and requires an employee e-signature to ensure that the information sent is being received and disseminated. PowerDMS became an essential tool to transmit information that was rapidly evolving. Robson stated information was being updated regularly, and it was paramount that the information was disseminated expeditiously to the employees. Robson recalled that BSO COVID-19 tabs as early as March 3rd, 2020 [COVID-19 Tab 20-02], and some tabs provided guidance on how to use and reuse PPE. Robson confirmed that he reviewed all COVID-19 tabs before the distribution of the information was provided to employees. Audits were completed to ensure that employees reviewed their respective PowerDMS information and signed off confirming they had reviewed the information. The results of the audit trails were relayed to the Districts to ensure that the employee was compliant. Furthermore, Robson stated that there were directives for supervisors to review COVID-19 tabs with their employees. According to Robson, the agency's preparedness for the pandemic, would be outlined in the PowerDMS COVID-19 tabs.

In March of 2020, Colonel Robson's role and responsibilities encompassed the Operations Section Chief, within the SEOC. From Robson's point of view, BSO did not deter their procurements efforts, and oftentimes BSO paid inflated prices for PPE, to ensure that they were competitively bidding for a limited supply. Robson stated that BSO was competing against the world to obtain adequate amounts of PPE, which made it difficult. Robson stated that the agency spent an abundance of funds to protect their employees. Robson confirmed that although the Broward

Sheriff's Office had PPE on the onset of the Pandemic, BSO did not stop in its attempts to secure additional PPE.

Colonel Robson recalled that Sheriff Tony changed the reporting protocols for the union president to report to their assigned Colonel's to address issues, and he felt that this management style was an efficient way to resolve concerns.

In reference to Deputy Bell's March 16th, 2020, memorandum, Robson stated that none of his colleagues advised him that they had a conversation with Bell before the release of the referenced memorandum. Robson confirmed that if Bell had concerns surrounding the lack of communication, Bell could have contacted his immediate supervisor, Colonel Holmes. Robson added that Bell comments were an inaccurate statement because deputies were receiving PPE. In reference to Bell's April 4th, 2020, memorandum, Robson believed that Bell intended to place blame on BSO for the death of Bennett, which was very irresponsible. Robson stated that the agency had the appropriate PPE for the employees, during the dates of Deputy Bell's memorandums.

Colonel Robson stated that the information that Deputy Bell provided drove a wedge between him and BSO, and this suppressed his role as union president and facilitated mistrust. Robson stated, that as a union president, Bell created a sense of a lack of organization, leadership, as well as preparation, and created an atmosphere suggesting there was a lack of care for BSO's employees. Robson stated it was disheartening after he saw the collective efforts of all departments fighting a pandemic. Robson stated that Bell's statements were completely inaccurate based upon his first-hand knowledge of the efforts of the SEOC and the preparedness. Also, when misinformation is disseminated through the media regarding policing protocols, it creates distrust and weakens the relationship with the community, which caused the agency to defend itself.

Colonel Robson stated that he believed that Deputy Bell, utilized the pandemic to his advantage because Bell was unhappy with not having direct access to Sheriff Tony. Robson believed that Bell's intended to release inaccurate information to the media to hinder Sheriff Tony's ability to get reelected. Robson added that Bell's motive was political and that Bell has had issues with two prior Administrations. Robson stated that he believed that Bell was empowered by his prior political antics; however, during the Pandemic it reached a different level, with Bell blaming the death of a deputy on the agency.

Refer to the following evidence for further details:

- Colonel Robson's statement [Folder 17]

BSO's Department of Fire Rescue

I obtained a sworn, recorded statement from Deputy Chief Timothy Keefe, CCN 13064. The following is a synopsis of Keefe's statement [In-Part]:

Deputy Chief Keefe is the Deputy Chief of Operations for the Department of Fire Rescue and Emergency Services. Keefe oversees the day-to-day operations of Fire Rescue, including BSO's OEM. Keefe testified that along with Director Yavneh, they both began discussions and preparations in January 2020. Keefe testimony was materially consistent with Chief Holness, and Yavneh.

Deputy Chief Keefe added that once the SEOC was activated, he also became the daytime Incident Commander while maintaining his position as the Deputy Chief of Fire Rescue. Based on early predictions, Keefe and the SPG began to inventory the current number of supplies while also increasing the stock level of supplies. Keefe testified on March 5th, 2020, meeting he notified the attendees that the PPE inventory had been conducted and the agency had approximately 7500 N95 masks. In this meeting, he also directed the attendees to take immediate control and inventory PPE. Keefe explained that the specific inventory levels and location were confidential for security reasons because of the potential of the items being confiscated, hijacked, or stolen. Keefe recalled that other jurisdictions outside Broward County had their PPE confiscated by higher authorities.

Deputy Chief Keefe explained that this pandemic was considered a public health emergency, which meant that the Florida Department of Health ultimately had the lead in giving direction within the state of Florida. According to Keefe, Fire Rescue took the lead. He affirmed that the agency was never at a zero state on PPE. He further affirmed that Fire Rescue supplied DLE with personnel for calls for service, and the fire trucks were overstocked with supplies for DLE in case they needed additional supplies. Keefe noted that the agency never stopped procuring or purchasing PPE. Keefe testified that Sheriff Tony was actively engaged in the preparedness and discussions for the entire operation of the pandemic. He further testified that Tony was very concerned about making sure the rank-and-file was protected at all levels throughout the agency.

Deputy Chief Keefe recalled that it was refreshing when Sheriff Tony issued a directive for union presidents to speak directly to the upper Commands of their respective divisions. He noted that since that directive was implemented, there has not been anything that had to be brought to the attention of Tony. He explained that he has good relationships with the unions. Keefe viewed the memorandum authored on March 16, 2020, by Deputy Bell as negative. He noted that those comments could cause a deleterious effect on the agency because they distract from day-to-day operations. He recalled that Bell's comments to the media created concerns and issues within the SEOC. It further caused the staff to deviate from their regular assignments to respond to PIO inquiries and focus time, effort, attention, energy, and assets on these concerns that Bell brought about. Keefe testified that if an employee wanted to know what the agency was doing to prepare for the pandemic, they could locate that information on the PowerDMS under the COVID tab.

Deputy Chief Keefe concluded that the agency did anything and everything possible to get the resources we needed, which also included making the vaccine available to all employees.

Refer to the following evidence for further details:

- Deputy Chief's statement [Folder 15]

BSO's Department of Detention

I obtained a sworn, recorded statement from retired Lieutenant Colonel Timothy Langelier, CCN 7819. The following is a synopsis of Langelier's statement [In-Part]:

Lieutenant Colonel Langelier retired with twenty-seven years of service to the Broward Sheriff's Office. As the DOD Lieutenant Colonel, he oversaw the day-to-day operations and administration of DOD, which included the personnel, staffing, and financial responsibilities. Langelier recalled contributing to developing a pre-pandemic plan, which was eventually added to PowerDMS and

implemented in March 2020. Langelier recalled that there was a plan that was specific to DOD, in addition to the agency plans that were implemented. He further recalled working with Fire Rescue, DLE, SEOC, and the Office of Emergency Management.

According to Lieutenant Colonel Langelier, an inventory was conducted of the PPE that was located in the DOD warehouse. He explained that the DOD warehouse supplies and resources are separate from DLE and Fire Rescue's inventory of resources. He also confirmed that in February 2020, and March 2020, the agency was preparing for the pandemic. Langelier explained that DOD and the FOP and FOPE unions have a good working relationship, which remained good throughout the pandemic. He further explained that the unions and DOD Command maintain an open line of communication. He noted that if the unions could have verified the agency's supplies at any given time.

Lieutenant Colonel Langelier explained that PowerDMS was very useful in implementing new procedures and informing staff on critical updates to guidelines and directives. Langelier also noted that he was also assigned to the SEOC and worked aggressively in helping to procure resources, supplies, and PPE for every employee. Langelier noted that Deputy Bell was irrelevant to the operations of DOD. He explained that DOD was as smart and as diligent as possible with issuing PPE, and DOD was always willing and able to assist Fire Rescue and DLE if they needed additional supplies. Langelier concluded that Sheriff Tony and the agency did the absolute best with what was presented during the worldwide pandemic.

Refer to the following evidence for further details:

- Colonel Robson's statement [Folder 15]

PowerDMS and Deputy Bell Power DMS Audit Trail

BSO utilizes a compliance and management platform called PowerDMS. This software allows the agency to manage policy and procures documents throughout the entire agency, and it helps in developing, reviewing, distributing, and tracking every policy, memorandum, legal bulletin, training bulletin, and/or any official BSO document. This software allows BSO to do the following:

- Build a culture of compliance by communicating critical updates to staff, providing access to policies from any device, and ensuring one version of each document exists.
- Communicate more effectively by distributing-critical information to BSO employees reliably, whether they are working remotely, on the move, or on the field. It provides access to policies and procedures and verifies that employees read important documents.
- Promotes accountability by promoting transparent and efficient accountability, to include, holding employees accountable to policies by tracking signatures, building custom tests, and strong document history.

BSO distributed a multitude of COVID-19 bulletins throughout the pandemic. The following are a synopsis of the BSO PowerDMS documents associated with COVID-19, combined with the results of Deputy Bell's PowerDMS audit trail: It should be noted that the audit displays the date the information was sent out and the date and time Bell reviewed and signed the document.

1. March 3rd, 2020 – Training Bulletin “*Corona Virus Disease*” TAB 20-02. This training advisory bulletin provided an initial overview of the growing pandemic, and attached a multitude of attachments to include:
 - a. Comprehensive Emergency Management Plan
 - b. CDC Coronavirus Disease 2019 Situation Summary
 - c. Healthy Habits to Help Prevent Flu
 - d. CDC brief information videos on Coronavirus
2. March 11th, 2020 – Training Bulletin “*Corona Virus Disease (Protocol for Reporting COVID-19)*” TAB 20-03. This training advisory bulletin provided direction on reporting COVID-19 exposure to the agency, and Florida Department of Health.
3. March 12th, 2020 – Training Bulletin “*Corona Virus COVID-19 (Precautions)*” TAB 20-04. This training advisory bulletin explained BSO’s COVID-19 Work Group, which would evaluate and make recommendations to the agency. The BSO Work Group recommended the suspension of all voluntary events, suspend all agency business travels, and to use technology to hold meetings rather than in person.
4. March 12th, 2020 – Training Bulletin “*Homicide Screening Tool for Identifying Deceased Person under Investigation for Coronavirus Disease 2019 (COVID-19)*” TAB 20-05. This training advisory bulletin provides direction to employees responding to a deceased person investigation, in the event that the deceased person had COVID-19, traveled to an area affected by COVID-19, was around an individual with COVID-19, and/or displayed symptoms.
5. March 12th, 2020 – Internal Memo “*Asset Seizures*” 20M-006. This internal memorandum provides direction on submitting asset forfeitures electronically.
6. March 13th, 2020 – Training Bulletin “*Law Enforcement Role in a Declared Public Health Emergency*” TAB 20-06. This training advisory bulletin provided direction on Law Enforcement assisting the Department of Health, due to the Governor of the State of Florida Executive Order 20-51.
7. March 13th, 2020 – Training Bulletin “*PowerDMS*” TAB 20-07. This training advisory bulletin discussed the PowerDMS management system.
8. March 13th, 2020 – Training Bulletin “*Human Resources Information COVID-19*” Tab 20-08. This training advisory bulletin provided procedures on employee leave usage if contracted by COVID-19.
9. March 13th, 2020 – Communications Training “*COVID-19-Field Information Bulletin.*” This training advisory bulletin is a BSO Communication directive that instructs BSO dispatchers to notify first responders [Law Enforcement and Fire Rescue] responding to a location that may be exposed or has been exposed to COVID-19.
10. March 17th, 2020 – Training Bulletin “*Work Flow during the National Declared COVID-19 Emergency*” TAB 20-09. This training advisory bulletin provides procedures for employee capable of working from home.

11. March 17th, 2020 – Communication Training “*EMD Protocol 36-New Signal S67ID (Infectious Disease).*” This training advisory bulletin is a continuation of BSO Communication Directive. This directive explained Protocol-36 procedure and provided guidance on how Law Enforcement and Fire Rescue will respond to locations with this call sign. The bulletin emphasizes that DLE will not be assigned these calls for service along with Fire Rescue.
12. March 18th, 2020 – Training Bulletin “*Broward Sheriff’s Office Fitness Center Usage*” Tab 20-10. This training advisory bulletin provided direction on utilizing the BSO Fitness Center.
13. March 18th, 2020 – Training Bulletin “*Coronavirus COVID-19 Basic Screening Interview for Public Entry to any BSO Facility*” TAB 20-12. This training advisory bulletin provided direction on how to screen individuals entering BSO facilities.
14. March 18th, 2020 – Training Bulletin “*Coronavirus COVID-19 Appropriate Use of PPE: Nonsterile Gloves and N95 Masks and Eye Protection*” TAB 20-13. This training advisory bulleting provided guidance on the following:
 - a. Procedures on wearing gloves, disposing gloves, and washing hands after the use of gloves.
 - b. CDC guidelines on using, re-using, and discarding N95 mask. This bulletin emphasized on CDC guidelines on re-using mask because of the limited availability on mask.
 - c. Discussed eye protection.
15. March 19th, 2020 – “*Bureau of Human Resources Form for Electronic Processing.*” This form provided instructions on submitting forms to Human Resource Electronically.
16. March 19th, 2020 – Legal Alert “*Enforcement of Executive Order 20-68 regarding Operation of Bars and Restaurants.*” This legal bulletin provided Florida State Statue pursuant to enforcing the executive order.
17. March 19th, 2020 – “*Purchasing Informational Guide.*” This form informed employee that the purchasing department will be working remotely and provided contacts information for purchasing’s employees and forms needed to submit request.
18. March 20th, 2020 – “*COVID-19 BSO Exposure Guidance On or Off Duty Contact form.*” This document informs employee how to access WebEOC, provides a sign/symptom questionnaire, and provides a BSO COVID-19/DOH contact form.

That audit trial revealed that Deputy Bell reviewed and signed the above-mentioned eighteen (18) COVID-19 documents on March 20th, 2020 between 2:47 PM and 2:55 PM [approximately eight (8) minutes].

19. March 21st, 2020 – Training Bulletin “*Coronavirus COVID-19 Public Safety Building Gym*” Tab 20-15. This training advisory bulletin provided instructions on utilizing the gym at the Public Safety Building. On March 21st, 2020, the agency sent this Training Bulletin to all employees via PowerDMS, with a due date of March 31st, 2020.
20. March 21st, 2021 – General Information “*CDC Guidelines Coronavirus Disease 2019 (COVID-19) Caring for Yourself at Home.*” This form is a CDC bulletin on methods

individual can take care of themselves. On March 21st, 2020, agency sent this General Information tab to all employees via PowerDMS, with a due date of March 31st, 2020.

21. March 23rd, 2020 – Training Bulletin “*Coronavirus COVID-19 Collection Site for First Responders*” TAB 20-17. This training advisory bulletin explained CD Smith Park COVID-19 collection site procedures. On March 24th, 2020, the agency sent this Training Bulletin to all employees via Power DMS, with a due date of April 3rd, 2020.
22. April 2nd, 2020 – Training Bulletin “*COVID-19 Offenses*” TAB 20-24. This training advisory bulletin described criminal offenses that were COVID-19 related. On April 2nd, 2020 the agency sent this Training Bulletin to all employees via Power DMS, with a due date of April 12th, 2020.
23. April 3rd, 2020 – Training Bulletin “*Coronavirus COVID-19 Fitness & Nutrition Tip*” TAB 20-19. This training advisory bulletin provided guidance on fitness and nutrition tips. The bulletin also provided website links for free online fitness resources. On April 3rd, 2020 the agency sent this Training Bulletin to all employees via Power DMS, with a due date of April 13th, 2020.
24. April 6th, 2020 – Training Bulletin “*Auto Theft / Marsy’s Law Affidavits*” TAB 20-27. This training advisory bulletin announced the suspension of Auto Theft Affidavits and Marsy’s Law Affidavits. On April 6th, 2020 the agency sent this Training Bulletin to all employees via Power DMS, with a due date of April 17th, 2020.
25. April 8th, 2020 – Training Bulletin “*COVID-19 Cleaning Equipment*” TAB 20-29. This training advisory bulletin provided guidance on cleaning footwear, clothing, duty-belt, and radio. On April 8th, 2020 the agency sent this Training Bulletin to all employees via Power DMS.
26. April 9th, 2020 – Human Resource Internal Memorandum labeled, “*Supplement to the Families First Coronavirus Response Act (FFCRA)*”. This memorandum provided an explanation on the FFCRA. On April 9th, 2020 the agency sent this Human Resource Memorandum to all employees via Power DMS.
27. April 10th, 2020 – Safety Bulletin – SB 20-01. This safety bulletin provided information on facial covering. On April 10th, 2020 the agency sent this Safety Bulletin to all employees via Power DMS, with a due date of April 21st, 2020.

The audit trail revealed that Deputy Bell did not review or sign the above-mentioned nine (9) COVID-19 documents, prior to his suspension date [April 10th, 2020].

DLE District Command and Random Employee Statements

BSO’s Division of IA conducted quantitative survey interviews of randomly selected deputies and sergeants from every DLE district, who had completed their field-training prior to the onset of the COVID-19 pandemic. Sergeant Vincent Coldwell, CCN 12567, organized the interviews by contacting the Executive Officer of every district to schedule the interviews. IA Sergeants were instructed to meet with the on-shift district Sergeant and requested the Sergeant to identify

employees [Deputies and Sergeants] assigned with an odd number call sign to participate in the interview. It should be noted that a call sign is how deputies and sergeants are identified while they are patrolling and reporting to calls for service. The employees identified would provide a witness statement, and answer questions from a series of questions that I created. The assisting IA Sergeants would download the audio file, request a transcription, and complete a digital transfer form. IA was able to obtain one hundred twenty-six random deputies' statements and twenty-three random sergeant's statements. After the assisting IA sergeants completed their random statements, I obtained a statement from the district command. It should be noted that the outcome of these random statements revealed that 143 out of 149 individuals did not complain about the agency.

DLE – District 1 - West Park / Pembroke Park

IA Sergeant Hornsby obtained four deputies' statements and two sergeant's statement.

- All six employees reviewed all COVID-19 related PowerDMS guidelines.
- All six employees recalled the district discussing and instructing alternative methods to prevent exposure.
- Five out of six employees did not notice a decrease of PPE within their respected district, agency, and/or personal life.
- One out of six employees noticed a decrease of PPE within their respected district, agency, and/or personal life.
- All six employees never notified or complained to the district's command, the union, the district's union representative, or any union representative that the district did not have PPE.

On December 17th, 2020, I obtained a sworn, recorded statement from Captain Christopher DeGiovanni, CCN 13928. The following is a synopsis of DeGiovanni's statement [In-Part]:

Captain DeGiovanni has been a law enforcement officer for seventeen years and was recently promoted to Captain for BSO's Cooper City District. In March of 2020, DeGiovanni was the Executive Lieutenant for BSO's West Park/Pembroke Park District; therefore, this interview is in reference to West Park/Pembroke Park District pandemic preparation. DeGiovanni advised that at the beginning, it was difficult to locate and purchase protective equipment for his family because this was the first time in his life he had experienced a pandemic of this magnitude.

As the pandemic evolved [March of 2020], Captain DeGiovanni, worked in conjunction with Captain Stephanie Coker, CCN 11105, to prepare the district for the pandemic. DeGiovanni was not physically at the district from March 9th, 2020, through March 23rd, 2020, however, in his absence, Sergeant Armand Demosthenes, CCN 13944, Coker. DeGiovanni learned through the Centers for Disease Control and Prevention (CDC) guidelines that appropriate protection for deputies in his district [West Park/Pembroke Park] was social distancing [six feet apart], utilizing hand sanitizer, and wearing masks. DeGiovanni advised that when the agency provided COVID-19 PowerDMS guidelines, he personally went to roll calls and met with all supervisors to discuss training bulletins, training tabs, CDC recommendations, and updates from SEOC.

Captain DeGiovanni adopted the recommendations from the SEOC, BSO Colonels, and BSO Majors, and implemented, conducting roll calls outside the district office, working remotely for high risk / non-essential employees, closing the district's lobby for civilians, and instructed the janitorial company to thoroughly clean district office with proper solutions [Alcohol, bleach, etc.].



Prior to the pandemic, if employees required any supplies [hand sanitizer, gloves, mask, etc.] they would make a request to the sergeant, and the sergeant would retrieve the items from a supply closet that is located inside the sergeant's office. The district did not have an inventory log prior to the pandemic and would restock items as the supplies diminished.

Captain DeGiovanni does not recall when the district received their first set of PPE equipment, but he explained that the SEOC web portal (WebEOC) had an "activity log," which would meticulously document district requests, to include dates and items requested. DeGiovanni did have a copy of West Park/Pembroke Park district's initial PPE sign-off sheet, which indicated that on March 17th, 2020, and March 18th, 2020, PPE equipment was distributed to the district. DeGiovanni believed that the district may have purchased and had in stock surgical mask prior to March of 2020; but is uncertain because, as discussed earlier, the district did not maintain an inventory log of supplies prior to the pandemic.

Captain DeGiovanni advised that early on [March of 2020], deputies were informed to contact fire rescue if they needed PPE equipment. DeGiovanni recalled discussing with the Fire Chief that they [Fire Rescue] had extra PPE gear to provide deputies and recalled deputies receiving PPE from fire rescue. DeGiovanni advised that the district also received a donation [KN95 mask and gloves] from a civilian, and those items were issued to deputies.

At the outset, Sergeant Demosthenes was involved in documenting the distribution of PPE equipment within the district; however, when Captain DeGiovanni returned from SPI training, he did most of the documentation through the WebEOC activity log himself. Demosthenes would handle the manual district sign-off sheets and the distribution of PPE equipment. DeGiovanni advised that the district utilized sign-off sheets in the beginning until the middle of the pandemic, and they utilized sign-out sheets even before they were directed to. DeGiovanni advised that every time they received supplies, they would create a sign-out sheet; however, at some point, they stopped using sign-off sheets because the district had an abundance of supplies. The procedure then became that if deputies needed supplies, they would request it from a sergeant, and the sergeant would provide them with the supplies without signing a sheet. DeGiovanni advised that the district had a constant flow of PPE equipment delivered to the district. Even though the district had an abundance of PPE equipment, DeGiovanni, continued ordering supplies for the district, in anticipation of supply shortage. The district had so much PPE equipment that DeGiovanni had to get additional storage rack to store the boxes of PPE equipment.

Captain DeGiovanni never complained to the agency that his district did not have PPE equipment. He advised that he did not receive any complainants from his employees that they did not have adequate PPE equipment or felt unsafe. DeGiovanni advised that none of his employees complained to the union, that he is aware of, nor was he approached by the union or union representatives that the deputies in his district were complaining about the lack of PPE equipment. DeGiovanni does recall that the union had filed a complainant on the agency about the lack of PPE equipment, but this complainant was not from his district. DeGiovanni advised that he was not familiar with a news article that discussed the lack of PPE equipment within the agency; however, he did explain he was proactive with rumor control is disseminating information accurately and timely. DeGiovanni would constantly communicate with his team, and he would forward them updated information from the SEOC. DeGiovanni never heard complaints from his team about any rumors because of the constant communication. DeGiovanni advised that his employees have

his direct phone number and could call him to discuss issues. DeGiovanni has an open-door policy with his troops, and they frequently communicate with him, and the topic of PPE equipment never came up.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shippng	CustomerFullNam	CreatedOn	Budg	Packer	Driver	ShippedOn	Skuz
211325	GLOVES, NITRILE,	10	Complete	Paid	Delivered	WP/PP District	03/02/2020	23500	Candace Williams	Colling Ridore	03/04/2020	120205035122
211325	GLOVES, NITRILE,	7	Complete	Paid	Delivered	WP/PP District	03/02/2020	23500	Candace Williams	Colling Ridore	03/04/2020	120205035121
211325	GLOVES, NITRILE,	5	Complete	Paid	Delivered	WP/PP District	03/02/2020	23500	Candace Williams	Colling Ridore	03/04/2020	120205035120
211742	N95 MASK, WHITE,	20	Complete	Paid	Delivered	WP/PP District	03/12/2020	23500	Thomas	Thomas	03/12/2020	210055035204
211815	GLOVES, NITRILE,	10	Complete	Paid	Delivered	WP/PP District	03/16/2020	23500	Candace Williams	Colling Ridore	03/18/2020	120205035121
211921	N95 MASK, WHITE,	30	Complete	Paid	Delivered	WP/PP District	03/18/2020	23500	Lourdes Bodine	Gregg Pagliarulo	03/18/2020	210055035204
212140	N95-KN95 MASK	60	Complete	Paid	Delivered	WP/PP District	03/24/2020		0 Thomas	Thomas	03/24/2020	911009110091
212292	SHOE/BOOT	1	Complete	Paid	Delivered	WP/PP District	03/27/2020	23500	Bernadine Jolley	Thomas	03/27/2020	210055099871
212292	N95-KN95 MASK	60	Complete	Paid	Delivered	WP/PP District	03/27/2020	23500	Bernadine Jolley	Thomas	03/27/2020	911009110091
212293	SHOE/BOOT	1	Complete	Paid	Delivered	WP/PP District	03/27/2020	23500	Bernadine Jolley	Colling Ridore	03/27/2020	210055099871
212293	N95-KN95 MASK	60	Complete	Paid	Delivered	WP/PP District	03/27/2020	23500	Bernadine Jolley	Colling Ridore	03/27/2020	911009110091
212313	HAND SANITIZER	10	Complete	Paid	Delivered	WP/PP District	03/28/2020	23500	Thomas	Thomas	03/28/2020	911009110091
212313	N95 MASK, WHITE,	8	Complete	Paid	Delivered	WP/PP District	03/28/2020	23500	Thomas	Thomas	03/28/2020	210055035204
212313	GLOVES, LATEX	1	Complete	Paid	Delivered	WP/PP District	03/28/2020	23500	Thomas	Thomas	03/28/2020	120205035103
212350	HAND SANITIZER	64	Complete	Paid	Delivered	WP/PP District	03/28/2020	23500	Thomas	Thomas	03/28/2020	911009110091
212405	(G0905)	2	Complete	Paid	Delivered	WP/PP District	03/30/2020	23500	Candace Williams	Colling Ridore	04/01/2020	450055099811
212405	(G1005)	2	Complete	Paid	Delivered	WP/PP District	03/30/2020	23500	Candace Williams	Colling Ridore	04/01/2020	450055099812

Captain DeGiovanni believed that his district and BSO as a whole were very professional in the manner they handle the response to the pandemic. DeGiovanni compared being prepared for a global pandemic is like preparing for a global war. DeGiovanni is not going to say that district was not prepared for a global pandemic. He thinks the global pandemic occurred and that the district handles the global pandemic professionally and adequately from the onset of it.

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the West Park District [Folder 12]
- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 2 – Dania Beach

IA Sergeant Coldwell, Sergeant Demosthenes, Sergeant Hornsby, Sergeant S. Martin, Sergeant Sutter, and, obtained nine deputies’ statements and one sergeant’s statement.

- All ten employees reviewed all COVID-19 related PowerDMS guidelines.
- All ten employees recalled the district discussing and instructing alternative methods to prevent exposure.
- Seven out of ten employees did not notice a decrease of PPE within their respected district, agency, and/or personal life.
- Three out of ten employees noticed a decrease of PPE within their respected district, agency, and/or personal life.
- Nine out of ten employees did not complain to their command that the district did not have PPE.
- One employee complained [March of 2020] to their command about PPE; however, shortly after the district received an influx of mask.
- All ten employees never notified or complained to the union, the district’s union representative, or any union representative that the district did not have PPE.

On December 1st, 2020, I obtained a sworn, recorded statement from witness Executive Lieutenant Jason Tarala, CCN 12576. The following is a synopsis of Tarala’s statement [In-Part]:

Executive Lieutenant Tarala has been in law enforcement for eighteen years and was assigned to BSO's Dania Beach district at the inception of the pandemic. Tarala found it difficult to locate and purchase protective equipment for his family because this was the first time in his life, he had experienced a pandemic of this magnitude. Tarala advised that the initial CDC guidelines were wearing a mask, staying six feet apart from each other, washing your hands for thirty seconds or using hand sanitizer, do not gather with more than then people, and keep interactions outdoors.

Executive Lieutenant Tarala worked in conjunction with Captain Daniel Marks, CCN 10616, and Sergeant Valerian Perez, CCN 7529, and Deputy Robert Boris, CCN 6159, to prepare the district for the pandemic. Tarala would order the PPE equipment and would work with Perez, and Boris to immediately distribute equipment to everyone in the district. As the agency released COVID-19 PowerDMS guidelines, he would make sure that the Sergeants would read them in roll call, and he would attend roll call to discuss the guidelines. Tarala implemented closing the district office, employees wearing a mask while inside the district office, limiting employee congregation to two people, preventing arrestees from entering the building unless additional investigations needed to take place, cleaning hands frequently, and cleaning their BSO assigned vehicle frequently.

Prior to the pandemic, if employees required any supplies [hand sanitizer, gloves, mask, etc.] they would make a request to the sergeant, and the sergeant would retrieve the items from a supply closet. The district did not have an inventory log prior to the pandemic and would restock items as the supplies diminished.

Executive Lieutenant Tarala advised that the district began distributing PPE equipment on March 17th, 2020, and March 18th, 2020, which was documented on a distribution sign off log; however, the district did not maintain a steady log until the beginning of April of 2020, because the district wanted to give the supplies to the deputies as soon as the district received it. At the direction of Tarala, Sergeant Perez and Deputy Boris were assigned to make sure that every deputy had everything they needed. Early on [March of 2020], Tarala did notice a limited availability of PPE equipment [mask] within agency; however, the district always had a supply for deputies. Tarala advised that in the beginning, deputies wanted more masks because they did not feel comfortable reusing the same mask. Even though deputies were asking for more masks, Tarala advised that his employees always had PPE equipment [mask, gloves, and hand sanitizer], and the district never ran out of supplies. Tarala advised that the only time he had to limit the number of supplies deputies were able to receive was in the beginning, and when the district was running low on masks, he would place an order with the SEOC, and they would replenish the district immediately.

In April of 2020, Executive Lieutenant Tarala began receiving an abundance of PPE equipment, so the district began documenting and tracking all PPE equipment received, and PPE equipment distributed to the district employees. Sergeant Perez and Deputy Boris were assigned with this task, and as of the date of this statement, they still maintain track of PPE supplies. The district created a PPE equipment tracking system to inform Boris on items that were distributed to deputies on a daily basis; that way the district would know when to re-order supplies. Tarala diminished the initial sign-off sheet that was utilized in the beginning [March 17th, 2020] to ensure that deputies would receive supplies immediately.

Executive Lieutenant Tarala informed the deputies to contact fire rescue if they needed PPE equipment, and he recalled that fire rescue did supply the deputies with equipment for calls for service involving COVID-19 patients. Tarala advised that the district also received a donation

[gallon bucket of hand sanitizer] from a civilian. The district purchased a disinfecting machine that fills individual bottles with disinfecting solution, which would allow deputies to spray their boots, their hands, and their assigned vehicle.

Executive Lieutenant Tarala thought it was important to follow the CDC guidelines, and follow instructions from the SEOC in reference to wearing a mask and washing hands.

Executive Lieutenant Tarala read an e-mail from Deputy Lisa Douglas-Smith, CCN 6165, that she sent on April 10th, 2020. Douglas-Smith provided accolades in the manner the district handled the pandemic. Tarala appreciated Deputy Douglas-Smith e-mail because he felt good knowing that his employees were safe and protected.

Executive Lieutenant Tarala never complained to the agency that his district did not have PPE equipment, and advised that he did not receive any complainants from his employees that they did not have adequate PPE equipment, or felt unsafe. Tarala advised that, to his knowledge, none of his employees complained to the union, nor was he approached by the union or union representatives that the deputies in his district were complaining about the lack of PPE equipment. Tarala would frequently meet with the district union representative, Deputy John Herrera, CCN 8574, to make sure that the deputies in the district had no complaints. Tarala advised that it is essential to communicate with Herrera frequently because deputies may feel comfortable speaking with him instead of addressing the issue with the district command staff.

Executive Lieutenant Tarala recalled a news article claiming that the deputies did not have PPE equipment. Tarala discussed this article with his employees, but it never affected the operation of the district because the district had adequate PPE equipment.

Executive Lieutenant Tarala advised that no one was prepared for the pandemic in March of 2020, because no one has ever seen a pandemic of this magnitude. Tarala believes that the district was prepared to the best of their ability in the beginning. Tarala advised that he did everything humanly possible to ensure his employees had everything they needed to conduct their jobs safely. Tarala would reassure his employee by going to roll calls and asking them what they needed. Tarala advised that the whole world was not prepared for the pandemic, and he thinks that the agency handled it well based on the information and supplies they had.

On December 1st, 2020, I obtained a sworn, recorded statement from witness Sergeant Valerian Perez, CCN 7529. The following is a synopsis of Perez' statement [In-Part]:

Sergeant Perez has been in law enforcement for twenty-eight years and was assigned as the administrative Sergeant for BSO's Dania Beach district at the pandemic's inception. As the pandemic progressed, Perez reassigned some of the staff to work in the SEOC, assist in closing the beaches, and secure marinas. Perez worked in conjunction with Executive Lieutenant Tarala, CCN 12576, to prepare the district for the pandemic. Perez advised that when the pandemic first started and directive came from upper command, Tarala's primary concern was getting PPE equipment for the employees. Perez advised that he had never dealt with a pandemic before in his career, and the agency has never dealt with either. Perez was tasked with inventorying supplies and distributing supplies as they came in, which was slow in the beginning. The goal in the Dania Beach district was to make all the employees feel that district had PPE equipment and was able to retrieve equipment whenever they needed it. Perez believed that every employee in the district

was satisfied with their concerns and needs.

Sergeant Perez advised that the initial CDC guidelines on preventing COVID-19 exposure were social distancing, wearing a mask, wearing gloves, and utilizing hand sanitizer. The district implemented outdoor roll calls, closure of both district offices, and when applicable handling calls for service telephonically. Perez advised that the district also has nursing homes and retirement homes, which contain an elderly population. The district implemented that when a deputy responded to a call for service at these retirement homes, the deputy was not to enter the facility. A sergeant would have to be on the scene, the complainant would have to speak with the deputy outside, and fire rescue would be notified.

As the agency released COVID-19 PowerDMS guidelines, the district would relay the information to the employees and implement it. Prior to the pandemic, if employees would want any supplies [hand sanitizer, gloves, mask, etc.], they would request the sergeant, and the sergeant would retrieve the items from a supply closet.

Sergeant Perez advised that at the beginning [March of 2020], the agency provided one mask for every employee, and the employees instructed to reuse the mask. In addition to the one mask issued to every deputy, the district had an additional fifteen masks just in case any deputy had possibly come in direct contact with someone infected by COVID-19, and they needed a new mask. Perez advised that no one knew the implications of this pandemic, and the employees understood that they had to work with what they had at the time. Perez advised that the deputies were instructed to contact fire rescue if they needed PPE equipment. The district also received a donation of PPE equipment from a pastor. Additionally, the agency provided a bag that contained masks and glasses, so they provided them to the district sergeants to give the deputies responding to any COVID related call for service. Then the district started receiving a constant flow of PPE equipment.

According to Sergeant Perez, the district only utilized a PPE distribution sign-off sheet when they received their first allotment of PPE equipment. In April of 2020, the district then wanted a more accurate account of the distribution of supplies, so they had all the sergeants document on the Captain's Log, what items were given to deputies on that shift. The district progressed and came out with an easier streamlined system created by Deputy Boris. Boris would order PPE equipment, track, stock inventory, and create a PPE package to distribute to every employee. Deputies would inform their Sergeant that they needed PPE equipment, and the Sergeant would grab the needed equipment from the storage closet, which was always open. The Sergeant would then e-mail Perez and Boris, the employee who received PPE equipment, and what item they received. This information was then placed onto an excel spreadsheet.

Sergeant Perez reported that the district purchased a disinfecting machine that fills individual bottles with a disinfecting solution. Every deputy within the district were given an empty spray bottle, to fill with a disinfecting solution. Perez advised that the district was very proactive and thought outside the box to prevent their employees from being exposed to COVID-19.

Sergeant Perez advised that he noticed an increase in the availability of PPE equipment. The district was never at a point where they were going to run out of PPE equipment. Whenever an employee needed anything, Captain Marks would not hesitate to purchase it, no matter the cost, because the district wanted to make sure the employees felt safe. Perez would be offended if an

employee in the district would say they did not receive PPE equipment. Perez advised at the beginning the supplies were delivered slowly, but he does not know of any government agency that stocked up beforehand.

Sergeant Perez never complained that the district did not have adequate PPE equipment, nor did he receive complaints from deputies and/or union representatives. On the contrary, a deputy wrote an e-mail expressing that the district was doing a great job in supplying the employees with PPE equipment.

Perez does not recall reading any article about the lack of PPE equipment within the agency but heard rumors about the article. The rumors did not affect the perceptions of the deputies in the district. Perez advised that a local news anchor did a ride-along with a deputy, and they filmed how deputies answered calls for service during the pandemic and utilizing PPE gear. Perez advised that he believed the district and agency ultimately became prepared for the pandemic, and he believed that no one was prepared for it.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qt	OrderStat	Paym	Shipping	CustomerFullNam	CreatedOn	Budg	Packer	Driver	ShippedOn	Skuz
211454	GLOVES, NITRILE,	15	Complete	Paid	Delivered	Dania Beach	03/04/2020	23230	Candace Williams	Kervins Cantave	03/11/2020	120205035121
211454	GLOVES, NITRILE,	15	Complete	Paid	Delivered	Dania Beach	03/04/2020	23230	Candace Williams	Kervins Cantave	03/11/2020	120205035122
211454	GLOVES, NITRILE,	5	Complete	Paid	Delivered	Dania Beach	03/04/2020	23230	Candace Williams	Kervins Cantave	03/11/2020	120205035120
211454	GLOVES, NITRILE,	5	Complete	Paid	Delivered	Dania Beach	03/04/2020	23230	Candace Williams	Kervins Cantave	03/11/2020	120205035123
211755	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Dania Beach	03/12/2020	23230	Thomas	Thomas	03/12/2020	210055035204
211878	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Dania Beach	03/17/2020	23230	Alexton Miller	Colling Ridore	03/25/2020	120205035121
211878	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Dania Beach	03/17/2020	23230	Alexton Miller	Colling Ridore	03/25/2020	120205035122
211878	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Dania Beach	03/17/2020	23230	Alexton Miller	Colling Ridore	03/25/2020	120205035120
211920	N95 MASK, WHITE,	70	Complete	Paid	Delivered	Dania Beach	03/18/2020	23230	Lourdes Bodine	Gregg Pagiarulo	03/18/2020	210055035204
212139	N95-KN95 MASK	140	Complete	Paid	Delivered	Dania Beach	03/24/2020	0	Thomas	Thomas	03/24/2020	911009110091
212290	SHOE/BOOT	1	Complete	Paid	Delivered	Dania Beach	03/27/2020	23230	Bernadine Jolley	Bernadine Jolley	03/27/2020	210055099871
212290	N95-KN95 MASK	140	Complete	Paid	Delivered	Dania Beach	03/27/2020	23230	Bernadine Jolley	Bernadine Jolley	03/27/2020	911009110091
212314	HAND SANITIZER	14	Complete	Paid	Delivered	Dania Beach	03/28/2020	23230	Thomas	Thomas	03/28/2020	911009110091
212314	N95 MASK, WHITE,	12	Complete	Paid	Delivered	Dania Beach	03/28/2020	23230	Thomas	Thomas	03/28/2020	210055035204
212314	GLOVES, LATEX	1	Complete	Paid	Delivered	Dania Beach	03/28/2020	23230	Thomas	Thomas	03/28/2020	120205035103
212348	HAND SANITIZER	102	Complete	Paid	Delivered	Dania Beach	03/28/2020	23230	Thomas	Thomas	03/28/2020	911009110091

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Dania Beach District [Folder 12]
- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 3 - Fort Lauderdale-Hollywood International Airport

IA Sergeant Coldwell, Sergeant Demosthenes, and Sergeant Hornsby obtained twelve deputies' statements and two sergeant's statements.

- All fourteen employees reviewed all COVID-19 related PowerDMS guidelines.
- All fourteen employees recalled the district discussing and instructing alternative methods to prevent exposure.

- Eleven out of fourteen employees did not notice a decrease of PPE within their respected district, agency, and/or personal life.
- Two employees did not remember if he noticed a decrease of PPE within their respected district, agency, and/or personal life.
- One employee noticed a decrease of mask only at the beginning of the pandemic [March of 2020], within their respected district, agency, and/or personal life.
- All fourteen employees never notified or complained to the district's command, the union, the district's union representative, or any union representative that the district did not have PPE.

On November 13th, 2020, I obtained a sworn, recorded statement from Executive Lieutenant Shane Schroeder, CCN 12592. The following is a synopsis of Schroeder statement [In-Part]:

Executive Lieutenant Schroeder has been in law enforcement for seventeen years and was assigned to BSO's Fort Lauderdale-Hollywood International Airport district at the inception of the pandemic. The airport is a unique district because they have to adhere to both BSO and Broward County Aviation Division's (BCAD) policy and procedures. Schroeder recalled the initial COVID-19 state of emergency in March of 2020. Schroeder worked in conjunction with Captain David Ellwood, CCN 8690, to prepare the district for the pandemic. In January 2020, the airport district office had to be cleared because of a mold infestation, so they moved their operation to the Port Everglades district conference room. This meant that deputies and detectives did not have an office in which to work out of. As the pandemic approached, the district prepared by picking up PPE equipment when available, distributed the equipment, monitored the inventory of supplies, and kept records of equipment. Schroeder kept records of employees and employees' family members that showed symptoms. Schroeder assigned Sergeant Michael Rosenthal, CCN 5366, to the SEOC to follow all the Sheriff's directives and implement them within the district. As the agency released COVID-19 PowerDMS guidelines, Schroeder directed Lieutenant Daniel Mellies, CCN 9267, to attend roll calls and go over all the guidelines, and the district sergeants were directed to reiterate the information. Schroeder remembered discussing Protocol 36 and reusing masks per CDC guidelines.

Executive Lieutenant Schroeder implemented that employees always wear a mask on duty, wash their hands with soap or hand sanitizer, wear gloves, sanitize their assigned vehicles, and avoid physical arrests if applicable. Schroeder advised that one of the benefits of working at the airport is that the airport has thousands of sinks, so if deputies ran out of hand sanitizer, they could wash their hands for 20 seconds. In the beginning, the supply of hand sanitizer was low, so the district bought rubbing alcohol, and met with the airport fire rescue, who supplied empty plastic bottles to outfit all deputies at the airport. Two sergeants from within the district purchased a fogging machine, and they would sanitize vehicles and offices at the airport.

Before the pandemic, if employees wanted any supplies [hand sanitizer, gloves, mask, etc.] they would place the request with their sergeant, and the sergeant would retrieve the items from a storage room. The district did not have an inventory log before the pandemic and would restock items as the supplies diminished.

Executive Lieutenant Schroeder advised that the district began receiving PPE equipment on March 13th, 2020. He advised that the district purchased masks before March of 2020, and the employees were informed to contact fire rescue if they needed PPE equipment. Schroeder never noticed the decrease in PPE equipment and advised that once it started rolling in, they never had a problem.

Schroeder advised that he was the employee responsible for distributing PPE equipment within the district, and first, while they were still operating from the Port Everglades district, the supplies would be stored in his [Schroeder] office. The procedure was that Schroeder would provide PPE equipment to the operation Lieutenants, with a sign-off sheet, and then forward to the shift Sergeants, with a sign-off sheet. The shift Sergeant would distribute the PPE equipment to their employees, and they would sign the sign-off sheet. The shift Sergeant would distribute the PPE equipment to their employees, and they would sign the sign-off sheet. In the beginning, it was difficult, not because the agency made it difficult, it was because it was hoarding supplies like toilet paper, gloves, masks, and hand sanitizer. Schroeder would notice employees not wearing their issued mask, and every time the command would notice an employee not wearing them, they would address it.

As Schroeder retrieved PPE equipment, he would give it to Lieutenant Daniel Mellies, CCN 9267, and Sergeant Rosenthal, CCN 5366, to create a sign-off sheet, and distribute the equipment. Employees at the airport would have to sign those forms every time they received PPE equipment from within the district. When the district would notice supplies began diminishing, Lieutenant Schroeder and/or Sergeant Rosenthal would order more supplies, and Rosenthal would pick them up. The district only had a problem with equipment in the beginning when they received their initial allotment of supplies [March 12th, 2020], but after they received their first big shipment [March 17th, 2020,] they never had a problem since. Schroeder advised that his district currently has adequate PPE equipment.

The airport shut down when COVID-19 approached Broward County and was then operating at three percent capacity, which is still approximately 5,000 people flying out of a single terminal. Deputies still had to get out and walk around and were in contact with hundreds of people each day. Lieutenant Schroeder advised that he never complained about a lack of PPE equipment, but he had received emails from certain employees who advised the district was not giving out gloves or hand sanitizer. Schroeder stated it was absurd as the district received thirty boxes of gloves on its first shipment and everyone got gloves. Obtaining hand sanitizer was difficult in the beginning, but Schroeder purchased \$200 worth of rubbing alcohol and obtained decontamination spray from the fire station, in addition to the bathrooms and soap, which were available to the deputies in every terminal at the airport. Since the first two weeks of the pandemic, Schroeder had not received any complaints about the lack of PPE equipment.

Executive Lieutenant Schroeder advised that he had implemented mandates for the sergeants under his command to personally inspect each deputy's PPE equipment. Each deputy was mandated to have four masks and sanitizer readily available to them, with the sergeants documenting the checks on a daily basis on their end of shift reports. Other than the initial complaint at the beginning, which was addressed, Schroeder could not recall any deputies or union representatives approaching anyone in the airport command staff about not having adequate PPE equipment. Schroeder felt that at his district, they did everything that they could to protect the employees.

Executive Lieutenant Schroeder advised that the first employee under his command to test positive for COVID-19 was in June, 2020. The employees who tested positive were documented on a log, which indicated when they tested positive, when the EOC was notified, the date they left, and the date they returned. Schroeder recalled news articles in reference to the lack of PPE equipment within the agency at the inception of the pandemic.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shipping	CustomerFullNam	CreatedOn	Budg	Packer	Driver	ShippedOn	Skus2
211829	KN 95 MASK, FLAT	30	Complete	Paid	Delivered	Airport District	03/16/2020	23240	Thomas	Thomas	03/18/2020	210055045058
211829	GLOVES, LATEX	1	Complete	Paid	Delivered	Airport District	03/16/2020	23240	Thomas	Thomas	03/18/2020	120205035101
211829	GLOVES, LATEX	1	Complete	Paid	Delivered	Airport District	03/16/2020	23240	Thomas	Thomas	03/18/2020	120205035102
211829	GLOVES, LATEX	1	Complete	Paid	Delivered	Airport District	03/16/2020	23240	Thomas	Thomas	03/18/2020	120205035103
211829	GLOVES, LATEX	5	Complete	Paid	Delivered	Airport District	03/16/2020	23240	Thomas	Thomas	03/18/2020	120205035104
211925	N95 MASK, WHITE,	100	Complete	Paid	Delivered	Airport District	03/18/2020	23240	Lourdes Bodine	Gregg Pagiarulo	03/18/2020	210055035204
212147	N95-KN95 MASK	200	Complete	Paid	Delivered	Airport District	03/24/2020	23240	Bernadine Jolley	Bernadine Jolley	03/24/2020	911009110091
212296	SHOE/BOOT	1	Complete	Paid	Delivered	Airport District	03/27/2020	23240	Bernadine Jolley	Bernadine Jolley	03/27/2020	210055099871
212296	N95-KN95 MASK	200	Complete	Paid	Delivered	Airport District	03/27/2020	23240	Bernadine Jolley	Bernadine Jolley	03/27/2020	911009110091
212315	GLOVES, LATEX	4	Complete	Paid	Delivered	Airport District	03/28/2020	23240	Thomas	Thomas	03/28/2020	120205035102
212315	GLOVES, LATEX	8	Complete	Paid	Delivered	Airport District	03/28/2020	23240	Thomas	Thomas	03/28/2020	120205035103
212315	GLOVES, LATEX	6	Complete	Paid	Delivered	Airport District	03/28/2020	23240	Thomas	Thomas	03/28/2020	120205035104
212316	HAND SANITIZER	10	Complete	Paid	Delivered	Airport District	03/28/2020	23240	Thomas	Thomas	03/28/2020	911009110091
212316	N95 MASK, WHITE,	8	Complete	Paid	Delivered	Airport District	03/28/2020	23240	Thomas	Thomas	03/28/2020	210055035204
212316	GLOVES, LATEX	1	Complete	Paid	Delivered	Airport District	03/28/2020	23240	Thomas	Thomas	03/28/2020	120205035101
212353	HAND SANITIZER	132	Complete	Paid	Delivered	Airport District	03/28/2020	23240	Thomas	Thomas	03/28/2020	911009110091

When asked how these articles affected the perception of the public and his employees, Schroeder replied that sometimes perception is reality and if people felt like we were not prepared, then they would believe it. He believed that deputies were being told that the agency was not protecting them, and they would believe it. Schroeder felt the articles were very detrimental to the agency, advising that it was all over the news that the Sheriff’s Office was not protecting its employees.

When asked if BSO was prepared for the pandemic, Executive Lieutenant Schroeder replied, “I think that’s not an easy answer. I think the agency responded appropriately with the knowledge and the resources that was available to it at the time. Obviously, as the pandemic changed and grew, so did the agency’s response.” Schroeder believed his district took a proactive approach to protect its employees, which included developing signs throughout the district, developing paperwork to document everything, creating sign off sheets, attending roll calls on a daily basis, and conducting body temperature checks as required.

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Airport District [Folder 12]
- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 4/5 - Lauderdale Lakes/Central Broward

IA Sergeant Barreto, and Sergeant Coldwell, obtained eight deputies’ statements and one sergeant’s statement.

- All nine employees reviewed all COVID-19 related PowerDMS guidelines.
- All nine employees recalled the district discussing and instructing alternative methods to prevent exposure.
- Five out of nine employees did not notice a decrease of PPE within their respected district, agency, and/or personal life.
- Four out of nine employees noticed a decrease of PPE within their respected district, agency, and/or personal life.

- Eight out of nine employees did not complain to their command that the district did not have PPE.
- One employee complained to their command about PPE within their district.
- Eight out of nine employees never notified or complained to the union, the district's union representative, or any union representative that the district did not have PPE.
- One employee complained to their district union representative about PPE within the district.

On January 25th, 2021, I obtained a sworn, recorded statement from Lieutenant Steve Santiago, CCN7836. The following is a synopsis of Santiago's statement [In-Part]:

Lieutenant Santiago has been a law enforcement officer for twenty-six years, and he is currently assigned to the Pompano Beach District; however, he was assigned to the Central Broward/Lauderdale Lakes Districts as the Executive Lieutenant, in March of 2020, at the inception of the COVID-19 pandemic; therefore, this interview is in reference to Central Broward/Lauderdale Lakes Districts pandemic preparation. As the pandemic evolved [March of 2020], Santiago advised that he worked in conjunction with his Captain Shawn Enser, CCN 10320, (retired as of July 31, 2020), at that time to prepare the district for the pandemic. He said the district fell back to the agency's emergency procedures similar to hurricane preparedness; they already had stockpiles of wipes, germicidal wipes, and gloves which they distributed for staff to clean and disinfect with and had purchased ozone machines prior to the pandemic, which they began to use to neutralize the COVID effects. As supplies came in, he would store them in a supply closet and directed his day and night shift lieutenants to distribute them to their respective personnel and affirmed everything was distributed. When supplies needed to be replenished, they placed a request through the agency's SEOC and there was no district tracking or log system. When the agency provided COVID-19 PowerDMS guidelines, he ensured that the information was reviewed and discussed verbally and via email with staff.

According to Lieutenant Santiago, prior to the pandemic, if employees needed any supplies [hand sanitizer, gloves, mask, etc.] they would just ask their supervisor, and it would be provided to them. Santiago recalled receiving their initial PPE around March 11th, 2020. He recalled emails and directives going out informing deputies to contact fire rescue if they needed PPE. At the beginning of the pandemic, Santiago's did not think much about the need to wear PPE because he was unfamiliar with the extent of the pandemic at that time; however, as it progressed he realized that it was important for the troops and himself to wear the PPE [mask] while out in the field.

Lieutenant Santiago reported that he never complained to the agency that his district did not have adequate PPE. He also stated he received positive feedback from his staff. To his knowledge, none of his employees complained to the union nor was he approached by the union or union representatives that the deputies in his district were complaining about the lack of PPE.

Lieutenant Santiago was aware of a news article referencing a lack of PPE within the agency; however, he admitted it did not affect operations within his district and was never mentioned to him by any public/city official. Santiago believes his district was prepared for the pandemic, as far as the agency, he can only speak for his district.

On January 26th, 2021, I obtained a sworn, recorded statement from witness Lieutenant Jeremiah Cooper, CCN 11525. The following is a synopsis of Cooper's statement [In-Part]:

Lieutenant Cooper advised that he has been a law enforcement officer for almost twenty years, he is currently assigned to Lauderdale Lakes District as the patrol shift Lieutenant, and was in this assignment in March of 2020, at the inception of the COVID-19 pandemic. Cooper confirmed this to be the first time in his life and career experiencing a pandemic of this magnitude and considered face masks, gloves, hand sanitizer, and a protective body covering for those rare cases to be appropriate personal protective equipment (PPE) for deputy sheriffs. He recalled a few initial Center for Disease Control and Prevention (CDC) guidelines, mentioning staying six feet apart from others, wearing a face covering, and disinfecting everything.

As the pandemic evolved [March of 2020], Lieutenant Cooper advised that he worked in conjunction with his Executive Lieutenant Steve Santiago, CCN 7836, at that time to prepare the district for the pandemic. He was responsible for distributing PPE to the alpha shift staff as it was received and never ordered any supplies, mentioning the captain's secretary was responsible for ordering equipment. Staff initially had to sign off on PPE; however, it became so regular the sign-off process stopped. When the agency provided COVID-19 PowerDMS guidelines, he ensured that the information was reviewed and discussed with staff, in which he attended roll calls to accomplish this. In an attempt to get ahead of the situation, his district purchased a disinfectant machine to clean the office and patrol vehicles and put out a memorandum for each deputy that made an arrest, or transported someone, they were to bring their vehicle to the station and sanitize it, to ensure it remains virus-free.

Prior to the pandemic, Lieutenant Cooper reported, that if employees needed any supplies [hand sanitizer, gloves, mask, etc.] they would make a request to their sergeant, who had access to the supply area, then just retrieve what they needed without having to sign for it.

Lieutenant Cooper stated that he never complained to the agency that his district did not have adequate PPE. He said none of his employees, to his knowledge, complained to the union nor was he approached by the union or union representatives that the deputies in his district were complaining about the lack of PPE equipment. He never noticed a decrease in the availability of PPE.

Lieutenant Cooper is not aware of any news articles referencing a lack of PPE within the agency; however, he admitted to hearing rumors, which he believed did not affect the district. Cooper believed that his district was prepared for the pandemic as much as they could have prepared once they realized the world was going through a crisis and said they went above and beyond. As far as the agency being prepared, he said they responded to it in an appropriate way given what they were faced with and to the best of their ability.

On January 28th, 2021, I obtained a sworn, recorded statement from witness Executive Lieutenant Gerard Charles, CCN 10462. The following is a synopsis of Charles' statement [In-Part]:

Executive Lieutenant Charles stated that he has been a law enforcement officer for over twenty years, and he is currently assigned to West Park District; however, In March of 2020, Charles was the shift Lieutenant for BSO's Central Broward District; therefore, this interview is in reference to Central Broward District's pandemic preparation.

As the pandemic evolved [March of 2020], Lieutenant Charles advised that he worked in

conjunction with his Executive Lieutenant Steve Santiago, CCN 7836, and Captain Shawn Enser, CCN 10320 (now retired as of July 31, 2020), at that time to prepare the district for the pandemic. Charles was in charge of receiving all PPE and distributing it. He mentioned the district purchased masks, cleaning supplies, and an ozone generating device to clean the district offices and deputies' vehicles. When the agency provided COVID-19 PowerDMS guidelines, he ensured that the sergeants were discussing the information with their staff. He also mentioned that all employees have access to PowerDMS and are responsible for reviewing it on their own and signing it.

According to Lieutenant Charles, prior to the pandemic, if employees required any supplies [hand sanitizer, gloves, mask, etc.] they would make a request to their sergeant, who had access to the supply area then they would retrieve what the employees needed without having to sign for it.

Lieutenant Charles did not recall the exact date in March 2020, when the district received its initial PPE; however, he referred to an email dated, March 24th 2020, stating masks were ready for the district to pick up and conveyed that 180 N95 masks were received but he could not recall if this was the initial; regardless, all PPE had to be signed for, initially. Once they started receiving an abundant supply of masks, hand sanitizers, and gloves the sign-off process ceased. He never recalled any information going out informing deputies to contact fire rescue if they needed PPE, nor did he recall receiving donations. At the beginning of the pandemic, Charles thought it was important to wear PPE and crucial for the prevention and transmission of COVID-19. Charles said that he would address the importance to wearing PPE and address specific employees not wearing it.

Lieutenant Charles never complained to the agency that his district did not have adequate PPE. Charles recalled there being some staff complaining they did not have any masks, however, he informed that the sergeants had ample supply, so he just provided additional to hand out. He said none of his employees, to his knowledge, complained to the union nor was he approached by the union or union representatives that the deputies in his district were complaining about the lack of PPE equipment.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shipping	CustomerFullNam	CreatedOn	Budg	Packer	Driver	ShippedOn	SKU2
211743	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Central Broward	03/12/2020	13270	Thomas	Thomas	03/12/2020	210055035204
211784	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Central Broward	03/15/2020	23260	Thomas	Thomas	03/15/2020	210055035204
211918	N95 MASK, WHITE,	80	Complete	Paid	Delivered	Central Broward	03/18/2020	23260	Lourdes Bodine	Gregg Pagliarulo	03/18/2020	210055035204
212137	N95-KN95 MASK	160	Complete	Paid	Delivered	Central Broward	03/24/2020	23260	Thomas	Thomas	03/24/2020	911009110091
212286	SHOE/BOOT	1	Complete	Paid	Delivered	Central Broward	03/27/2020	13270	Bernadine Jolley	Bernadine Jolley	03/27/2020	210055099871
212286	N95-KN95 MASK	160	Complete	Paid	Delivered	Central Broward	03/27/2020	13270	Bernadine Jolley	Bernadine Jolley	03/27/2020	911009110091
212317	HAND SANITIZER	14	Complete	Paid	Delivered	Central Broward	03/28/2020	13270	Thomas	Thomas	03/28/2020	911009110091
212317	N95 MASK, WHITE,	12	Complete	Paid	Delivered	Central Broward	03/28/2020	13270	Thomas	Thomas	03/28/2020	210055035204
212319	HAND SANITIZER	14	Complete	Paid	Delivered	Central Broward	03/28/2020	23260	Thomas	Thomas	03/28/2020	911009110091
212319	N95 MASK, WHITE,	12	Complete	Paid	Delivered	Central Broward	03/28/2020	23260	Thomas	Thomas	03/28/2020	210055035204
212346	HAND SANITIZER	112	Complete	Paid	Delivered	Central Broward	03/28/2020	23260	Thomas	Thomas	03/28/2020	911009110091

Lieutenant Charles declared that he watches the news religiously; therefore, he was aware of a news article referencing a lack of PPE and preparedness within the agency. Charles did not believe this article affected the perception of his staff at the time. Charles said his district was prepared, citing his Captain always prepares for everything. As far as the agency being prepared, he couldn't really say due to all the misinformation and confusion and explained that it is hard to say what the agency's mind set was as far as the leaders. He said other large companies, corporations and groups were not even prepared; therefore, you cannot put fault on anybody.

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Lauderdale Lakes / Central Broward District [Folder 12]
- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 6 – Court Services

IA Sergeant Demosthenes, Sergeant S. Martin, and Sergeant Schwartz obtained nine deputies' statements and two sergeant's statement.

- All eleven employees reviewed all COVID-19 related PowerDMS guidelines.
- All eleven employees recalled the district discussing and instructing alternative methods to prevent exposure.
- All eleven employees did not notice a decrease of PPE within their respected district, agency and/or personal life.
- All eleven employees never notified or complained to the district's command, the union, the district's union representative, or any union representative that the district did not have PPE.

On December 9th, 2020, I obtained a sworn, recorded statement from witness Lieutenant Scott Erderlyi, CCN 12000. The following is a synopsis of Erderlyi's statement [In-Part]:

Lieutenant Erderlyi reported that he has been in law enforcement for eighteen years and was assigned to BSO's Courthouse district at the inception of the pandemic as the operations Lieutenant. Erdelyi advised that he worked in conjunction with his Captain Osvaldo Tianga, CCN 8681, and Executive Lieutenant Craig Calavetta, CCN 9913 (now Captain), to prepare the district for the pandemic. He oversaw the acceptance and distribution of the PPE under their direction as well as reviewed and discussed all the PowerDMS COVID-19 guidelines with his staff. To prevent employees from being exposed, the district ensured that they implemented the CDC guidelines and the agency's recommendations. Erderlyi advised that because the courthouse district is unique, whereas they do not patrol from a marked vehicle or respond to calls for service, they had more than enough alcohol, hand sanitizer, wipes and masks due to their day-to-day dealings with the public. He verified that during the pandemic the Courthouse, Clerk of Courts Office, State Attorney's Office, and Public Defenders Office were all shutdown, roughly between mid- March to early April. However, with the uncertainty the shutdown progressed further into the year. He advised pre-pandemic thousands of individuals come in and out of the courthouse daily, however during the shutdown the day-to-day operations ceased, and only emergency hearings and restraining orders were being conducted with no more than approximately 50 visitors daily. Erdelyi stated that the court house was empty and deputies had very limited chance of exposure to COVID-19 from the public.

Lieutenant Erderlyi stated prior to the pandemic, if employees required any supplies [hand sanitizer, gloves, mask, etc.] they would request it from their sergeant, and there was a supplies

readily available in the supply closet, mentioning it was never an issue and never a backlog in supplies, they were always able to get what was needed, further mentioning that they never kept logs then, however they did when PPE was initially being distributed. Besides the agency-issued gas mask, the agency had not issued him any respiratory mask or face shield for his day-to-day operation.

Based on an email he referred to, Lieutenant Erdelyi advised that the district began distributing PPE prior to March 18th, 2020 but could not recall if the district already had masks, believing they might have had a few for the court deputies. At the beginning of the pandemic, his thoughts on the need to wear PPE were that of many, he followed the CDC and agency guidelines. On a few occasions, he did see deputies not wearing mask, however, he would address it immediately and it would be corrected right away, and he would reiterate the need to keep their mask on while in public.

Lieutenant Erderlyi stated that the deputies were never told to contact fire rescue if they needed PPE; however, he declared the district received donations of hand sanitizers and plastic barricades from the county. He never noticed a decrease of PPE and said there was an overabundance when it started getting up and running. He advised if supplies ran low, he would go through the SEOC or the agency's supply chain to place an order.

Lieutenant Erderlyi reported that he never complained to the agency that his district did not have adequate PPE and advised that he did not receive any complaints from his employees that they did not have adequate PPE. However, on March 18th, 2020, Lieutenant Colonel McCoy sent the courthouse an email clarifying a rumor that the courthouse only had forty masks. Erderlyi stated the rumor was not factual because the courthouse had an abundance of masks. He further said that this was the only time he had ever heard of anybody in the agency saying something about the Courthouse not having adequate supplies. He said the Captain responded to the email back then and provided exactly what the courthouse actually had, to dispel that rumor. He advised that none of his employees, that he was aware of, complained to the union nor was he approached by the union or union representatives that the deputies in his district were complaining about the lack of PPE.

Lieutenant Erderlyi recalled a news article, in which it claimed that the deputies did not have PPE, however, did not recall staff in his district being concerned or affected by this article, nor the public officials that he see daily. Erderlyi does not believe anyone was prepared for the pandemic

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shipping	CustomerFullNan	CreatedOn	Budg	Packer	Driver	ShippedOn	SKU2
211744	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Courthouse	03/12/2020	13415	Thomas	Thomas	03/12/2020	210055035204
211927	N95 MASK, WHITE,	180	Complete	Paid	Delivered	Courthouse	03/18/2020	13415	Lourdes Bodine	Gregg Pagitarulo	03/18/2020	210055035204
212149	N95-KN95 MASK	360	Complete	Paid	Delivered	Courthouse	03/24/2020	0	Bernadine Jolley	Bernadine Jolley	03/24/2020	911009110091
212355	HAND SANITIZER	212	Complete	Paid	Delivered	Courthouse	03/28/2020	13415	Thomas	Thomas	03/28/2020	911009110091

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Court Services District [Folder 12]

- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 7 – Tamarac

IA Sergeant Barreto, Sergeant Coldwell, Sergeant Demosthenes, Sergeant S. Martin, and Sergeant Schwartz, obtained eightdeputies' statements and one sergeant's statement.

- All nine employees reviewed all COVID-19 related PowerDMS guidelines.
- All nine employees recalled the district discussing and instructing alternative methods to prevent exposure.
- Eight out of nine employees did not notice a decrease of PPE within their respected district, agency, and/or personal life.
- One out of nine employees noticed a decrease in PPE within their respected district, agency, and/or personal life.
- All nine employees never notified or complained to the union, the district's union representative, or any union representative that the district did not have PPE.

On February 3rd, 2021, I obtained a sworn, recorded statement from Captain Warnell Phillips, CCN 11435. The following is a synopsis of Phillips' statement [In-Part]:

Captain Phillips stated that he has been in law enforcement for twenty years and was assigned to BSO's Tamarac District 7 at the inception of the pandemic as the Executive Lieutenant. Phillips stated that he worked in conjunction with then Captain Jeffrey Cirminiello, CCN 9049, to prepare the district for the pandemic and assist in obtaining and distributing PPE to staff as quickly as possible. He reviewed all of the PowerDMS COVID-19 guidelines and ensured that the information was being dissimilated by emailing his lieutenants to inform the sergeants, as well as showing up to roll calls in person. He advised that the district implemented temperature checks in which they had to sign in and sanitizing stations

Prior to the pandemic, Captain Phillips advised that if employees needed any supplies [hand sanitizer, gloves, mask, etc.] they would get with the administrative assistant who had a stockpile of regular items that deputies used and would provide it upon request; however, there was no sign off sheet for this process, if the troops wanted or needed something the district full filled that request. Besides the agency issued gas mask, the agency had not issued him any respiratory mask or face shield for his day-to-day operation.

Captain Phillips advised that the district began distributing PPE in March 2020. He indicated Deputy Jennifer Marion, CCN 15511, led the district crime suppression team and tasked them with being the district's custodian in distributing PPE. He recalled receiving mask donations from individuals within the community. Phillips stated that the district was proactive in making sure employees had equipment and making sure the district order supplies in advance. He never noticed a decrease in PPE, and it never got to the point where deputies didn't have a stockpile of what was needed.

Captain Phillips stated that he never complained to the agency that the district did not have adequate PPE and advised that he did not receive any complaints from staff that they did not have adequate PPE and mentioned that Deputy Patrick Keegan, CCN 11831, their district union representative came up to command a couple of time and was pretty complimentary of the fact that

the district always had equipment for staff and thanked command for “looking out” for staff and doing the right thing. He advised that no employees, to his knowledge, complained to the union, nor was he approached by the union or union representatives that the deputies in the district were complaining about the lack of PPE.

Captain Phillips stated that based on his district response, he felt that his district and the agency were prepared for the pandemic.

On January 28th, 2021, I obtained a sworn, recorded statement from witness Deputy Jennifer Marion, CCN 15511. The following is a synopsis of Marion’s statement [In-Part]:

Deputy Marion reported that he has been in law enforcement for thirteen years and was assigned to BSO’s Tamarac District Crime Prevention Unit at the pandemic's inception. Deputy Marion attested that she worked in conjunction with her Captain Phillips to prepare the district for the pandemic and distribute PPE to staff. Marion advised that the district began distributing PPE around the first or second week of March 2020. She said she documented PPE distribution with sign-off sheets and maintained this throughout the pandemic phase till recently, then transitioned to monthly emails on July 1, 2020, to the sergeants asking them if their shift needed supplies, or she attended roll calls to ask them. She referred to several emails and recalled her district receiving mask donations from the union (IUPA). At one point, she did notice a decrease of PPE and put in an order through the WebEOC, which was initially denied because the agency was going to distribute a certain amount of mask that following week, asserting that they had them, and they never ran out officially, but they just wanted to maintain a certain number.

Deputy Marion never complained to the agency that the district did not have adequate PPE and advised that she did not receive any complaints from staff that they did not have adequate PPE. She advised that no employees complained to the union, that she’s aware of, nor was she approached by the union or union representatives who indicated that the deputies in the district were complaining about the lack of PPE. Deputy Marion was aware of a news article in which it claimed that the deputies did not have PPE.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shipping	CustomerFullNan	CreatedOn	Budg	Packer	Driver	ShippedOn	SKU2
211745	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Tamarac District	03/12/2020	23420	Thomas	Thomas	03/12/2020	210055035204
211914	N95 MASK, WHITE,	90	Complete	Paid	Delivered	Tamarac District	03/18/2020	23420	Lourdes Bodine	Kervins Cantave	03/18/2020	210055035204
211987	(F4005)	5	Complete	Paid	Delivered	Tamarac District	03/19/2020	23420	Candace Williams	Alexton Miller	03/23/2020	450055060037
211987	(G0905)	2	Complete	Paid	Delivered	Tamarac District	03/19/2020	23420	Candace Williams	Alexton Miller	03/23/2020	450055099811
211987	(F2100) CLEANER,	1	Complete	Paid	Delivered	Tamarac District	03/19/2020	23420	Candace Williams	Alexton Miller	03/23/2020	450055060001
211987	(F3405) CLEANER,	6	Complete	Paid	Delivered	Tamarac District	03/19/2020	23420	Candace Williams	Alexton Miller	03/23/2020	450055060024
211987	(F4005)	5	Complete	Paid	Delivered	Tamarac District	03/19/2020	23420	Candace Williams	Alexton Miller	03/23/2020	450055060037
211987	(G0905)	2	Complete	Paid	Delivered	Tamarac District	03/19/2020	23420	Candace Williams	Alexton Miller	03/23/2020	450055099811
211987	(F2100) CLEANER,	1	Complete	Paid	Delivered	Tamarac District	03/19/2020	23420	Candace Williams	Alexton Miller	03/23/2020	450055060001
211987	(F3405) CLEANER,	6	Complete	Paid	Delivered	Tamarac District	03/19/2020	23420	Candace Williams	Alexton Miller	03/23/2020	450055060024
211990	GLOVES, LATEX	6	Complete	Paid	Delivered	Tamarac District	03/19/2020	23420	Candace Williams	Alexton Miller	03/23/2020	120205035104
211990	GLOVES, LATEX	6	Complete	Paid	Delivered	Tamarac District	03/19/2020	23420	Candace Williams	Alexton Miller	03/23/2020	120205035103
212088	GLOVES, LATEX	6	Complete	Paid	Delivered	Tamarac District	03/23/2020	23420	Candace Williams		04/10/2020	120205035102
212088	GLOVES, LATEX	6	Complete	Paid	Delivered	Tamarac District	03/23/2020	23420	Candace Williams		04/10/2020	120205035101
212132	N95-KN95 MASK	180	Complete	Paid	Delivered	Tamarac District	03/24/2020	0	Thomas	Thomas	03/24/2020	911009110091
212281	SHOE/BOOT	1	Complete	Paid	Delivered	Tamarac District	03/27/2020	23420	Bernadine Jolley	Bernadine Jolley	03/27/2020	210055099871
212281	N95-KN95 MASK	180	Complete	Paid	Delivered	Tamarac District	03/27/2020	23420	Bernadine Jolley	Bernadine Jolley	03/27/2020	911009110091
212320	HAND SANITIZER	14	Complete	Paid	Delivered	Tamarac District	03/28/2020	23420	Thomas	Thomas	03/28/2020	911009110091
212320	N95 MASK, WHITE,	24	Complete	Paid	Delivered	Tamarac District	03/28/2020	23420	Thomas	Thomas	03/28/2020	210055035204
212320	GLOVES, LATEX	1	Complete	Paid	Delivered	Tamarac District	03/28/2020	23420	Thomas	Thomas	03/28/2020	120205035103
212342	HAND SANITIZER	122	Complete	Paid	Delivered	Tamarac District	03/28/2020	23420	Thomas	Martha Guevara	03/28/2020	911009110091



Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Tamarac District [Folder 12]
- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 8 – Weston

IA Sergeant Coldwell, Sergeant Kearney, Sergeant T. Martin, and Sergeant Sutter obtained eight deputies' statements and one sergeant's statement.

- All nine employees reviewed all COVID-19 related PowerDMS guidelines.
- All nine employees recalled the district discussing and instructing alternative methods to prevent exposure.
- Six out of nine employees did not notice a decrease of PPE within their respected district, agency, and/or personal life.
- Three out of nine employees noticed a decrease of PPE within their respected district, agency, and/or personal life.
- All nine employees never notified or complained to the union, the district's union representative, or any union representative that the district did not have PPE.

On December 14th, 2020, I obtained a sworn, recorded statement from witness Captain Simoni Cavalieri, CCN 9471. The following is a synopsis of Cavalieri's statement [In-Part]:

Captain Simoni Cavalieri advised that he has been in law enforcement for thirty-one years and was assigned to BSO's Weston District as the Executive Lieutenant in the inception of the pandemic. Cavalieri recalled the initial COVID-19 state of emergency in March of 2020. Cavalieri reported that he worked in conjunction with Captain Kevin Butler, CCN 9331, (now retired as of August 7, 2020) to prepare the district for the pandemic and was responsible for the issuing and distribution of PPE when it was received in the district. He was under the belief that he did not have to inventory the PPE and made it immediately available to all staff. As the agency released COVID-19 PowerDMS guidelines, he ensured the information was communicated to staff by sending emails and attending in-person roll calls to discuss the guidelines. Cavalieri implemented the following within the district to keep minimal exposure: "tele serve" which allowed staff to handle calls for service via telephone, sent nonessential personnel to work from home, acquired a Ryobi mister to disinfect the district office daily, solicited a cleaning company to disinfect the deputy's vehicles as often as they wanted, advocated the deputies to utilize civil citations or notices to appear NTA's in lieu of a physical arrest. Prior to the pandemic, Cavalieri said that if employees required any supplies [hand sanitizer, gloves, mask, etc.] the district maintained these items with the exception of masks; therefore, it was always available.

Captain Cavalieri advised that the district began distributing PPE equipment in March 2020, and mentioned an email that he had on record dated March 13, 2020, where Captain Butler indicated that the district would be receiving a total of 20 masks which each shift supervisor would maintain, equally spread out five per shift where they would be utilized if needed, several supporting email documentations were provided following this interview. He indicated that the district did not maintain masks prior to March of 2020 and that all of the excess or surplus PPE was delivered to him; therefore, he knew on a daily basis how much supplies the district had and conveyed when they ran low, he just order what was needed, citing they never had a problem ordering it and were never told, no, we don't have it.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStatus	Payment	Shipping	Customer/Full Name	Created On	Budget	Packer	Driver	Shipped On	SKU2
211746	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Weston Dstrict	03/12/2020	23445	Thomas	Thomas	03/12/2020	210055035204
211919	N95 MASK, WHITE,	100	Complete	Paid	Delivered	Weston Dstrict	03/18/2020	23445	Lourdes Bodine	Gregg Pagliarulo	03/18/2020	210055035204
211976	GLOVES, NITRILE,	10	Complete	Paid	Delivered	Weston Dstrict	03/18/2020	23445	Alexton Miller	Kervins Cantave	03/20/2020	120205035121
211976	GLOVES, NITRILE,	10	Complete	Paid	Delivered	Weston Dstrict	03/18/2020	23445	Alexton Miller	Kervins Cantave	03/20/2020	120205035120
212138	N95-KN95 MASK	200	Complete	Paid	Delivered	Weston Dstrict	03/24/2020	0	Thomas	Thomas	03/24/2020	911009110091
212289	SHOE/BOOT	1	Complete	Paid	Delivered	Weston Dstrict	03/27/2020	23445	Bernadine Jolley	Bernadine Jolley	03/27/2020	210055099871
212289	N95-KN95 MASK	200	Complete	Paid	Delivered	Weston Dstrict	03/27/2020	23445	Bernadine Jolley	Bernadine Jolley	03/27/2020	911009110091
212321	HAND SANITIZER	14	Complete	Paid	Delivered	Weston Dstrict	03/28/2020	23445	Thomas	Thomas	03/28/2020	911009110091
212321	N95 MASK, WHITE,	12	Complete	Paid	Delivered	Weston Dstrict	03/28/2020	23445	Thomas	Thomas	03/28/2020	210055035204
212347	HAND SANITIZER	132	Complete	Paid	Delivered	Weston Dstrict	03/28/2020	23445	Thomas	Thomas	03/28/2020	911009110091

Captain Cavaliere further advised that the only time staff signed a log sheet was when they were issued the full-body garment PPE suit. Additionally, if an employee fell sick, the district provided PPE for the employee and his family, which they still continue this process to ensure his home is protected as well as calling to check on their wellbeing and provide food or whatever is needed.

Captain Cavaliere informed the deputies to contact Fire Rescue if they needed PPE equipment, and he recalled that fire rescue had an adequate supply and worked with them. Cavaliere also recalled receiving an outpour of donations from the city's residents.

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Weston District [Folder 12]

Cavaliere never complained to the agency that his district did not have PPE equipment. He advised that he did not receive any complainants from his employees that they did not have adequate PPE equipment or felt unsafe. Cavaliere advised that none of his employees complained to the union nor was he approached by the union or union representatives that the deputies in his district were complaining about the lack of PPE equipment. Cavaliere is aware of a news article, in which it claimed that the deputies did not have PPE equipment; however, he does not know any specifics about it, and to his knowledge, it did not affect the perception of his staff.

Cavaliere advised that the pandemic was an unprecedented event that nobody experiences; however, the district went above and beyond to safeguard employees.

Refer to the following evidence for further details:

- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 10 – Deerfield Beach

IA Sergeant Kearney, and Sergeant T. Martin, obtained twelve deputies' statements and two sergeant's statements.

- All fourteen employees reviewed all COVID-19 related PowerDMS guidelines.
- All fourteen employees recalled the district discussing and instructing alternative methods to prevent exposure.

- Eight out of fourteen employees did not notice a decrease in PPE within their respected district, agency, and/or personal life.
- Six out of fourteen employees noticed a decrease in PPE within their respected district, agency, and/or personal life.
- Thirteen out of fourteen employees never notified or complained to the union, the district's union representative, or any union representative that the district did not have PPE.
- One out of thirteen employee complained to their command.

On December 14th, 2020, I obtained a sworn, recorded statement from Lieutenant Brian Montgomery, CCN 5403. The following is a synopsis of Montgomery's statement [In-Part]:

Lieutenant Montgomery stated that he has been a law enforcement officer for thirty-three years with this agency and in March of 2020, he was the district commander for BSO's Deerfield Beach District. As the pandemic evolved [March of 2020], Montgomery advised that he worked in conjunction with Captain Rodney Brimlow, CCN 7993 (now retired as of August 27, 2021), to prepare the district for the pandemic, stating his responsibility was to ensure that safeguards were in place for staff and to distribute supplies to the staff once it was received. He confirmed discussing every single PowerDMS training tab with his staff when they came out, explaining that they stopped roll calls from being conducted in the building and instead outside, which he would attend and disseminate the information in person. He also disseminated the information via email, sending out reminders to staff to check their PowerDMS. Additionally, to limit the exposure the district shut down their front lobby and encouraged the public to call to report an incident for minor crimes, which they posted signs. They also purchased a Clorox disinfectant sprayer and sprayed the building daily as well as the deputies marked units.

Prior to the pandemic, Lieutenant Montgomery reported that if employees needed any supplies [hand sanitizer, gloves, mask, etc.] they would make a request to the sergeant, and the sergeant would retrieve the items from a supply closet that is located inside the station. The district did not have an inventory log prior to the pandemic, and would restock items as the supplies diminished, this would be reported initially through the agency's Web Emergency Operations Center (WebEOC).

Lieutenant Montgomery does not recall the exact date the district received their first set of PPE equipment, but believed it was around the third week of March and referred to an email dated March 20, 2021 or March 21, 2021. Prior to receiving PPE from the agency, he indicated that his district had their own items in inventory, especially masks, due to the number of unattended decomposed deaths that deputies respond to in their Century Village community. Lieutenant Montgomery indicated they had sign-off sheets when supplies rolled in. He confirmed that deputies were instructed to contact Fire Rescue if they needed extra PPE gear on a call, further citing that they [Fire Rescue] had extras and provided it to them. He also recalled receiving a donation of approximately 200 neck gaiters from the Ace Hardware store, hand sanitizers and KN95 mask from JM Enterprise and Wyndham.

At some point throughout the beginning of the pandemic, Lieutenant Montgomery did notice a decrease in the availability of PPE within his district citing, *"I truthfully believe even when it happened and looking back... I don't think it was anyone's fault... I just don't think anyone could have been prepared for this... It's like this is a pandemic that hasn't happened in anyone's lifetime here on earth."* He agreed that as the pandemic and the numbers increased that the agency became

more prepared for the pandemic and said at the beginning of the pandemic, he thought it was very important to wear PPE equipment.

Lieutenant Montgomery never complained to the agency that his district did not e PPE equipment and advised that he did not receive any complaints from his employees that they did not have adequate PPE equipment. He advised that none of his employees, to his knowledge, complained to the union nor was he approached by the union or union representatives that the deputies in his district were complaining about the lack of PPE equipment. He advised that he was not aware of a news article that discussed the lack of PPE equipment within the agency; however, he did hear about one months later but, he did not pay much attention to it and it did not affect his staff's perception to his knowledge. Montgomery believed that his district and BSO as a whole was prepared as best as they could be for this pandemic.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shipping	CustomerFullNam	CreatedOn	Budg	Packer	Driver	ShlpdOn	Skuz
211367	GLOVES, LATEX	8	Complete	Paid	Delivered	Deerfield Beach	03/02/2020	23460	Candace Williams	Kervins Cantave	03/12/2020	120205035104
211519	GLOVES, LATEX	4	Complete	Paid	Delivered	Deerfield Beach	03/06/2020	23460	Candace Williams	Kervins Cantave	03/12/2020	120205035102
211519	GLOVES, LATEX	4	Complete	Paid	Delivered	Deerfield Beach	03/06/2020	23460	Candace Williams	Kervins Cantave	03/12/2020	120205035103
211747	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Deerfield Beach	03/12/2020	23460	Thomas	Thomas	03/12/2020	120055035204
211806	GLOVES, LATEX	5	Complete	Paid	Delivered	Deerfield Beach	03/16/2020	23460	Alexton Miller	Kervins Cantave	03/19/2020	120205035102
211806	GLOVES, LATEX	5	Complete	Paid	Delivered	Deerfield Beach	03/16/2020	23460	Alexton Miller	Kervins Cantave	03/19/2020	120205035103
211806	GLOVES, LATEX	5	Complete	Paid	Delivered	Deerfield Beach	03/16/2020	23460	Alexton Miller	Kervins Cantave	03/19/2020	120205035104
211806	GLOVES, NITRAGRIP	5	Complete	Paid	Delivered	Deerfield Beach	03/16/2020	23460	Alexton Miller	Kervins Cantave	03/19/2020	120203500009
211806	GLOVES, NITRAGRIP	5	Complete	Paid	Delivered	Deerfield Beach	03/16/2020	23460	Alexton Miller	Kervins Cantave	03/19/2020	120203500006
211806	GLOVES, NITRAGRIP	5	Complete	Paid	Delivered	Deerfield Beach	03/16/2020	23460	Alexton Miller	Kervins Cantave	03/19/2020	120203500007
211806	GLOVES, NITRILE,	5	Complete	Paid	Delivered	Deerfield Beach	03/16/2020	23460	Alexton Miller	Kervins Cantave	03/19/2020	120205035120
211806	GLOVES, NITRILE,	5	Complete	Paid	Delivered	Deerfield Beach	03/16/2020	23460	Alexton Miller	Kervins Cantave	03/19/2020	120205035122
211806	GLOVES, NITRILE,	5	Complete	Paid	Delivered	Deerfield Beach	03/16/2020	23460	Alexton Miller	Kervins Cantave	03/19/2020	120205035121
211915	N95 MASK, WHITE,	140	Complete	Paid	Delivered	Deerfield Beach	03/18/2020	23460	Lourdes Bodine	Gregg Pagliarulo	03/18/2020	120055035204
212134	N95 KN95 MASK	280	Complete	Paid	Delivered	Deerfield Beach	03/24/2020		Thomas	Thomas	03/24/2020	911009110091
212282	SHOE/BOOT	1	Complete	Paid	Delivered	Deerfield Beach	03/27/2020	23460	Bernadine Jolley	Bernadine Jolley	03/27/2020	120055099871
212282	N95 KN95 MASK	280	Complete	Paid	Delivered	Deerfield Beach	03/27/2020	23460	Bernadine Jolley	Bernadine Jolley	03/27/2020	911009110091
212322	HAND SANITIZER	26	Complete	Paid	Delivered	Deerfield Beach	03/28/2020	23460	Gregg Pagliarulo	Thomas	03/28/2020	911009110091
212322	N95 MASK, WHITE,	24	Complete	Paid	Delivered	Deerfield Beach	03/28/2020	23460	Gregg Pagliarulo	Thomas	03/28/2020	120055035204
212322	GLOVES, LATEX	1	Complete	Paid	Delivered	Deerfield Beach	03/28/2020	23460	Gregg Pagliarulo	Thomas	03/28/2020	120205035103
212343	HAND SANITIZER	172	Complete	Paid	Delivered	Deerfield Beach	03/28/2020	23460	Thomas	Thomas	03/28/2020	911009110091
212376	GLOVES, LATEX	2	Complete	Paid	Delivered	Deerfield Beach	03/30/2020	23460	Alexton Miller	Kervins Cantave	04/02/2020	120205035104
212376	GLOVES, LATEX	2	Complete	Paid	Delivered	Deerfield Beach	03/30/2020	23460	Alexton Miller	Kervins Cantave	04/02/2020	120205035105
212376	GLOVES, NITRAGRIP	4	Complete	Paid	Delivered	Deerfield Beach	03/30/2020	23460	Alexton Miller	Kervins Cantave	04/02/2020	120203500008
212376	GLOVES, NITRAGRIP	2	Complete	Paid	Delivered	Deerfield Beach	03/30/2020	23460	Alexton Miller	Kervins Cantave	04/02/2020	120203500007
212376	GLOVES, NITRILE,	4	Complete	Paid	Delivered	Deerfield Beach	03/30/2020	23460	Alexton Miller	Kervins Cantave	04/02/2020	120205035123
212376	GLOVES, NITRILE,	2	Complete	Paid	Delivered	Deerfield Beach	03/30/2020	23460	Alexton Miller	Kervins Cantave	04/02/2020	120205035122

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Deerfield Beach District [Folder 12]
- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 11 – Pompano Beach

IA Sergeant Barreto, Sergeant Coldwell, Sergeant Demosthenes, Sergeant Hornsby, Sergeant Kearney, Sergeant S. Martin, Sergeant T. Martin, and Sergeant Schwartz, obtained twenty-four deputies' statements and two sergeant's statements.

- All twenty-six employees reviewed all COVID-19 related PowerDMS guidelines.
- All twenty-six employees recalled the district discussing and instructing alternative methods to prevent exposure.
- Sixteen out of twenty-six employees did not notice a decrease of PPE within their respected district, agency, and/or personal life.
- Ten out of twenty-six employees noticed a decrease in PPE within their respected district, agency, and/or personal life.
- Twenty-five out of twenty-six employees never notified or complained to the union, the district's union representative, or any union representative that the district did not have PPE.

- One out of twenty-six employee complained to their command.

On January 26th, 2021, I obtained a sworn, recorded statement from Executive Lieutenant David Franks, CCN 11092. The following is a synopsis of Franks' statement [In-Part]:

Executive Lieutenant David Franks stated that he has been a law enforcement officer for approximately nineteen years and seven months with BSO. In March of 2020, he was the assigned Executive Lieutenant of the Pompano Beach Area District when the COVID-19 pandemic began. As the pandemic evolved [March of 2020], Franks explained that when it first started, nobody knew what appropriate PPE was; however, he advised that there were talks about whether masks or gloves were needed, he mentioned hand sanitizers was a big deal, washing your hands and social distancing. He recalled some of the Center for Disease Control and Prevention (CDC) guidelines on preventing COVID-19 exposure as social distancing, keeping your hands clean and away from your mouth and face, avoiding people you know with a fever, if you have a fever or cough to quarantine, and said masks came out a bit later. He said he worked together with his command at the time to figure out as a district what was needed to prepare the district for the pandemic. He said they had several official and unofficial meetings with the Majors office, just having discussions of things going on and staying informed. He indicated that Sergeant Sharon Wesolowski, CCN 9386, and Captain Martin Hedelund, CCN 9430, handled more of the logistical preparation and PPE distribution of all equipment and would keep them abreast of their task.

Executive Lieutenant Franks advised that when the agency provided COVID-19 PowerDMS guidelines, he and several command staff would rotate attending roll calls to ensure the information was being discussed and provided to all staff. He indicated that during this time, the district set up a temperature checking station, closed the gym and lobby area, conducted roll calls outside, and created a single point entry into the district office to prevent exposure. Additionally, they purchased foggers to disinfect the building, and the city had the building professionally cleaned on Saturdays.

Prior to the pandemic, according to Executive Lieutenant Franks if employees needed any supplies [hand sanitizer, gloves, mask, etc.] it was issued out or they would notify their sergeant or Sergeant Wesolowski what they needed and it would be issued to them; however, as far as the tracking of inventory, they have a Property Specialist I, Lawanda Torrence, CCN 11329, who monitors that.

Executive Lieutenant Franks confirmed that other than his agency-issued gas mask, he does not recall being issued any respiratory mask or face shield for his day-to-day operation; however, he made mention of receiving a face shield that was a part of PPE being distributed in a plastic bag to staff. Franks advised that early on in [March of 2020], deputies were given PPE, but he could not recall exactly when the first set was distributed. He was unsure if the district had masks in stock prior to March 2020, or if the district instructed staff to contact fire rescue if they needed PPE, he referred to Sergeant Wesolowski often, indicating that PPE was her assignment; nonetheless, he was aware that staff had to sign off for documentation purposes. He never noticed a decrease of PPE but instead noticed more than enough, he said if he ever noticed staff not in a mask, he would address it; however, as long as they were not inside of the district office which it was required indoors.

Executive Lieutenant Franks never complained to the agency that his district did not having

adequate PPE equipment, he did not receive any complainants from his employees that they did not have adequate PPE equipment, he does not recall staff complaining to the union, district union representatives or the union coming to him about any complaints from employees and was never approached about such. Franks was not familiar with any news article that discussed the lack of PPE equipment within the agency. He mentioned that the troops would come up with ideas, and they would implement if they thought it was a good idea which most of it was an added protective measure for continuous disinfecting. Franks said he did not believe anyone was prepared for this pandemic.

On February 4th, 2021, I obtained a sworn, recorded statement from Sergeant Sharon Wesolowski, CCN 9386. The following is a synopsis of Wesolowski's statement [In-Part]:

Sergeant Sharon Wesolowski stated that she has been in law enforcement for thirty-eight years and was assigned to BSO's Pompano Beach District 11 as the Administrative Sergeant in the inception of the pandemic. Wesolowski worked in conjunction with Captain Martin Hedelund, CCN 9430, to prepare the district for the pandemic mentioning that her responsibilities were as follows: handing out supplies, making sure the building was secure and taken care of it, ensuring that the district had everything it needed, handling budgets, ordering supplies, and reporting directly to the Captain and Major. Wesolowski stated that seeing what was happening, she began to order and request supplies through BSO's logistics as early as February 19th, 2020. She provided documentation of and referred to an email regarding the KN95 mask that she had requested this date. Wesolowski received a response to her email on February 26th, 2021, from Colonel David Holmes, CCN 8714, which stated the following: *"They spoke with BSO logistics and after consulting with them and learning that they had been working on getting the vendors to purchase these items... At the time, they already have a vast number of masks to distribute if needed."* She said the response indicated that other districts had made similar requests. When asked, how that emailed make her feel, she replied, *"Actually that we're planned, and we have enough supplies to get out to our personnel and to keep them safe, that is what the understanding that I had on February 26."*

Sergeant Wesolowski explained the following was implemented in the district; stand up hand sanitizers already existed; therefore, she purchased more to have one at every door, they closed the entire building creating a one-way entrance, they set up a table outside where someone was monitoring everyone's temperature, they purchased hand washing stations for staff to use outdoors and disinfect their shoes, they created a disinfectant spray solution for staff to use for their vehicles, conducted roll calls outdoors, and purchased spray foggers to disinfect the building. She stated as PPE was issued and replenished staff were to sign for it and this process remains in effect today, further mentioning that PPE were initially received March 13, 2020. In this they only received an allotment of 40 masks for a staff of 280, mentioning that the district did not have masks on hand before this pandemic. Subsequently, they did receive more masks a few weeks later, confirmed by an email dated March 27, 2021, and as time went by their supplies increased.

Sergeant Wesolowski recalled the district receiving several donations of paper goods, bleach, cleaning supplies, and mask from several different businesses and individuals in the city; she could not recall the names at the time.

Prior to the pandemic, Sergeant Wesolowski reported that if employees required any miscellaneous supplies [hand sanitizer, gloves, mask, etc.] they would retrieve it from a secured supply closet at the district and take what they needed without signing for it.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shipping	CustomerFullNam	CreatedOn	Budg	Packer	Driver	ShippedOn	SKU2
211489	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Pompano Beach	03/05/2020	23455	Candace Williams	Bernadine Jolley	03/12/2020	120205035123
211489	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Pompano Beach	03/05/2020	23455	Candace Williams	Bernadine Jolley	03/12/2020	120205035122
211489	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Pompano Beach	03/05/2020	23455	Candace Williams	Bernadine Jolley	03/12/2020	120205035121
211489	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Pompano Beach	03/05/2020	23455	Candace Williams	Bernadine Jolley	03/12/2020	120205035120
211489	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Pompano Beach	03/05/2020	23455	Candace Williams	Bernadine Jolley	03/12/2020	120205035119
212146	N95-KN95 MASK	500	Complete	Paid	Delivered	Pompano Beach	03/24/2020	0	Bernadine Jolley	Bernadine Jolley	03/24/2020	911009110091
212279	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Pompano Beach	03/27/2020	23455	Alexton Miller	Colling Ridore	04/02/2020	120205035120
212279	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Pompano Beach	03/27/2020	23455	Alexton Miller	Colling Ridore	04/02/2020	120205035121
212279	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Pompano Beach	03/27/2020	23455	Alexton Miller	Colling Ridore	04/02/2020	120205035122
212295	SHOE/BOOT	1	Complete	Paid	Delivered	Pompano Beach	03/27/2020	23455	Bernadine Jolley	Bernadine Jolley	03/27/2020	210055099871
212295	N95-KN95 MASK	500	Complete	Paid	Delivered	Pompano Beach	03/27/2020	23455	Bernadine Jolley	Bernadine Jolley	03/27/2020	911009110091

Sergeant Wesolowski never heard any staff complain about a lack of PPE in the district but acknowledged hearing a rumor, and stated, *“That’s all they are, is rumors,”* mentioning that they did not affect the perception of staff in her district. She never received complaints from the union, union, or district union representatives. She was not aware of any news articles referencing a lack of PPE within the agency and said she and her husband stopped watching the news a year ago. Wesolowski concluded that she does not believe anyone could be prepared for the pandemic.

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Pompano Beach District [Folder 12]
- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 12 – Oakland Park

IA Sergeant Barreto, Sergeant Coldwell, Sergeant Demosthenes, Sergeant Hornsby, and Sergeant S. Martin, obtained twelve deputies’ statements and two sergeant’s statements.

- All fourteen employees reviewed all COVID-19 related PowerDMS guidelines.
- All fourteen employees recalled the district discussing and instructing alternative methods to prevent exposure.
- Eight out of fourteen employees did not notice a decrease in PPE within their respected district, agency, and/or personal life.
- Six out of fourteen employees noticed a decrease in PPE within their respected district, agency, and/or personal life.
- All fourteen employees never notified or complained to the union, the district’s union representative, or any union representative that the district did not have PPE.

On December 14th, 2020, I obtained a sworn, recorded statement from Lieutenant Paul Auerback, CCN 12566. The following is a synopsis of Auerback’s statement [In-Part]:

Lieutenant Auerback stated that he has been in law enforcement for eighteen years and was assigned to BSO’s Oakland Park district in the inception of the pandemic; however, he was the

district's Administrative Sergeant at the time. Auerback recalled the initial COVID-19 state of emergency in March of 2020. Auerback worked in conjunction with Captain Allan Hubrig, CCN 7274 (now retired as of April 17, 2020) to prepare the district for the pandemic. As the the Administrative Sergeant, his responsibility was to monitor the availability of PPE masks, and since a shortage was anticipated, they began ordering masks at the end of January. As the agency released COVID-19 PowerDMS guidelines, he would re-send the guidelines out in an email to the patrol sergeants to conduct roll call training on them. He indicated that the district followed the direction of the (CDC), and they tried increasing their supplies, but items like hand sanitizer were on back-order.

Lieutenant Auerback advised that prior to the pandemic, if employees needed any supplies [hand sanitizer, gloves, mask, etc.] they would make a request to a sergeant or higher-ranking staff, and it would be issued, citing that there was no tracking of inventory at the time; however, once the emergency COVID-19 started they continued the same process until approximately February, when sign off sheets were implemented. Auerback advised that beside the Quick Response Force (QRF) issued gas mask, the agency had not issued him a respiratory mask or face shield for his day-to-day operations; however he did recall being issued a full white Tyvex PPE kit inside of a black bag approximately fifteen years ago, mentioning that those kits sat in everyone's vehicle and dry rotted over time. Eventually the agency advised everyone to throw them out and there was no further widespread distribution of face shields. However, Auerback conducted an inventory and he found face shields, booties of generic crime scene, and PPE equipment. Auerback started putting items together and making these PPE kit available for any employee.

Lieutenant Auerback advised that the district began distributing PPE equipment in March, however, they had their own supply of masks before this, enough to accommodate the 100 staff in the district and to give them at least two and a spare. He indicated that there was no directive to get with Fire Rescue if staff needed extra PPE; but, because of their good working relationship with them, if they had extra supplies, they shared it. He also recalled the district receiving donations of hand sanitizers from Chain Bridge Distillery at the early onset in March. Early on [March of 2020], Auerback did not notice a limited availability of PPE equipment within agency, mentioning he felt the district always had enough supplies for deputies as well as adequate PPE. He advised that deputies were addressed and educated on the proper usage of PPE and cross-contamination.

Lieutenant Auerback never complained to the agency that his district did not have PPE equipment, and advised that he did not receive any complainants from his employees that they did not have adequate PPE equipment. Auerback advised that none of his employees complained to the union nor was he approached by the union or union representatives that the deputies in his district were complaining about the lack of PPE equipment. However, he remembered a union representative making a statement to a command about not having PPE equipment, but said there was no specifics. It was third-hand information and he did not know who the individuals were. He couldn't recall how the issue was addressed, mentioning it never came through as a formal complaint. Auerback believed that his district was prepared for the pandemic in terms of having been stocked with supplies; however, as far as what to expect, the agency and the district were not prepared.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shipping	CustomerFullNam	CreatedOn	Budg	Packer	Driver	ShippedOn	Sku2
211415	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Oakland Park	03/03/2020	23465	Candace Williams	Colling Ridore	03/11/2020	120205035122
211736	GLOVES, NITRILE,	20	Complete	Paid	Delivered	Oakland Park	03/12/2020	23465	Alexton Miller	Colling Ridore	03/17/2020	120205035122
211749	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Oakland Park	03/12/2020	23465	Thomas	Thomas	03/12/2020	210055035204
211845	GLOVES, NITRILE,	5	Complete	Paid	Delivered	Oakland Park	03/16/2020	23465	Candace Williams	Colling Ridore	03/24/2020	120205035119
211845	GLOVES, NITRILE,	5	Complete	Paid	Delivered	Oakland Park	03/16/2020	23465	Candace Williams	Colling Ridore	03/24/2020	120205035120
211845	GLOVES, NITRILE,	5	Complete	Paid	Delivered	Oakland Park	03/16/2020	23465	Candace Williams	Colling Ridore	03/24/2020	120205035121
211917	N95 MASK, WHITE,	80	Complete	Paid	Delivered	Oakland Park	03/18/2020	23465	Lourdes Bodine	Gregg Pagliarulo	03/18/2020	210055035204
212081	GLOVES, NITRILE,	10	Complete	Paid	Delivered	Oakland Park	03/23/2020	23465	Candace Williams	Colling Ridore	03/24/2020	120205035120
212081	GLOVES, NITRILE,	10	Complete	Paid	Delivered	Oakland Park	03/23/2020	23465	Candace Williams	Colling Ridore	03/24/2020	120205035121
212081	GLOVES, NITRILE,	10	Complete	Paid	Delivered	Oakland Park	03/23/2020	23465	Candace Williams	Colling Ridore	03/24/2020	120205035122
212081	GLOVES, NITRILE,	10	Complete	Paid	Delivered	Oakland Park	03/23/2020	23465	Candace Williams	Colling Ridore	03/24/2020	120205035123
212136	N95 KN95 MASK	160	Complete	Paid	Delivered	Oakland Park	03/24/2020	0	Thomas	Thomas	03/24/2020	911009110091
212285	SHOE/BOOT	1	Complete	Paid	Delivered	Oakland Park	03/27/2020	23465	Bernadine Jolley	Bernadine Jolley	03/27/2020	210055099871
212285	N95-KN95 MASK	160	Complete	Paid	Delivered	Oakland Park	03/27/2020	23465	Bernadine Jolley	Bernadine Jolley	03/27/2020	911009110091
212324	HAND SANITIZER	14	Complete	Paid	Delivered	Oakland Park	03/28/2020	23465	Thomas	Thomas	03/28/2020	911009110091
212324	N95 MASK, WHITE,	12	Complete	Paid	Delivered	Oakland Park	03/28/2020	23465	Thomas	Thomas	03/28/2020	210055035204
212345	HAND SANITIZER	112	Complete	Paid	Delivered	Oakland Park	03/28/2020	23465	Thomas	Thomas	03/28/2020	911009110091

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Oakland Park District [Folder 12]

Refer to the following evidence for further details:

- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 13 – Lauderdale-by-the-Sea

IA Sergeant Barreto, and Sergeant Coldwell, obtained four deputies’ statements and one sergeant’s statement.

- All five employees reviewed all COVID-19 related PowerDMS guidelines.
- All five employees recalled the district discussing and instructing alternative methods to prevent exposure.
- Three out of five employees did not notice a decrease in PPE within their respected district, agency, and/or personal life.
- Two out of five employee noticed a decrease in PPE within their respected district, agency, and/or personal life.
- All five employees never notified or complained to the district’s command, the union, the district’s union representative, or any union representative that the district did not have PPE.

On December 17th, 2020, I obtained a sworn, recorded statement from witness Executive Lieutenant William Wesolowski, CCN 9392. The following is a synopsis of Wesolowski’s statement [In-Part]:

Executive Lieutenant Wesolowski reported that he has been in law enforcement for thirty-six years and was assigned to BSO’s Lauderdale-By-The-Sea district in the inception of the pandemic in his current position. Wesolowski worked with Captain Thomas Palmer CCN 8217, to prepare the district for the pandemic. His responsibility was looking at different avenues of purchasing PPE equipment to include hand sanitizer and masks; therefore, he contacted a vendor named ‘Hero

Solutions', frequently used by the district, and purchased 1000 (.5) ounce bottles of hand sanitizers from them back on March 4, 2020. As the agency released COVID-19 PowerDMS guidelines, he ensured staff was in compliance by conducting weekly audits led by Captain Palmer and attending some in-person roll calls to discuss the guidelines. To prevent staff exposure, the district conducted rollcalls outside or in a larger commission's chamber room to allow social distancing, they closed the front desk and lobby area, screened staff from entering the building with a series of questions and temperature checks, took calls for service via telephone, in addition to enforcing county, city, and state executive orders due to the majority of the district being a beach front location for individual and tourist to congregate. The district purchased a fogger to disinfect the building, and he and the captain used personal funds to purchase medical-grade disinfectants and spray bottles from Kelly's Chemicals, they created a solution and had the city install a dispenser outside, which was available 24/7 for staff. They recommend staff purchase their own \$2.00 bottle and fill it up with the solution to take and disinfect their homes and personal spaces.

As the district began to receive masks in early March of 2020, Executive Lieutenant Wesolowski advised the initial allotment was twenty, but they needed twenty-five; however, he initially distributed them by placing one in everyone's box with a sign off sheet, he then sent an email indicating they had received masks, or at least the first allotment, and to sign off for it on their sign off sheet. He indicated that he and the captain could eventually make up that shortfall, so eventually, they received a donation from Ace Hardware, mentioning that a couple of deputies went over there to buy K95 for construction, doing drywall, and the manager gave Deputy Benya Koos, CCN 9522, a box to purchase, and then handed him an additional 3-4 more boxes for him to give out to the troops. The district soon began receiving several more "push outs" of masks once or twice a week in increments of twenty, therefore he had to send a WedEOC request for twenty-five which was approved with no issue, and they were provided with additional due to this incorrect number initially. He indicated that this district is unique in that their fire rescue/paramedic services are contracted through American Medical Response (AMR) because the town has a volunteer fire department; therefore, they do not get anything from BSO regarding fire or paramedic type equipment.

Executive Lieutenant Wesolowski reported that after about a first month and a half, they received more PPE donations from the community, Church of Lauderdale-by-the-Sea, and then The Town sent PEE [masks, goggles, and gloves] to first responders. He said they soon ended up with a nice reserve of PPE not long after those "push-outs" from BSO. Wesolowski provided me with a binder of emails and several supporting documentations during this interview.

Prior to the pandemic, Executive Lieutenant Wesolowski advised, that if employees needed any supplies [hand sanitizer, gloves, mask, etc.], gloves were basically left out by the roll call area, all three sizes were readily available and never locked up. The personal wipes or sanitizers were given out as needed, and the district did not have an inventory log prior.

Executive Lieutenant Wesolowski said that he never noticed a decrease in PPE, and never observed staff not wearing their issued mask, however, he would have addressed it if he needed to. Wesolowski never complained that his district did not have adequate PPE for staff. He did not recall any staff complaining to him that the district did not have adequate PPE and mentioned that their district union representative Deputy Koos, actually requested time off during the early onset due to a personal issue. Koos sent a text message which he would have to locate, indicating he was happy with the steps the district was doing to keep everyone safe, and the emails keeping him

updated while home. He never received complaints from the union, union representative, or district union representative of a complaint. He recalled the first person to be exposed in the district with a COVID 'positive' test was himself and another deputy on July 7, 2021 and stated he absolutely did not complain that his district was not adequately equipped with PPE.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shipping	CustomerFullNam	CreatedOn	Budg	Packer	Driver	ShpedOn	SKU2
211729	GLOVES, LATEX	2	Complete	Paid	Delivered	Lauderdale By The	03/12/2020	23475	Alexton Miller	Bernadine Jolley	03/13/2020	120205035103
211729	GLOVES, NITRILE,	10	Complete	Paid	Delivered	Lauderdale By The	03/12/2020	23475	Alexton Miller	Bernadine Jolley	03/13/2020	120205035122
211729	GLOVES, NITRILE,	1	Complete	Paid	Delivered	Lauderdale By The	03/12/2020	23475	Alexton Miller	Bernadine Jolley	03/13/2020	120205035120
211750	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Lauderdale By The	03/12/2020	23475	Thomas	Thomas	03/12/2020	210055035204
211923	N95 MASK, WHITE,	10	Complete	Paid	Delivered	Lauderdale By The	03/18/2020	23475	Lourdes Bodine	Gregg Pagliarulo	03/18/2020	210055035204
212144	N95-KN95 MASK	20	Complete	Paid	Delivered	Lauderdale By The	03/24/2020	0	Bernadine Jolley	Bernadine Jolley	03/24/2020	911009110091
212294	SHOE/BOOT	1	Complete	Paid	Delivered	Lauderdale By The	03/27/2020	23475	Bernadine Jolley	Bernadine Jolley	03/27/2020	210055099871
212294	N95-KN95 MASK	80	Complete	Paid	Delivered	Lauderdale By The	03/27/2020	23475	Bernadine Jolley	Bernadine Jolley	03/27/2020	911009110091
212325	HAND SANITIZER	6	Complete	Paid	Delivered	Lauderdale By The	03/28/2020	23475	Thomas	Thomas	03/28/2020	911009110091
212325	N95 MASK, WHITE,	6	Complete	Paid	Delivered	Lauderdale By The	03/28/2020	23475	Thomas	Thomas	03/28/2020	210055035204
212351	HAND SANITIZER	56	Complete	Paid	Delivered	Lauderdale By The	03/28/2020	23475	Thomas	Thomas	03/28/2020	911009110091

He was not aware of any news articles referencing a lack of PPE within the agency, he said his district was not initially prepared; however, they responded quickly, and he used the example of being prepared for a hurricane in that the agency was prepared for that; however as far as this pandemic, he did not think the agency had a proper reserve of PPE for all the individual deputies and employees that work here, initially, but said then they quickly resolved that issue. Furthermore, he agreed that no one in the world was prepared for the pandemic, adding that everything from respirators was in short supply because this had never happened in 100 years.

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Lauderdale-by-the-Sea District [Folder 12]
- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 14 – Port Everglades

IA Sergeant Coldwell, and Sergeant Sutter obtained four deputies’ statements and one sergeant’s statement.

- All five employees reviewed all COVID-19 related PowerDMS guidelines.
- All five employees recalled the district discussing and instructing alternative methods to prevent exposure.
- Three out of five employees did not notice a decrease of PPE within their respected district, agency, and/or personal life.
- One out of five employee noticed a decrease of PPE within their respected district, agency, and/or personal life.
- One employee did not remember if he noticed a decrease of PPE within their respected district, agency, and/or personal life.
- All five employees never notified or complained to the district’s command, the union, the district’s union representative, or any union representative that the district did not have PPE.

On November 19th, 2020, I obtained a sworn, recorded statement from witness Sergeant William Pennypacker, CCN 7242. The following is a synopsis of Pennypacker's statement [In-Part]:

Sergeant Pennypacker reported that he has been a law enforcement officer for twenty-nine years with this agency, and in March of 2020, he was the district's Facility Security Officer (FSO) for BSO's Port Everglades District in charge of the overall facility security plan, in which he reports to the Coast Guard. Pennypacker recalled when the COVID-19 State of Emergency took place, mentioning as the pandemic approached the State of Florida, he attended several meetings in mid-February with the Coast Guard, CBP, CDC, and other security partners in the port. At that time it was made pretty clear to 'them' that the pandemic was here.

Sergeant Pennypacker informed his Command, Captain Christopher Cathcart, CCN 11979, and Executive Lieutenant Ana Murillo-Quigley, CCN 15130, that they needed to start preparing and making recommendations for the district on how to prepare, like conduct an inventory of the PPE with the district and start ordering more PPE. Pennypacker got with Chief Harris Henbest, CCN 16982, and he retrieved masks for their stockpile. Pennypacker advised that they had a couple of hundred mask in the Fire station storage room. On February 26th, 2020, Henbest ordered more PPE for the district [DLE and Fire]. Pennypacker informed Fire Logistics personnel that the Port Everglades District would be one of the areas initially affected by the pandemic. Fire Logistics agreed, and on so on March 2nd, 2020, a representative from the district picked up PPE from Fire Logistics. Pennypacker confirmed that prior to this they were depending on the Port's Fire Rescue to provide them with the PPE and confirmed March 10th to be the exact date they received their first distribution. He provided an email verifying this and read it during this interview.

Sergeant Pennypacker informed that the port has approximately eighty-two BSO personnel assigned there. The majority are civilians; therefore, they needed to supply the patrol deputies and the civilians and the detail deputies, which he also considered when requesting PPE. He remembered they unloaded a couple of Holland America ships with about thirteen critically sick patients between the two ships they had to unload over a day or two. Therefore, they had to provide PPE to anyone working in or around the pier dock inside that terminal area. They gave and made sure everyone had a mask. He indicated this was later in March 2020. They had an operational plan for it which was a coordinated joint effort with outside deputies from other districts, Fire Rescue personnel, Department of Detention personnel, and others.

Sergeant Pennypacker considered masks and gloves to be appropriate PPE for patrol deputies. According to him, the Center for Disease Control and Prevention (CDC), changed guidelines from the initial onset throughout the pandemic; however, as time went on it became obvious to them because their first case came off a cruise ship and subsequent cruise line workers were contracting it, citing, "*we were at ground zero.*" He was encouraging staff to wash their hands, wear their mask, and keep away from sick people. He relayed this information via email and in-person at roll calls, as well as discussed, the PowerDMS training tabs as they came out.

Prior to the pandemic, according to Sergeant Pennypacker, if employees required any supplies [hand sanitizer, gloves, mask, etc.] they would retrieve it as it was available; however, they never had masks except for their issued Quick Response Force (QRF) gas mask; nonetheless, there was no sign-off inventory sheet.

Sergeant Pennypacker said as the disbursements began to come in sometime around April there was an overabundance of supplies, and they were distributed more frequently to staff. About May 2020, it slowed down a bit; however, they still maintained a good stockpile and kept hundreds of masks stored. He provided an email dated March 24th, 2020, proving masks were optional and not mandatory agency-wide at that point.

Sergeant Pennypacker never complained to the agency that his district did not have adequate PPE, mentioning that adequate for them were a couple of masks. He did not recall deputies complaining to the union, union representatives, or district union reps about a lack of PPE within the district; however, said that he was aware that the employees [civilians] in the port's ID office made some complaints to their union that they were not adequately protected, although they did have masks. He was not aware of any union reps approaching the district Command about complaints of a lack of PPE.

Sergeant Pennypacker said his district was as prepared as "*we could be*", asserting he does not think anyone really and truly understood what "*we were about to get*" ... and because the CDC recommendations changed so much, he said they were ahead of the game and tried to stay even with the game as it changed. Pennypacker concluded that he did not think the agency was prepared for the pandemic, in general, because of the sheer amount of people in the agency, 5,000 plus people, in different locations, buildings, and offices; however, initially, he did not believe they were prepared also because they did not have the supplies they needed right away, and no one truly understood how it was going to affect us and how rapidly it would spread.

On December 3rd, 2020, I obtained a sworn, recorded statement from witness Executive Lieutenant Ana Murillo-Quigley, CCN 15130. The following is a synopsis of Murillo-Quigley's statement [In-Part]:

Executive Lieutenant Murillo-Quigley has been a law enforcement officer for approximately thirteen years with the agency, and in March of 2020, she was the district's operations and administrative Executive Lieutenant. She recalled when the COVID-19 State of Emergency took place, mentioning that the Vice President of the United States and Governor Ron DeSantis visited on March 7 due to the COVID-19 situation involving the cruise ships that were expected to arrive at the port with severely sick passengers. She advised that a separate operational plan was conducted for that, in which they had to shut everything down while Vice President was on-site. Murillo-Quigley confirmed she never experienced a pandemic in her life, or career, and personally prepared by following the BSO directives, CDC guidelines, and media information. She never found it difficult securing supplies but mentioned it being scary seeing people buy everything off the shelves. She considered gloves, masks, and glasses/sunglasses appropriate PPE for deputy sheriffs and recalled the initial CDC guidelines mentioning, stay six feet distance, hand washing for twenty seconds, cover your mouth, and avoid large crowds.

Executive Lieutenant Murillo-Quigley worked in conjunction with her Captain Christopher Cathcart, CCN 11979, Administrative Sergeant/ FSO Pennypacker, the Department of Fire Rescue, and the Department of Health to prepare the district for the pandemic. She confirmed there was a unified Command post and that Pennypacker was tasked with distributing the PPE, and she generated sign-off sheets for staff to sign. Murillo-Quigley stated, prior to the pandemic, they already had masks and gloves due to the special nature of their district, namely, it being the fourth-largest port in the world with masses of individuals coming and going from all over the world. She

explained that they deal with ships with norovirus, where it is like bacteria that gets into the food because it is an open bar, which is a common occurrence. They followed a protocol when this occurred and work hand-in-hand with Fire Rescue.

Prior to the pandemic, if employees required any supplies [hand sanitizer, gloves, mask, etc.] they would just retrieve it as it was available in a supply closet and did not need to sign for it. As the agency pushed out PowerDMS directives she responded to the roll calls to ensure the information was reviewed and informed the sergeants to review with staff as well.

Executive Lieutenant Murillo-Quigley never complained to the agency that her district did not have adequate PPE and did not recall deputies complaining to the union, union representatives, or district union reps about a lack of PPE within the district. She was not aware of any union reps approaching the district Command about complaints of a lack of PPE.

Executive Lieutenant Murillo-Quigley was aware of a news article that discussed the lack of PPE within the agency; however, stated she was not a media person and never looked into it and said her district was 100% prepared for the pandemic. Agency-wide, she believed because every district is different, they were prepared to a point but overall, no one was readily prepared to handle it; therefore, adjustments are made.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shipping	CustomerFullNan	CreatedOn	Budgt	Packer	Driver	ShippedOn	SKU2
211373	SURGICAL FACE	1	Complete	Paid	Delivered	Port Everglades	03/02/2020	23250	Thomas	Thomas	03/03/2020	210055045056
211373	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Port Everglades	03/02/2020	23250	Thomas	Thomas	03/03/2020	210055035204
211751	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Port Everglades	03/12/2020	23250	Thomas	Thomas	03/12/2020	210055035204
211926	N95 MASK, WHITE,	70	Complete	Paid	Delivered	Port Everglades	03/18/2020	23250	Lourdes Bodine	Gregg Pagliarulo	03/18/2020	210055035204
212148	N95-KN95 MASK	140	Complete	Paid	Delivered	Port Everglades	03/24/2020	0	Bernadine Jolley	Bernadine Jolley	03/24/2020	911009110091
212297	SHOE/BOOT	2	Complete	Paid	Delivered	Port Everglades	03/27/2020	23250	Bernadine Jolley	Bernadine Jolley	03/27/2020	210055099871
212297	N95-KN95 MASK	140	Complete	Paid	Delivered	Port Everglades	03/27/2020	23250	Bernadine Jolley	Bernadine Jolley	03/27/2020	911009110091
212326	HAND SANITIZER	12	Complete	Paid	Delivered	Port Everglades	03/28/2020	23250	Thomas	Thomas	03/28/2020	911009110091
212326	N95 MASK, WHITE,	12	Complete	Paid	Delivered	Port Everglades	03/28/2020	23250	Thomas	Thomas	03/28/2020	210055035204
212326	GLOVES, LATEX	1	Complete	Paid	Delivered	Port Everglades	03/28/2020	23250	Thomas	Thomas	03/28/2020	120205035103
212354	HAND SANITIZER	112	Complete	Paid	Delivered	Port Everglades	03/28/2020	23250	Thomas	Thomas	03/28/2020	911009110091

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Port Everglades District [Folder 12]
- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 15 – North Lauderdale

IA Sergeant Coldwell, Sergeant S. Martin, and Sergeant Sutter obtained four deputies’ statements and one sergeant’s statement.

- All five employees reviewed all COVID-19 related PowerDMS guidelines.

- All five employees recalled the district discussing and instructing alternative methods to prevent exposure.
- One out of five employees did not notice a decrease of PPE within their respected district, agency, and/or personal life.
- Three out of five employee noticed a decrease of PPE within their respected district, agency, and/or personal life.
- One employee did not remember if he noticed a decrease of PPE within their respected district, agency, and/or personal life.
- All five employees never notified or complained to the district's command, the union, the district's union representative, or any union representative that the district did not have PPE.

On February 2, 2021, I obtained a sworn, recorded statement from witness Captain Kregg Lupo, CCN 13448. The following is a synopsis of Lupo's statement [In-Part]:

Captain Lupo has been a law enforcement officer for approximately thirty-two years with this agency, in March of 2020, he was the assigned Captain of the North Lauderdale District 15 when the COVID-19 pandemic began. Lupo recalled when the COVID-19 State of Emergency took place, although he could not state an exact date. Lupo said his administrative assistant had the foresight and kept up with the news and began ordering supplies ahead of time, possibly before March of 2020.

As the pandemic evolved [March of 2020], Captain Lupo could not remember what the initial COVID-19 prevention guidelines were from the Center for Disease Control and Prevention (CDC). He worked in conjunction with his patrol Lieutenant Benjamin Anderson, CCN 10502, and his Executive Lieutenant Stephen O'Neil, CCN 9959, to prepare the district for the pandemic, indicating they were responsible for disseminating the information that kept coming out and staying in contact with the SEOC when it was up and running, as well as ensuring equipment was coming in and being given to staff. At the beginning of the pandemic, Captain Lupo indicated that in his opinion, having to wear PPE, he agreed mask and gloves suffice, adding that's typical 'Flu' protection.

Captain Lupo advised that when the agency provided COVID-19 PowerDMS guidelines, he directed his Lieutenants to meet with the sergeants and ensure that the information was communicated down the line and that everyone was following it. In addition, they began 'thinning' out their staff by having non-essential employees work remotely from home, providing them laptops, and recommended certain calls be handled by phone, prior to the agency implementing this practice. Additionally, they worked with the city and purchased ionizing machines, and shut down the district lobby to protect staff from exposure. He said he never saw staff without their mask when they were required to have them on; they also consistently checked their temperature.

Prior to the pandemic, Captain Lupo reported that if employees needed any supplies [hand sanitizer, gloves, mask, etc.] they would get with their sergeant, who had access to the supply closet, ask for what they needed, and it would be issued to them, mentioning there was a sign-off sheet for this process. There was also an initial sign-off sheet when PPE started coming in, but the process stopped due to the abundance of PPE and items, and the sergeants were excellent about distributing it when it was needed or requested.

Captain Lupo confirmed that other than his agency-issued gas mask, he does not recall being issued

any respiratory mask or face shield for his day-to-day operation. He does not recall precisely when his district received their first set of PPEs, however, he conveyed that in the beginning, when they were told they were getting PPE, some of the district deputies got with their community contacts, and the district started buying stuff from the local Dollar Stores, trying to just buy up anything that they could, indicating that the stores were actually saving stuff for them.

Captain Lupo advised that early on [March of 2020], deputies were informed to contact fire rescue if they needed PPE. When supply got low, or they ran out, they would make a request through the Emergency Operations Center (EOC), and because they had a great connection with the community, they were getting whatever they needed right away if they could get it in stock.

Captain Lupo never complained to the agency that his district did not have adequate PPE equipment, he did not receive any complainants from his employees that they did not have adequate PPE equipment, however, he admitted that there was confusion while communicating with the fire chief about BSO deputies being supplied PPE by the municipal fire departments who were supplied by BSO, he explained some emails were sent back and forth clarifying the information that was sent during that timeframe. He said this was not a complaint; he was just told one thing and needed clarification which worked out. This email he referred to was dated March 30, 2020. He does not recall staff complaining to the union, district union representatives, or the union coming to him about any complaints from employees and was never approached about such.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shipping	CustomerFullNam	CreatedOn	Budg	Packer	Driver	ShippedOn	Sku2
211456	GLOVES, NITRILE,	10	Complete	Paid	Delivered	North Lauderdale	03/04/2020	23480	Candace Williams	Colling Ridore	03/11/2020	120205035119
211752	N95 MASK, WHITE,	20	Complete	Paid	Delivered	North Lauderdale	03/12/2020	23480	Thomas	Thomas	03/12/2020	210055035204
211879	GLOVES, NITRILE,	20	Complete	Paid	Delivered	North Lauderdale	03/17/2020	23480	Alexton Miller	Candace Williams	03/20/2020	120205035121
211879	GLOVES, NITRILE,	20	Complete	Paid	Delivered	North Lauderdale	03/17/2020	23480	Alexton Miller	Candace Williams	03/20/2020	120205035120
211916	N95 MASK, WHITE,	50	Complete	Paid	Delivered	North Lauderdale	03/18/2020	23480	Lourdes Bodine	Gregg Pagliarulo	03/18/2020	210055035204
212135	N95-KN95 MASK	100	Complete	Paid	Delivered	North Lauderdale	03/24/2020	0	Thomas	Thomas	03/24/2020	911009110091
212284	SHOE/BOOT	1	Complete	Paid	Delivered	North Lauderdale	03/27/2020	23480	Bernadine Jolley	Bernadine Jolley	03/27/2020	210055099871
212284	N95-KN95 MASK	100	Complete	Paid	Delivered	North Lauderdale	03/27/2020	23480	Bernadine Jolley	Bernadine Jolley	03/27/2020	911009110091
212327	HAND SANITIZER	14	Complete	Paid	Delivered	North Lauderdale	03/28/2020	23480	Thomas	Thomas	03/28/2020	911009110091
212327	N95 MASK, WHITE,	12	Complete	Paid	Delivered	North Lauderdale	03/28/2020	23480	Thomas	Thomas	03/28/2020	210055035204
212344	HAND SANITIZER	82	Complete	Paid	Delivered	North Lauderdale	03/28/2020	23480	Thomas	Thomas	03/28/2020	911009110091

Captain Lupo advised that he was familiar with a news article that discussed the lack of PPE equipment within the agency and only knew of this from the news, he stated 'No' it did not cause any confusion within his staff which would cause concern.

Captain Lupo believed that his district nor BSO as a whole, nor anyone else was prepared for pandemic. He explained despite his experience in Law Enforcement and the Military, it was very difficult because one never knows what the pandemic is going to be like, and what it will present. He opined that everything was done fairly well in this situation.

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the North Lauderdale [Folder 12]

- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 16 – Cooper City

IA Sergeant Barreto, Sergeant Coldwell, and Sergeant T. Martin, obtained four deputies' statements and two sergeant's statement.

- All six employees reviewed all COVID-19 related PowerDMS guidelines.
- All six employees recalled the district discussing and instructing alternative methods to prevent exposure.
- Three out of six employees did not notice a decrease of PPE within their respected district, agency, and/or personal life.
- Three out of six employee noticed a decrease of PPE within their respected district, agency, and/or personal life.
- Four out of six employees never notified or complained to the district's command, the union, the district's union representative, or any union representative that the district did not have PPE.
- Two out of six employees complained to their command.

On December 17th, 2020, I obtained a sworn, recorded statement from witness Executive Lieutenant Jeffrey Tozzie, CCN 10387. The following is a synopsis of Tozzie's statement [In-Part]:

Executive Lieutenant Tozzie has been a law enforcement officer for approximately forty years between the Oakland Park Police Department and BSO. In March of 2020, he was the assigned as the Executive Lieutenant of the Cooper City District when the COVID-19 pandemic began. Tozzie recalled receiving his first email on the COVID-19 topic as early as February 2020. As the pandemic evolved [March of 2020], Tozzie explained that keeping your distance, washing your hands, and covering your face was appropriate PPE gear for deputy sheriffs, recalling some of the Center for Disease Control and Prevention (CDC) guidelines on preventing COVID-19 exposure as covering your mouth, covering your face, washing your hands thoroughly for 30 seconds, and keeping your hands away from your eyes, mouth and face. He said he worked together with his Captain Robert Cates, CCN 13406, (now retired as of August 7, 2020) in keeping informed and passing the information along to the staff, advising that when COVID-19 first came out, the district had already had masks in a storage which they utilized and distributed to each squad accordingly.

Lieutenant Tozzie advised that when the agency provided COVID-19 PowerDMS guidelines, he corresponded with the sergeants and sent emails to ensure the deputies were informed of the information at roll calls and would relay information to those in passing in the hallways. In addition to the agency guidelines, his district purchased a spray fogger to disinfect the district building, additional hand sanitizers, and cleaning mats. Prior to the pandemic, if employees would want any supplies [hand sanitizer, gloves, mask, etc.] they would go in the supply closet and grab gloves, mentioning that masks were not used. Other than his agency-issued gas masks, he has not been issued any type of respiratory mask or face shield for his day-to-day operations.

Lieutenant Tozzie recalled the agency began distributing masks sometime in March 2020 and provided a sign-off sheet dated March 18 and March 24, advising that as soon as they were issued to the district, the deputies were required to sign for them as they were distributed. They

documented this by maintaining a signing log until approximately June 2020, confirming that he was the individual tasked and responsible for distributing PPE equipment, and provided this investigator a copy of the district's distribution list. In his opinion, after June 2020, there was no need to continue the sign-off logs. He continued, mentioning that earlier on [March of 2020], deputies were informed to contact Fire Rescue if they needed PPE equipment, depending on the nature of the call for service, adding they were given bodysuits as well, and some staff was able to work remotely.

Lieutenant Tozzie did not recall receiving any donations of PPE from the public and never noticed a decrease in the availability of PPE equipment within his district. Tozzie does not recall any specific incidents where anyone was violating the mask directive, mentioning everyone was concerned for their own well-being and compliant.

Lieutenant Tozzie never complained to the agency that his district did not have adequate PPE equipment, he did not receive any complainants from his employees that they did not have adequate PPE equipment declaring, "if they needed something, I'd always tell them, "You just have to ask and I'll give it to you." Tozzie recalls reading an editorial in reference to the lack of PPE equipment within the agency, however, he stated that there were never concerns within his district, and the article did not affect his staff. He was unaware if the public's perception of the article caused concerns with the Cooper City residents. He does not recall any of his employees complaining to the union nor does he recall the district command staff being approached by the union or union representatives that the deputies in his district were complaining about the lack of PPE equipment. Tozzie stated it is difficult to prepared for the unknown and the agency did as well as they could base on the circumstances and how it developed and unfolded.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qt	OrderStat	Paym	Shipping	CustomerFullNam	CreatedOn	Budg	Packer	Driver	ShipedOn	Skuz
211754	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Cooper City	03/12/2020	23490	Thomas	Thomas	03/12/2020	210055035204
211922	N95 MASK, WHITE,	60	Complete	Paid	Delivered	Cooper City	03/18/2020	23490	Lourdes Bodine	Gregg Pagliarulo	03/18/2020	210055035204
212130	GLOVES, NITRAGRIP	10	Complete	Paid	Delivered	Cooper City	03/24/2020	23490	Candace Williams	Kervins Cantave	03/29/2020	120203500006
212130	GLOVES, NITRAGRIP	10	Complete	Paid	Delivered	Cooper City	03/24/2020	23490	Candace Williams	Kervins Cantave	03/29/2020	120203500007
212130	GLOVES, NITRAGRIP	10	Complete	Paid	Delivered	Cooper City	03/24/2020	23490	Candace Williams	Kervins Cantave	03/29/2020	120203500008
212130	GLOVES, NITRAGRIP	10	Complete	Paid	Delivered	Cooper City	03/24/2020	23490	Candace Williams	Kervins Cantave	03/29/2020	120203500009
212130	GLOVES, NITRAGRIP	10	Complete	Paid	Delivered	Cooper City	03/24/2020	23490	Candace Williams	Kervins Cantave	03/29/2020	120203500005
212143	N95-KN95 MASK	120	Complete	Paid	Delivered	Cooper City	03/24/2020	23490	Bernadine Jolley	Bernadine Jolley	03/24/2020	911009110091
212291	SHOE/BOOT	1	Complete	Paid	Delivered	Cooper City	03/27/2020	23490	Bernadine Jolley	Thomas	03/27/2020	210055099871
212291	N95-KN95 MASK	120	Complete	Paid	Delivered	Cooper City	03/27/2020	23490	Bernadine Jolley	Thomas	03/27/2020	911009110091
212328	HAND SANITIZER	12	Complete	Paid	Delivered	Cooper City	03/28/2020	23490	Thomas	Thomas	03/28/2020	911009110091
212328	N95 MASK, WHITE,	12	Complete	Paid	Delivered	Cooper City	03/28/2020	23490	Thomas	Thomas	03/28/2020	210055035204
212349	HAND SANITIZER	92	Complete	Paid	Delivered	Cooper City	03/28/2020	23490	Thomas	Thomas	03/28/2020	911009110091

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Cooper City District [Folder 12]
- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

DLE – District 17 – Parkland

IA Sergeant Barreto, and Sergeant Coldwell, obtained four deputies' statements and two sergeant's statements.

- All six employees reviewed all COVID-19 related PowerDMS guidelines.
- All six employees recalled the district discussing and instructing alternative methods to prevent exposure.
- Four out of six employees did not notice a decrease of PPE within their respected district, agency, and/or personal life.
- One out of six employee noticed a decrease of PPE within their respected district, agency, and/or personal life.
- One employee did not remember if he noticed a decrease of PPE within their respected district, agency, and/or personal life.
- Five out of six employees never notified or complained to the district's command, the union, the district's union representative, or any union representative that the district did not have PPE.
- One out of six employees complained to their command.

On December 16th, 2020, I obtained a sworn, recorded statement from witness Captain Christopher Mulligan, CCN 9407. The following is a synopsis of Mulligan's statement [In-Part]:

Captain Christopher Mulligan (retired as of July 16, 2021) has been a law enforcement officer for approximately twenty years with this agency. In March of 2020, he was the assigned Captain of the Parkland District when the COVID-19 pandemic began. As the pandemic evolved [March of 2020], Mulligan stated that the Sheriff's Office mandated directives that were consistent with the (CDC), advising that there were talks about gloves, masks, social distancing, and hand sanitizing. Which he declared were directives were implemented at his district to ensure his deputies had the right tools to keep themselves safe. His Executive Lieutenant Valeria Devlin, CCN 13471, (retired as of November 6, 2020), oversaw the distribution of PPE and worked in conjunction with their administrative assistant regarding the ordering and tracking of items to ensure the district could continue with the mission. He added that she kept him updated on her progress of what had come in and what had not. He recalled some of the initial (CDC) guidelines mentioning social distancing, coughing into your elbow, wearing a mask, utilizing hand sanitizer, and decontaminating surfaces you touch. Mulligan advised that when the agency provided COVID-19 PowerDMS guidelines, he and Devlin personally went to roll calls, met with all deputies, discussed wearing their mask when in contact with people, and implemented the procedures set, as well as frequently reinforcing the PowerDMS directives. Mulligans advised that the City of Parkland public works would disinfect the building twice a day, and deputies' vehicle upon their request. They also purchased a disinfectant fogger, a hand sanitation station and was offered additional supplies, such as masks, from the City of Parkland and Public Work. He also mentioned that they had received mask donations from Deputy Michalosky, who purchased PPE items with his personal funds and distributed them to deputies. The Parent Organization 'Stand with Parkland' donated several boxes of gloves. These were two of many instances where they had people donating PPE in the earlier months of the pandemic.

Prior to the pandemic, Captain Mulligan stated that if employees required any supplies [hand sanitizer, gloves, mask, etc.] they would get with the administrative assistant or Executive Lieutenant Devlin, who had a key to the supply closet, and ask for access, indicating this was done to be able to tract inventory and manage supplies because no actual inventory log existed prior to the pandemic. He confirmed being issued a gas mask in his tenure for day-to-day operations as well as a full level 'C' PPE because he had been on SWAT.

Captain Mulligan does not recall when the district received their first set of PPE equipment; however, he mentioned that his earliest record he could find was dated February 25, 2020, where they placed an Office Depot order that included Clorox Disinfecting Wipes and Purell hand sanitizers. In addition, they ordered items (mask and gloves) that they could obtain through the agency's supply chain, the E-Store, and had received a second order on March 24, 2020, elaborating that they started receiving items early on and in his opinion, there was never a point in time where his district lacked anything that they needed.

Captain Mulligan advised that early on [March of 2020], deputies were never informed to contact fire rescue if they needed PPE equipment because the City of Parkland is unique, in which the City of Coral Springs is the contract provider for Fire Rescue services, therefore, it was not a situation where they would have gone to them and asked for assistance. Mulligan never noticed a decrease in PPE in his district, and from his perception, they had everything they needed.

At the beginning of the pandemic, Captain Mulligan indicated that he was okay with having to wear a mask and did not understand all of the craziness about not wearing one, adding that he never caught any of his deputies not wearing one. At the onset, PPE equipment within his district was secured in his office, given out, then made available, and Lieutenant Devlin created PPE kits for every deputy, which included: a number of pairs of gloves, mask, hand sanitizer, and whatever else they had. Then the deputies would go through their Sergeant if they needed something, and it would be made available to them. Captain Mulligan stated he did not anticipate anyone alleging that there would be a lack of equipment; therefore, it was not until the agency started mandating that they have sign sign-off sheets that they were implemented.

The insert depicts PPE delivered from Regional Logistics [In-part]

Order#	Product	Qty	OrderStat	Paym	Shipping	CustomerFullNam	CreatedOn	Budg	Packer	Driver	ShippedOn	SKU2
211594	GLOVES, NITRAGRIP	10	Complete	Paid	Delivered	Parkland District	03/09/2020	23495	Candace Williams	Colling Ridore	03/13/2020	120203500009
211594	GLOVES, NITRAGRIP	20	Complete	Paid	Delivered	Parkland District	03/09/2020	23495	Candace Williams	Colling Ridore	03/13/2020	120203500006
211594	GLOVES, NITRAGRIP	20	Complete	Paid	Delivered	Parkland District	03/09/2020	23495	Candace Williams	Colling Ridore	03/13/2020	120203500007
211594	GLOVES, NITRAGRIP	5	Complete	Paid	Delivered	Parkland District	03/09/2020	23495	Candace Williams	Colling Ridore	03/13/2020	120203500008
211753	N95 MASK, WHITE,	20	Complete	Paid	Delivered	Parkland District	03/12/2020	23495	Thomas	Thomas	03/12/2020	210055035204
211913	N95 MASK, WHITE,	40	Complete	Paid	Delivered	Parkland District	03/18/2020	23495	Lourdes Bodine	Kervins Cantave	03/18/2020	210055035204
212098	HAND SANITIZER	40	Complete	Paid	Delivered	Parkland District	03/23/2020	0	Thomas	Thomas	03/23/2020	911009110091
212133	N95-KN95 MASK	80	Complete	Paid	Delivered	Parkland District	03/24/2020	0	Thomas	Thomas	03/24/2020	911009110091
212275	SHOE/BOOT	1	Complete	Paid	Delivered	Parkland District	03/27/2020	23495	Bernadine Jolley	Thomas	03/27/2020	210055099871
212275	N95-KN95 MASK	80	Complete	Paid	Delivered	Parkland District	03/27/2020	23495	Bernadine Jolley	Thomas	03/27/2020	911009110091
212312	HAND SANITIZER	12	Complete	Paid	Delivered	Parkland District	03/28/2020	23495	Thomas	Thomas	03/28/2020	911009110091
212312	N95 MASK, WHITE,	12	Complete	Paid	Delivered	Parkland District	03/28/2020	23495	Thomas	Thomas	03/28/2020	210055035204
212312	GLOVES, LATEX	1	Complete	Paid	Delivered	Parkland District	03/28/2020	23495	Thomas	Thomas	03/28/2020	120205035103
212341	HAND SANITIZER	72	Complete	Paid	Delivered	Parkland District	03/28/2020	23495	Thomas	Lourdes Bodine	03/28/2020	911009110091

Captain Mulligan never complained to the agency that his district did not have adequate PPE equipment, nor he did receive any complainants from his employees that they did not have adequate PPE equipment. As the Captain, he never denied any supplies or demands needed for his troops mentioning that there was no need to. Mulligan advised that none of his employees complained to the union nor was he approached by the union or union representatives that the deputies in his district were complaining about the lack of PPE equipment. Mulligan advised that he was familiar with a news article that discussed the lack of PPE equipment within the agency; however, he made sure to go to roll calls to refute those allegations and inform his troops that they had supplies and if they needed anything to bring it to someone's attention. Mulligan believed that his district and BSO as a whole was as prepared as any agency could be.

Refer to the following evidence for further details:

- BSO Regional Logistics for full distribution for the Parkland District [Folder 12]
- DLE Random Statements [Folder 13]
- DLE Command Statement [Folder 14]

Calls for Service / Inmate Population

	2019	2020	DIFF
JAN	54,164	56,336	4%
FEB	49,808	53,011	6%
MAR	53,584	54,326	1%
APR	53,351	42,471	-20%
MAY	52,741	43,501	-18%
JUN	50,618	43,016	-15%
JUL	51,508	43,096	-16%
AUG	54,365	45,350	-17%
SEP	51,515	41,416	-20%
OCT	55,403	47,147	-15%
NOV	49,966	45,814	-8%
DEC	55,082	50,308	-9%
	632,105	565,792	-10%

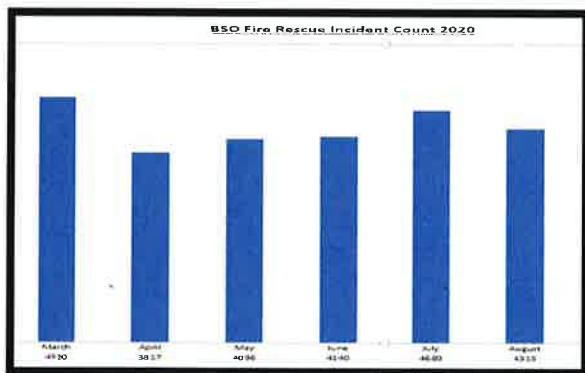
Department of Law Enforcement

During the course of this investigation, Crime Intelligence Coordinator Joan Serrano, CCN 16187, provided me DLE calls for service comparison from 2019 and 2020. As you can see from the chart, calls for service from March of 2020 to April of 2020 reduced by approximately 11,855 calls for service. The chart shows the calls for service were at their lowest that year from April of 2020 through December of 2020. The chart also has a yearly comparison.

AVERAGE DAILY POPULATION BY MONTH / YEAR			
	2019	2020	2021
January	3,642	3,476	3,442
February	3,647	3,523	3,458
March	3,641	3,417	3,459
April	3,682	2,936	3,454
May	3,723	2,780	3,461
June	3,742	2,868	3,502
July	3,746	2,881	3,453
August	3,723	2,960	
September	3,725	3,081	
October	3,625	3,195	
November	3,560	3,292	
December	3,437	3,376	
Total	43,893	37,785	###
ADP	3,658	3,149	3,461

Department of Detention

BSO Director of DOD Darren Siger, CCN 8020, provided me with the agency's Jail population report. This report has a breakdown of the average daily population. The insert is from this report that revealed that the inmate population lowered significantly from April of 2020 through August of 2020. The year of 2020 was the lowest between 2019 and 2021. According to Lieutenant Colonel Langelier testimony, the jail is to measure to prevent COVID-19 infected individuals' people from entering the facilities.



Department of Fire Rescue

BSO Assistant Chief Rudbeck, CCN 16295, assisted me in obtaining calls for service for the Department of Fire Rescue. Similar to DLE, the calls for service reduced from March of 2020 to April of 2020. This chart shows that April of 2020 was its lowest month; however, it appears that March remained the highest call volume.

Refer to the following evidence for further details:

- calls for service [Folder 18]

BSO Public Record Request

During the course of this investigation, BSO received a multitude of Public Record Requests, involving the agency's preparedness, procurement, inventory, and investigation details. I requested BSO Records Management Liaison Officer Erin Foley to conduct an audit on any public request that the agency received with the following criteria:

1. Date range: January 2020 through March 2020
2. Anything associated or involving PPE
3. Any request made by IUPA to include union reps, attorneys, and Deputy Jeff Bell
4. Any request made by the media
5. Any request on the agency's preparation plan for the pandemic
6. Any request made on what the agency was procuring

BSO Records Management Liaison Officer Foley informed me that she ran a search with the criteria that you provided. Below is what coming back:

On March 6th, 2020, NBC: I would like to request, under FS 119, all 911 calls related to COVID-19 from March 5th, 2020 until the day this request is fulfilled. The records should include date, time, address, caller's age, reason for call and disposition. Please confirm receipt of request and estimated completion time.

On March 31st, 2020, The Sun Sentinel: *"Can you tell me if BSO has issued any notice to appear or arrest with regards to municipalities Stay at Home orders"*

On March 25th, 2020, NBC: *"We would like to request the total number of inmates and employees of BSO's Jail facilities that have been tested for COVID-19 since January 1st, 2020 to the date this request is process. We would also like to know how many of those tested have come back positive and what measures have been put in place to prevent the spread of coronavirus in these facilities. This request should include all the facilities run by BSO including Joseph Conte, North Broward, Central Intake, Paul Rein and the Main Jail."*

BSO Records Management Liaison Officer Foley advised that it was not until late April that she began to get additional requests regarding PPE's and BSO's response to the pandemic.

Sheriff Tony mentioned in his affidavit that when Deputy Bell began making public statements, BSO received numerous media requests for information about the agency's preparedness. This audit revealed that the agency did not receive public records requests about BSO's preparedness until BSO's was depicted in the media for lacking in pandemic preparedness [April of 2020]. Prior to this request, I had already obtained all the Public Request for April 2020.

Refer to the following evidence for further details:

- Public Records Request [Folder 19]

Newspaper.com and Sun-Sentinel

On October 26th, 2021, I obtained a sworn, recorded statement from Sergeant Donald, Prichard, CCN 10738. This statement was taken at the Public Safety building, located at

2601 W Broward Boulevard, Fort Lauderdale, Broward County, Florida, and the following is a synopsis of his statement [In-Part]:

Sergeant Prichard is the current supervisor for BSO's Neighborhood Support Team, which is under the Department of Youth and Neighborhood Services. At the beginning of the pandemic [March of 2020], Prichard was the agency's sworn PIO. BSO's Office of Public Information is responsible for fulfilling media requests and speaking to the media on behalf of the agency and/or the sheriff. Prior to PIO disseminating media requests, the unit would research the information requested, dispel rumors, provide a media release, and document the results of the media request into a record tracking system called GovQA. PIO is established to prevent unauthorized BSO employees from providing inaccurate information to the media without being vetted through the agency.

Sergeant Prichard explained that when former Sheriff Al Lamberti [2009 – 2013], was in office, he was the former sheriff's executive officer. In this role, he had to act on behalf of the sheriff, establish policy that would be consistent with the sheriff's vision, and handle issues that arose. Some of those issues included when misleading/negative information was leaked to the media about the agency. Similar to his role as a PIO, Prichard would research the validity of the information leaked to the media and replace rumors with factual information. Prichard recalled the former sheriff getting inundated with calls from multiple entities when the agency was negatively depicted on the media.

In reference to the agency and the pandemic, Sergeant Prichard advised that in March of 2020, BSO's SEOC was activated. Prichard was assigned to the SEOC, and he was responsible for addressing any media request involving COVID-19 and the agency. When the media received misleading information about the agency's pandemic preparedness and rumors that Deputy Shannon Bennet's death was associated with the agency not protecting their employees, they [BSO PIO] became inundated with public records requests from multiple media outlets. The agency was receiving requests from local news networks; they were receiving media requests from out of state media networks like the New York Times, in reference to the agency's PPE inventory and COVID-19 exposures.

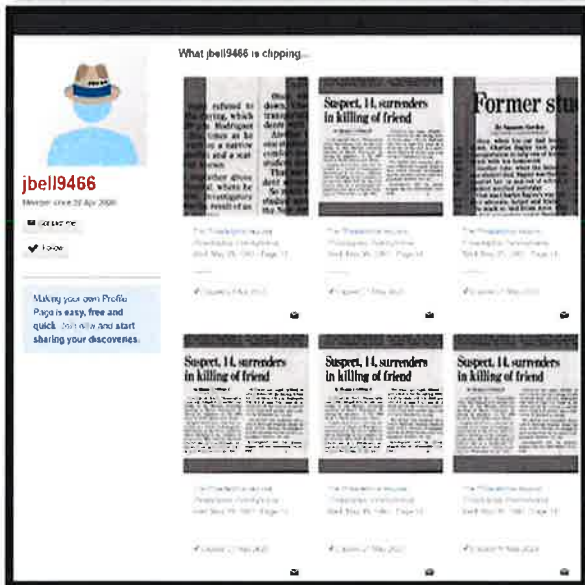
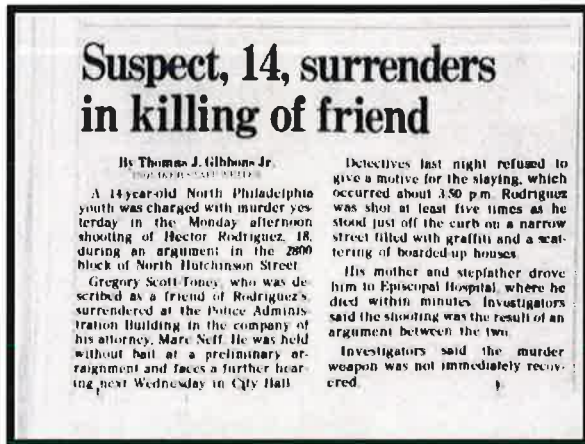
Sergeant Prichard had the luxury of knowing up-to-date information about the agency pandemic operation and the accurate availability of PPE because of his role in the SEOC; therefore, he was able to provide factual rebuttals to the media or requesting entity. Prichard recalled that as media request were being fulfilled, the agency invited the media to tour the agency and see the equipment they had for its' employees. In reference to Deputy Bennet's death, Prichard was also involved in



gathering and releasing information on Bennet's involvement in the Lesbian, Gay, Bisexual, and Transgender (LGBTQ) committee, and the donation Bennet's family received from the Florida Deputy Association. Prichard recalled that Bennet's brother was very appreciative of BSO.

Sergeant Prichard expounded on an incident in which he received a call from a reported name Dan Christensen [Editor and Founder of Florida Bulldog according to floridabulldog.org], who

asked to speak with Sheriff Tony directly. Prichard attempted to accommodate Christensen's request; however, he [Prichard] was directed to speak to Christensen on behalf of Tony. Prichard updated Christensen on his request, and Christensen explained that he wanted a statement from Tony because he [Christensen] had information that the Sheriff [Tony] had been involved in a shooting as a teenager, in which Tony killed a person. Prichard informed Christensen that he would contact him later, giving Prichard time to research the information Christensen provided.



Sergeant Prichard went on a website that stored archived newspaper articles [newspaper.com] to research the claim that Florida Bulldog Editor and Founder Christensen alleged. While investigating the validity of the allegations, Prichard found that a member of newspaper.com, utilizing the username "JBell9466" clipped the aforementioned article that Christensen was referring to. Prichard explained that newspaper.com is a website in which individuals create an account to be a member, so that the member can clip or retrieve archived newspaper articles. The website will also display the username of that last member that clipped the same article you are searching for. Prichard continued that the website also displays the articles a member is clipped or retrieving. Prichard clicked on members "JBell9466" and it showed all the articles this member has clipped. Prichard later found out that the same news clipping that username "JBell9466" retrieved, eventually aired on local and national news. This caused Sheriff Tony to conduct a news conference about his childhood incident.

It should be noted that throughout the month of May 2020, multiple news articles appeared in reference to an incident involving Sheriff Tony,

which is the same incident depicted in the news article clipping from newspaper.com. During Deputy Bell's sworn, recorded, Garrity statement he confirmed that he was username "JBell9466." he testified that he clipped the article but did not provide it to the media.

- On May 2nd, 2020, Florida Bulldog released a news article titled, "*Sheriff Gregory Tony's secret: As a teenager, he shot and killed a man,*" authored by Dan Christensen.
- On May 5th, 2020, South Florida Sun-Sentinel released a news article titled, "*Troubling questions about Broward Sheriff Gregory Tony, past and present,*" which displayed the same news clipping that username "JBell9466" clipped on newspaper.com.

Refer to the following evidence for further details:

- Newspaper.com clippings, and News Articles [Folder 9]
- Garrity [Folder 24]

Sergeant Prichard recalled receiving an email from a representative of the Sun-Sentinel, in which a journalist was wrote that he was going to speak with Deputy Bell about Sergeant Coldwell and this investigator going to Philadelphia, Pennsylvania. It should be noted that Coldwell and this investigator traveled to Philadelphia, Pennsylvania pursuant to this active Internal Affairs investigation.

Email from SunSentinel Report to Sergeant Prichard

“From: Ariza, Mario Alejandro [<mailto:mariza@sunsentinel.com>]

Sent: Wednesday, February 10, 2021 1:16 PM

To: Prichard, Donald <Donald_Prichard@sheriff.org>

Cc: Wallman Norman, Brittany <BWallman@sunsentinel.com>; Huriash, Lisa <lhuriash@sunsentinel.com>

Subject: Media Inquiry regarding BSO officer travel to Philadelphia

Dear Don,

I hope this message finds you well. I am writing because the Sun Sentinel has recently come into possession of a document that appears to show that BSO officers, Vincent Coldwell (CCN 12567) and Eric Girado (CCN 14924) travelled to Philadelphia, PA on 11/17/20 and returned to FTL on 11/19/20.

We are hoping that you might verify the authenticity of the document.

Also, can you disclose the investigative purpose of this travel? Did the travel even serve an investigative purpose? If so, what was it?

Captain Champagne (ccn 12567), who authorized the trip, is part of the Bureau of Compliance and Accountability, and operates in the Department of Professional Standards and Investigations. Are COLDWELL and GIRADO also assigned to this department?

With great respect,

Mario

786.210.6548”

Email reply from Sergeant Prichard to SunSentinel Report

“From: Prichard, Donald <Donald_Prichard@sheriff.org>

Sent: Wednesday, February 10, 2021 4:38 PM

To: Ariza, Mario Alejandro <mariza@sunsentinel.com>

Cc: Wallman Norman, Brittany <BWallman@sunsentinel.com>; Huriash, Lisa <lhuriash@sunsentinel.com>

Subject: RE: Media Inquiry regarding BSO officer travel to Philadelphia

Mario,

I can confirm that the documents you have are copies of official documents of the Broward Sheriff's Office. Sgt. Coldwell and Sgt. Girado were authorized to travel to Philadelphia in connection with

an Internal Affairs investigation and they are part of the Bureau of Compliance and Accountability. The investigation remains active and ongoing.

v/r,

*Sergeant Donald Prichard
Public Information Officer - Sworn
Office of Public Information
Broward Sheriff's Office
954-831-8300 (office)"*

Email accidentally sent to Sergeant Prichard, intended for SunSentinel Reports

"From: *Wallman Norman, Brittany* <[BWallman@sunsentinel.com](mailto:Wallman@sunsentinel.com)>;
Sent: *Wednesday, February 10, 2021 5:03 PM*
To: *Prichard, Donald* <Donald_Prichard@sheriff.org>; *Ariza, Mario Alejandro* <mariza@sunsentinel.com>
Cc: *Huriash, Lisa* <lhuriash@sunsentinel.com>
Subject: *RE: Media Inquiry regarding BSO officer travel to Philadelphia*

Were they authorized to look into Sheriff Tony's records in Philadelphia?

Brittany Wallman
Senior journalist
South Florida SunSentinel"

Email accidently sent to Sergeant Prichard, intended for SunSentinel Reports

"From: *Huriash, Lisa* <lhuriash@sunsentinel.com>
Sent: *Wednesday, February 10, 2021 5:18 PM*
To: *Wallman Norman, Brittany* <BWallman@sunsentinel.com>;
Prichard, Donald <Donald_Prichard@sheriff.org>; *Ariza, Mario Alejandro* <mariza@sunsentinel.com>
Cc: Subject: *RE: Media Inquiry regarding BSO officer travel to Philadelphia*

Mario: I'm calling jeff bell first thing in the morning, like 8 a.m.ish.

Britt and megan: Lie #1 (#8 on the board) is done (I hope you like it. Please don't hate it.) I'm wrapping up Lie #2 (#7 for you) I'm excited about that one.

On the third lie (#10): our source promised to send me campaign flyers where Tony says he wrote the shooter policy (and a radio clip saying it), and the letter from the city saying it was false. Once I verify the authenticity of the city letter we are golden.

I don't have either document yet but I've been noticing that the source gets to me after midnight. LOL"

Refer to the following evidence for further details:

- SunSentinel email [Folder 9]

In reference to the aforementioned emails, Sergeant Prichard explained that he received public

records requests regarding IA investigators traveling to Philadelphia. Prichard conducted his research to properly reply and comply with the media's [Sun-Sentinel] public records request. As he was working on the request, he [Prichard] received emails in error, which he believed was intended for Sun-Sentinel reporters that were carbon copied (Cc) on the email thread. The email indicated that the report was going to speak with Deputy Bell about the public records request submitted to the agency. Shortly after the last email was sent to Prichard erroneously, he [Prichard] received a phone call from Sun-Sentinel Lisa Huriash, who sent the final accidental email, and apologized for including him [Prichard] in the email thread. Prichard immediately notified BSO's Office of Public Information Director about these emails. Prichard provided these emails to the Division of IA because it was evident that the emails were evidence to an active internal administrative investigation.

Philadelphia

On November 17th, 2020, Sergeant Coldwell, and I went to Philadelphia, Pennsylvania, to gather evidence in accordance with this investigation. In this investigation, the following allegations were made:

- On May 11th, 2020, a Miami Herald News Article titled, "*Homicide report from shooting death seems to contradict Broward Sheriff's statement*" mentioned that a Philadelphia private investigator was hired by one of the police unions that represent deputies in the Broward Sheriff's Office, and recently voted no confidence against Sheriff Tony.
- On June 3rd, 2020, IUPA Facebook had a post of an image of a letter/memorandum for immediate release, titled, "BSO Union Makes Formal Plea to Governor." Bell wrote, "*If Gregory Tony were to accurately and honestly complete a Law Enforcement Officer job application today with all of the information the public has learned over the past two (2) months, he would have a near impossible time finding a Law Enforcement job anywhere in the Nation.*"
- On June 4th, 2020, IUPA Facebook had a post of an image of Deputy Bell's June 3rd, 2020 letter/memorandum he sent to Governor DeSantis. In the letter/memorandum to DeSantis, Bell wrote, "*In the past month, there have been numerous revelations about the character and sworn statement made by Gregory Tony not only would have prevented him from being appointed sheriff but would have prevented him from ever being a law enforcement for any agency in the state of Florida. It was discovered that Gregory Tony had never reported to any law enforcement agency that he was arrested and involved in a homicide at the age of 14.*"
- On July 11th, 2020, IUPA Facebook had a post of a postcard displaying Sheriff Tony. The postcard read, "*Gregory Tony: His Past is Disturbing. His Lies Are Even Worse.*" The postcard has news clipping of Sheriff Tony being involved in drug use, lies, killing, and hidden past. The bottom of the postcard reads, "*Broward County Sheriff Gregory Tony should resign – or be removed.*"
- On July 29th, 2020, Sun-Sentinel published an op-ed by Deputy Bell titled, "*BSO deputies' union: Broward Gregory Tony should be shown 'the door.'*" Bell wrote, "*this particular appointment highlights the need for more thorough background checks on all nominees for appointment by a governor. It is clear that the governor's trust was abused by those who lobbied for Tony to replace Israel as sheriff. In fact, Marjory Stoneman Douglas family*

members were fooled by Tony's omissions of past crimes, past felony drug use, traffic violations, lack of qualifications and more, just like the police department where Tony had previously applied for employment. And if the FDLE investigation into Tony's security clearance application produces the anticipated outcome, there will no doubt be yet another special election for sheriff should Tony win the Aug."

- On October 5th, 2020, IUPA Facebook had a post of an image of a Philadelphia "Right-to-known" law response, in which it depicts some previous cases against Sheriff Tony.

Coldwell and I went to Philadelphia to interview and determine the following:

- Interview Retired Philadelphia Police Department Homicide Detective, Leon Lubiejewski.
- Interview Retired Philadelphia Police Department Detective and Owner of Carey Investigations, William Carey, who names were mentioned in several South Florida media outlets.
- Determine the validity of the information on the "Right-to-know" memorandum, and to determine the identity of the individual who submitted the memorandum.
- Pursuant to the "Right-to-know" memorandum, inquired about arrest information, charges, and final court disposition of:
 - The name Gregory Tony
 - The name Gregory Toney
 - The name Gregory Toney-Scott
 - The date of birth confidential, on file
 - Adult Probation case# 921240252
 - Adult Probation case # 940845094
 - Philadelphia Police case# DC923906-0155
 - Philadelphia case# M00323293
 - Philadelphia Docket# 93-25-39710

It should be noted that during this time, Philadelphia was in the beginning stages of shutting down all businesses, and implemented working remotely; therefore, some of the information that we gathered was either via telephone or e-mail. The following is the evidence we [Sergeant Coldwell and I] gathered:

On November 17th, 2020, Sergeant Coldwell, and I, obtained a sworn, recorded statement from witness Leon Lubiejewski [Retired Philadelphia Police Department Homicide Detective]. This statement was taken at Lubiejewski's residence, which he does not wish to disclose, in Philadelphia, PA, and the following is a synopsis of his statement [In-Part]:

In the beginning of the interviewing, I showed Retired Detective Lubiejewski news articles [Miami Herald, South Florida Sun-Sentinel, and Florida Bulldog], depicting a shooting investigation involving Sheriff Tony when he was a juvenile, which occurred in 1993. According to the aforementioned new articles, Tony was found not guilty, and the court files were sealed by the judge. The aforementioned news article also articulated that Lubiejewski was approached [May of 2020] by a Philadelphia private investigator, later identified as William Carey, to determine if

he [Lubiejewski] had any independent recollection of Tony's shooting investigation.

Detective Lubiejewski confirmed that William Carey, who is also a retired Philadelphia Police Department South Detective Bureau and owner of Carey Investigation, visited him [Lubiejewski] to discuss the 1993 shooting investigation involving Sheriff Tony. Lubiejewski advised that Carey did not mention the entity that hired him, to include any Florida Police Union. It should be noted that in the Miami Herald news article, authors Charles Rabin, and David Smiley, wrote "*The investigator, Lubiejewski said, told him he was hired by one of the police unions that represent deputies in the Broward Sheriff's Office.*"

During William Carey's visit, Carey showed Detective Lubiejewski a copy of a Philadelphia Police Department Homicide Record [referred as "H-form"] and asked if he [Lubiejewski] remembered this investigation. Lubiejewski did not recall the incident on the H-form, which is consistent with the news articles. I showed Lubiejewski a copy of the H-form, which I recovered from the Miami Herald news article, and he advised that the copy I had was the exact copy Carey possessed and showed him. It should be noted that the copy of the H-form I obtained from the Miami Herald news article appears to be a printed copy of a picture that displays the H-form (See below the image of the H-form).

Detective Lubiejewski explained that an H-form is an administrative form used in the homicide unit, and it summarizes all the pertinent details of a homicide investigation, to include synopsis of incident, lead investigators, and outcome of case and court proceedings. According Lubiejewski, the H-form is not a part of the case file, and it is never used for any type of court proceedings. Lubiejewski advised that when a case is completed, to include court proceedings, all documentations associated with the investigation is stored in Philadelphia Police Department's archives except the H-form. The H-form is kept in a separate logbook inside the Philadelphia Police Department homicide unit office, and utilized as a quick reference guide for all cases (active and closed) within the unit

Detective Lubiejewski advised that usually the assigned detective assigned to the investigation would be present at the court hearings, and after the hearing the outcome is usually typed in the back of the H-form. Lubiejewski mainly typed the progress of this investigation on the aforementioned H-form, except for the outcome of the court proceeding. Lubiejewski does not know what happens to juvenile cases when defendants are found not guilty in the court system (sealed or expunged). Lubiejewski advised that Philadelphia Police Department IA recently met with him to investigate how the H-form was leaked (Refer to Lubiejewski's statement for further details).

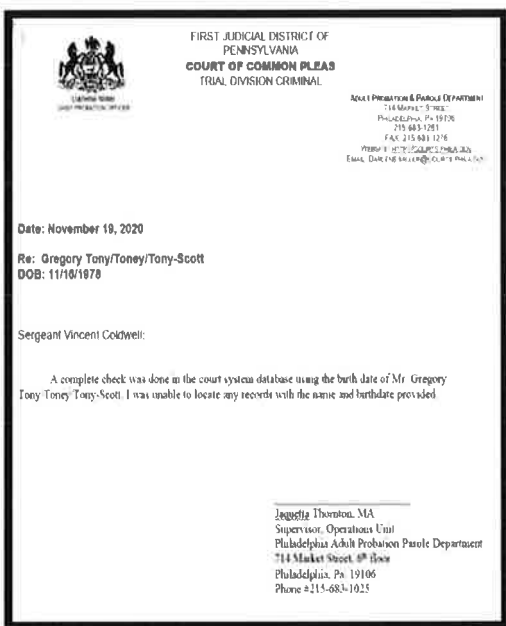
On November 17th, 2020, Sergeant Coldwell, and I, obtained a sworn, recorded statement from witness William Carey [Retired Philadelphia Police Department Detective and Owner of Carey Investigations]. This statement was taken at Carey Investigations, located 2825 South 17th Street, Philadelphia, Pennsylvania, and the following is a synopsis of his statement [In-Part]:

William Carey advised that he has been a private investigator for fifteen years, and prior to opening up this business, he [Carey] was an eighteen-year veteran detective for the Philadelphia Police Department. During the course of our interview, I showed Carey the same news article I showed retired Detective Lubiejewski. William Carey's testimony was materialist consistent with Retired

Detective Lubiejewski. Carey added that he was hired by an attorney to find information on the aforementioned homicide investigation. Carey cannot disclose his client's information; however, Carey mentioned that his client provided him with the aforementioned H-form, and he [Carey] reassured that a Florida police union did not hire him. Carey stated that he did not provide a copy of the H-form to any news outlet. Carey confirmed that he went to interview Retired Detective Lubiejewski at his residence, and he [Lubiejewski] did not recall the details of the aforementioned homicide investigation. Carey believed that Lubiejewski possessed a copy of the H-form, but he [Lubiejewski] did not provide or show Carey the aforementioned H-form.

William Carey explained that the H-form is the initial form used in any homicide investigation, and only used for case management. The H-form is not an affidavit, and it is not the official report. Carey explained that if this case was sealed or expunged, the court would seal it and expunge it, but the homicide unit would keep a copy of it in the agency's archives. Carey advised that Philadelphia Police Department IA recently met with him to investigate how the H-form was leaked.

First Judicial District of Pennsylvania Division Adult Probation and Parole Department



On November 18th, 2020, Sergeant Coldwell contacted the Philadelphia Adult Probation and Parole Division and spoke with Supervisor Jaquetta Thornton. During their [Coldwell and Thornton] conversation, Coldwell requested a probation record check for the following names and case numbers:

- The name Gregory Tony
- The name Gregory Toney
- The name Gregory Toney-Scott
- The date of birth confidential, on file
- Adult Probation case# 921240252
- Adult Probation case # 940845094

At the conclusion of Supervisor Jaquetta Thornton search in the probation database, she advised that no records existed for the aforementioned criteria. Sergeant Coldwell requested the outcome in writing,

and she informed him to submit a memorandum. Pursuant to Thornton's request, on the same day [November 18th, 2020], Coldwell submitted a memorandum via e-mail, and Thornton replied to the e-mail, "*A complete check was done in the court system database using the birth date of Mr. Gregory Tony/Toney/Tony-Scott. I was unable to locate any records with the name and birthdate provided.*"

Coldwell then requested if she was able to document the aforementioned response on her agency's official letter-head, and on November 19th, 2020, Thornton complied.

First Judicial District of Pennsylvania Office of Judicial Records

On November 18th, 2020, Sergeant Vincent Coldwell, and I went to the Office of Judicial Records First Judicial District of Pennsylvania, located at 1301 Filbert Street, room 301B, Philadelphia, PA, 19107, and met with Deputy Director Elian Ratliff, Deputy Director Marc Gaillard, and Grady

Durham. I requested a criminal records check [Juvenile, Adult, and Probation cases] for the following names and cases numbers:

- The name Gregory Tony
- The name Gregory Toney
- The name Gregory Toney-Scott
- The date of birth confidential, on file
- Adult Probation case number 921240252
- Philadelphia Police case# DC923906-0155
- Adult Probation case# 940845094
- Philadelphia case# M00323293
- Philadelphia Docket# 93-25-39710

At the conclusion of their search, we were informed that their office held “NO RECORDS” for the aforementioned name and case numbers. I asked Director Ratliff if I could obtain the outcome of my inquiry in writing, and she advised that I would have to submit a memorandum. Pursuant to Ratliff request, on the same day [November 18th, 2020], I submitted a memorandum via e-mail, and on November 25th, 2020,

I received the following memorandum, which stated “No pending criminal cases or prior criminal convictions exist.”

Pennsylvania State Police PATCH Criminal Record Check

Pursuant to the instructions on the above-mentioned memorandum, which states, “This was not a Criminal History Records Investigation. Should you require a Criminal History Records Investigation you must submit your request to the Pennsylvania State Police,” I requested a Criminal History Inquiry from the Pennsylvania State Police Repository, via website.

On December 1st, 2020, at 11:02 AM, I received the following response, which stated, “No Record” as shown on the Status portion of the following document:

Pennsylvania State Police Expungement Unit

On the same day [December 1st, 2020], I contacted Pennsylvania State Expungement Unit via telephone, and spoke with Elizabeth Swenson. I requested an expungement record for the following:

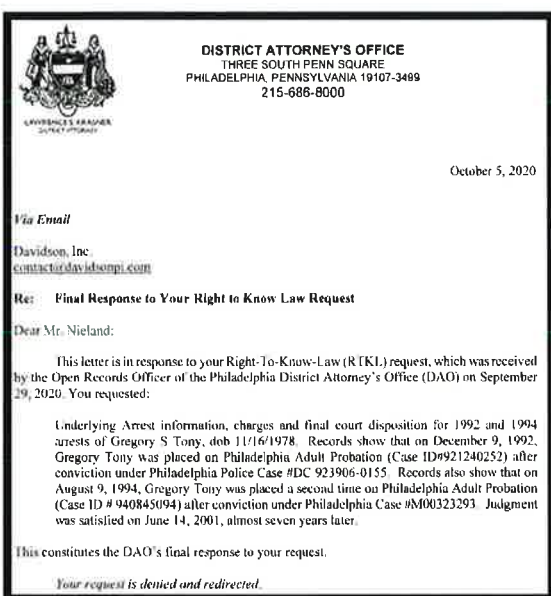
- The name Gregory Tony
- The name Gregory Toney
- The name Gregory Toney-Scott
- The date of birth confidential, on file
- Social Security confidential, on file

Shortly after, Elizabeth Swenson provides me an e-mail, which states the following:

“Per your request, I ran the individual that you were checking on in our Expungement Database. I ran the individual by both his social security number and by his name and DOB and could not find that we ever did an expungement on Gregory Tony.”

Philadelphia, Pennsylvania District Attorney’s Office

While in Philadelphia Sergeant Coldwell and I received a contact number for Philadelphia District Attorney Benjamin Jackal. Due to Philadelphia shutting down due to the pandemic, we were unable to meet with him. I was able to speak with Jackal over the phone, and during our conversation, I requested a copy of the “Right-To-Know-Law” memorandum he sent to at the time an unknown recipient on October 5th, 2020. I emailed Jackal a copy of the redacted memorandum that I obtained from IUPA FaceBook post on October 5th, 2020. In December of 2020, I received a copy of the un-redacted memorandum that IUPA posted.



The un-redacted copy revealed that a Mr. Nieland conducted an inquiry on Sheriff Tony’s background. The memorandum does not provide Nieland’s first name, but does provide an email and a name of a corporation [Davidson Inc]. I conducted an inquiry of Davidson Inc., through a web portal called Sunbiz. Sunbiz is a website that is managed by the Florida Department of State, and it provides public information with respect to the formation, registration, lookup, search and management of corporations, LLCs and Florida business filing. The Sunbiz inquiry on Davidson.Inc revealed the registered agency for this company was “David Nieland” from Broward County, Florida.

I searched Deputy Bell’s FaceBook account, to determine if he was friends with Nieland on social media, and the FaceBook page showed that Bell is friends with a “David Nieland” as a friend on his FaceBook personal account. As I continued to scroll through Bell’s FaceBook page, I noticed that Nieland and Bell are mutual friends with Wayne Clarke, who Broward County Republican primary candidate for Broward Sheriff and ran against Sheriff Tony in the Broward County general elections. I obtained Clarke’s Campaign Treasurer’s Report Summary online and this revealed that David Nieland donated to Clarke’s campaign for Broward Sheriff.

November 29th, 2021, Deputy Bell’s initial Garrity Statement

On November 15th, 2021, I sent an email to Attorney Michael Finesilver, ordering his client, Deputy Jeffrey Bell, CCN 9035, to report to the Broward Sheriff’s Officer Division of Internal Affairs to provide a Garrity Statement about his Internal Affairs investigation. On Monday, November 29th, 2020, Deputy Bell, and his representative Finesilver reported to BSO’s IA. Bell and Finesilver were provided:

- A Garrity Index, which was signed by Bell
- Index
- Notice of Non-Disclosure form, which was signed by Bell
- Garrity Warning Rights form, which was signed by Bell
- All evidence shown in Garrity Index

After reviewing the evidence, Attorney Finesilver provided me with an IUPA Notice of Intentional Violation of Contractual and Statutory Rights form. I relayed this information to BSO's General Counsel, Terrence Lynch, and he reported to IA and spoke with Finesilver. Finesilver provided Lynch an IUPA Written Notice of Violation and Request for Compliance Review Hearing Pursuant to Article 32 and FSS 112.534(1)(c). The interview was concluded, and both parties parted ways. The following items were added to this internal affairs investigation, pursuant to this meeting:

1. 11-15-21-Email thread labeled 'IA2020-0047' Between Sergeant Girado and Attorney Mike\ Finesilver
2. Initial Garrity Statement Deputy Jeffrey Bell [Audio conversation and Transcribed].
3. Garrity Index signed on 11/29/21
4. Garrity Warning signed on 11/29/21
5. Notice of Non-Disclosure signed on 11/29/21
6. IUPA Notice of Intentional Violation of Contractual and Statutory Rights signed on 11/29/21
7. IUPA Written Notice of Violation and Request for Compliance Review Hearing Pursuant to Article 32 and FSS 112.534(1)(c), Florida Statutes signed on 11/29/21

On December 1st, 2021, Attorney Finesilver sent an email to General Counsel Lynch, including IUPA Supplemental Notice of Intentional Violation of Statutory Rights and Collective Bargaining Agreement. The following is the allegations outlined in the notice and my response to each allegation:

1. Refusal to interview Complainant Sheriff.
2. Refusal to interview identifiable witness Sheriff
3. Refusal to interview identifiable witnesses referred to in Sheriff's Affidavit
4. Refusal to provide existing evidence of investigation regardless of form, conducted on March 16th, 2020 and referred to in Colonel Holmes' March 16th, 2020 email to Deputy Bell.
5. Refusal to provide dates of PPE deliveries from January 1st, 2020, withheld from records requested April 10th, 2020 as the subject of "*active internal affairs investigation IA2020-0047.*"

Pursuant to Deputy Bell allegations, I responded to each allegation as follows:

Sheriff Gregory Tony provided a statement on December 1st, 2021. The following is a synopsis of my interview:

I obtained a sworn, recorded statement from witness Sheriff Gregory Tony, CCN 18961. The following is a synopsis of his statement [In-Part]:

Sheriff Gregory Tony, the duly elected sheriff for Broward County, advised that he was requested to provide a complaint statement about this internal investigation. After reviewing a copy of the

affidavit, he authored on October 19th, 2021, Sheriff Tony confirmed that the affidavit was authored by him, it was examined for its thoroughness, and it was both true and accurate. Sheriff Tony did not wish to add anything or change or anything to the statement contained with the affidavit.

Sheriff Tony then confirmed that he had provided the names of the elected officials that contacted him during the pandemic.

Refer to the following evidence for further details:

- IUPA Notice of Intentional Violation [Folder 22]
- Sheriff Tony's statement [Folder 23]

Sheriff Tony provided the names of the Sheriffs mentioned in his affidavit. I was informed that Sheriff Tony spoke with Polk County, Florida, Sheriff Grady Judd. I made several attempts to contact him; however, he did not respond to my request.

On November 30th, 2021, I obtained a sworn, recorded statement from witness Executive Director of the Florida Sheriff's Association Steven Casey. The following is a synopsis of his statement [In-Part]:

Executive Director Casey is a former retired thirty-year Law Enforcement Officer. In 2009 after retirement, he began to work as the Deputy Executive Director for the Florida Sheriff's Association. In 2010, he was appointed Executive Director overseeing the operations of the association throughout the COVID-19 pandemic. Casey recalled contacting Sheriff Gregory Tony when Governor Ron DeSantis had declared a state of emergency for the COVID-19 pandemic. He read some news articles where officers from BSO were saying they were not being provided with personal protective equipment (PPE), and stated that the individuals in the articles were with the union. However, he could not recall their names or position. He also admitted that those articles caused him to be concerned about BSO because he knew at the time, it was difficult for all sheriff offices in the state to obtain PPE. Consequently, they had established a work-group, internally to help the purchasing staff at the various sheriff offices identify available PPE and purchase it. They wanted to ensure that the Sheriff offices who were reaching out to the private sectors, acquiring PPE, were not taken advantage of due to all the fraud going on at that time, which the FBI was investigating.

Executive Director Casey indicated that the articles also prompted him to call Sheriff Tony to inform him about a donation of PPE they had been made aware of, through their contacts with the National Sheriff's Association. The association was working with the founder of Twitter, Jack Dorsey, who had donated a couple of million dollars to be "earmarked," for the express purposes of purchasing PPE. In return, they were identifying sheriff's offices that might need it. During their conversation, they discussed the articles and Tony's needs in that regard. Tony told him that the articles were not true, the agency did have access to PPE and had stockpiles of it. They were providing the PPE to their deputies, and it was not a critical issue for them at the time. They both agreed if PPE was made available through their national contact, and the opportunity became available to provide it to the jail. They would then follow up and work with each other to address any needs. He confirmed interpreting the news articles as a critical incident, based on the article mentioning deputies not receiving adequate PPE, they were only being given one, and it had to last the whole week, which to him was the concern and focus of their conversation.

Executive Director Casey opined that when Law Enforcement is displayed negatively in the media, from the public's perspective, it undermines the credibility of the agency and deputies responding to calls for service, and the information has to be dispelled immediately, especially if it is false. Casey said that this would affect the Broward community as well as other communities and agencies. Casey continued explaining that if he had an employee speaking negatively about his agency's operations, the matter would be fully investigated to include discipline depending on the employee's understanding of the matter. In summary, he said Sheriff Tony has one of the largest agencies in the country. When the accusations were made, PPE was difficult for many agencies to obtain and he was doing his due diligence to acquire as much PPE as he could, to provide his deputies. Casey thinks that in a situation where false accusations are made about those efforts should be addressed and those individuals should be held accountable.

Refer to the following evidence for further details:

- Executive Director Steve Casey [Folder 23]

Sheriff Tony provided the names of the individuals mentioned in his Affidavit. I was informed that Sheriff Tony spoke with Florida Senator Rick Scott and Florida Congressman Ted Deutch. I made several attempts to contact them; however, they did not respond to my request. I obtained the following statements:

On November 30th, 2021, I obtained a sworn, recorded statement from witness Broward County Commissioner Nan H. Rich. Also present was IA Sergeant Shanda Martin, CCN 15128. The following is a synopsis of her statement [In-Part]:

Commissioner Rich is a politician, currently serving as a county commissioner in Broward County, Florida, District 1, since 2016, and was in this position when the COVID-19 pandemic was initiated. As county commissioner, her position involves dealing with the Sheriff of the county. Rich recalled contacting Sheriff Tony when Governor Ron DeSantis had declared a state of emergency for the COVID-19 pandemic. She read news article discussing concerns for personal protective equipment (PPE) within BSO, but could not recall who provided the narrative for these news articles; however, they prompted her to investigate if all of the Broward agencies had enough PPE to deal with the issue being faced. Rich wanted to ensure all employees were safe. During their conversation, she remembered Tony informing her that he was working with county administrator, Bertha Henry and that they were working to make sure first responders had what they needed. She opined, when Law Enforcement is displayed negatively in the media, trust becomes an issue, and it would affect the community, and asserted that she did not think anyone was 100% prepared for the pandemic the moment the emergency was called. She indicated everyone had to work to get the materials they needed to protect themselves and others. Additionally, she said that BSO was very concerned about providing PPE to the cities they serve. However, regardless if it was the county, the sheriff's office, or the hospitals, everybody had to work together and she believed BSO stepped up very quickly to accomplish this.

Refer to the following evidence for further details:

- Broward Commissioner Nan Rich [Folder 23]

On November 30, 2021, I obtained a sworn, recorded statement from Broward County Commissioner Dale Holness. The following is a synopsis of his statement [In-Part]:

Commissioner Dale Holness is a politician currently serving as a county commissioner in Broward County, Florida, District 9. Holness became the Mayor of Broward County in November 2019 and served in that capacity through November 2020; and was the Mayor of this county when the COVID-19 pandemic was initiated. Holness recalled contacting Sheriff Tony when Governor Ron DeSantis had declared a state of emergency for the COVID-19 pandemic. He recalled a news article that BSO did not have adequate personal protective equipment (PPE), and remembered the president of the union, IUPA, making these accusations. The accusations made him concerned about BSO, citing, as the top elected official of the county, they were facing a pandemic that caused great harm to the community, both in health and in the economy. When he spoke with Tony, he inquired about PPE and asked why didn't he have enough? Tony assured him that he had enough. Commissioner Holness contacted Chief Holness because he's aware that Holness provided logistic support for the sheriff's office and fire department, and he confirmed that they had enough PPE, citing, "enough to help others."

Commissioner Holness opined when Law Enforcement is displayed negatively in the media, it causes harm to that agency, and if it is projected that they are not adequately taking care of their members, then it shines a "bad light" on how are they going to take care of the general public. He stated this affects the community and could cause panic and fear amongst the population. The sheriff's office could become a place where this deadly virus could spread into the community if deputies were not adequately protected.

According to Commissioner Holness, during the pandemic, the sheriff's office, and the county worked closely together, and were always in communications, citing, they did joint press releases, and worked together on the Zaandam and Rotterdam cruise ships, bringing them ashore. Holness felt that BSO was well prepared to deal with that situation. The collaborative efforts with the Coast Guard, sheriff's office, county, port, hospital districts, and other entities ran seamlessly, and no additional resources were needed. Hence, the community's fear that the ships would bring the virus into the community did not materialize. Holness realized that for the goodwill of the community, they needed to bring those ships in because, under normal conditions, the county would be begging those individuals to come to spend their money on cruises. In summary, Holness stated during the pandemic the community came together and Broward County had fewer deaths per capita compared to Miami, and Palm Beach, which he opined, was due to all the county leaders recognizing the dangers that existed, and worked together to protect the community.

Refer to the following evidence for further details:

- Broward Commissioner Dale Holness [Folder 23]

On December 1st, 2021, I obtained a sworn, recorded statement from witness President and CEO of Broward Health Shane Strum. The following is a synopsis of his statement [In-Part]:

Shane Strum is currently employed as the President and CEO of Broward Health for the past seven months, and he previously served as Governor Ron DeSantis Chief of Staff, where he lived in Tallahassee and worked in the state's capital. Strum recalled when Governor Ron DeSantis had declared a state of emergency for the COVID-19 pandemic. Strum worked for DeSantis at that time and remembered news articles regarding BSO's preparedness. He said when the articles came out, his office began to receive numerous phone calls from the locals in Broward County, and elected officials, inquiring if they knew if local Law Enforcement was prepared, and adequately able to handle what was going on. Strum could not recall who provided the narrative for the articles but said it did cause concerns on his part, which caused him to make several phone calls to elected

officials, including Sheriff Tony. He said Tony was able to quell his concerns, and informed him that BSO had what they needed and that they were standing strong. Strum indicated that he offered him future assistance, and said that the sheriff's office stood up and took lead, and all entities (the county, BSO, and Health Department) worked collaboratively without issues or complaints. Strum opinioned that Broward County did exceedingly well compared to other counties, mentioning it was the first in the state to set up test sites.

Strum said when Law Enforcement is displayed negatively in the media it causes concern for that agency, the community, other agencies, and elected officials, which creates a ripple effect of concerns, and questions.

Refer to the following evidence for further details:

- President / CEO of Broward Health Shane Strum [Folder 23]

On December 1st, 2021, I obtained a sworn, recorded statement from witness former Director of Emergency Management Jared Moskowitz. The following is a synopsis of his statement [In-Part]:

Jared Moskowitz is a politician and previously served as Director of the Florida Division of Emergency Management appointed by Governor Ron DeSantis from January 2019 until May 1, 2021. Moskowitz currently serves as a Broward County Commissioner. At the inception of the COVID-19 pandemic, he worked directly for the Governor and recalled during the declared state of emergency reading news articles about BSO not having enough personal protective equipment (PPE) for its officers. Moskowitz did not recall who provided the narrative for those articles. However, he was concerned enough and called Sheriff Tony, who informed him that he had plenty of PPE and that this was all political, and confirmed with Moskowitz what he had received from the county. He said a part of his job during COVID was to ensure that cities and counties had the resources they needed, although everyone knew it was difficult to obtain, due to competing with each other. Moskowitz confirmed that millions of dollars of PPE were sent to Broward County to be distributed for all local governmental entities, and because Broward County is his hometown, he kept watch of Broward. He made sure resources were sent and tracked them to ensure they got to where they needed to be. Moskowitz said it was a lot of old and new information, as well as misinformation, being disseminated about the virus that was constantly changing, and that emergency management plans existed but this virus was new.

Moskowitz cited that when Law Enforcement is displayed negatively in the media it makes the sheriff's office look bad, the community questions things, and it affects the state level, causing a chain reaction as to why the state isn't helping its counties. In this situation, he knew resources were sent and that Tony had quelled his concerns.

Refer to the following evidence for further details:

- Former Director of Emergency Management Jared Moskowitz [Folder 23]

On December 1st, 2021, I obtained a sworn, recorded statement from witness Mayor Michael Udine. The following is a synopsis of his statement [In-Part]:

Mayor Michael Udine is a politician, recently appointed to the mayor, in November 2021, and serving the North West Broward County, District 3. Udine was a former Broward County Commissioner at the inception of the COVID-19 pandemic and recalled contacting Sheriff Tony

when Governor Ron DeSantis had declared a state of emergency for the COVID-19 pandemic. After reading news articles about various agency's response to the pandemic to include BSO, he was concerned enough to contact Tony. Tony had assured him that BSO was "good" on personal protective equipment (PPE), and was working well with the county administration. Udine could not recall who provided the narrative to these articles. He stated when Law Enforcement is displayed negatively in the media, it diminishes the trust in Law Enforcement, Government, and public safety, and it hurts the overall ability of police officers, and first responders to do their jobs. Udine also mentioned that it affected the community as well.

Refer to the following evidence for further details:

- Mayor Michael Udine [Folder 23]

On December 1st, 2021, I obtained a sworn, recorded statement from witness Vice Mayor Lamar P. Fisher. Also, present was IA Sergeant Shanda Martin, CCN 15128. The following is a synopsis of his statement [In-Part]:

Vice Mayor Lamar P. Fisher is a politician, currently serving for the Broward County Commissions District 4, and was elected into office in 2018 as a Broward County Commissioner, holding that position at the inception of the COVID-19 pandemic. Fisher recalled contacting Sheriff Tony when Governor Ron DeSantis had declared a state of emergency for the COVID-19 pandemic. After seeing a televised news story reference to BSO lacking personal protective equipment (PPE) being broadcasted by an employee who was a union president, he called the Sheriff out of concern and wanted to ensure that the county was doing everything it could to assist BSO; however, Tony had assured him that there was no issue. Fisher stated when Law Enforcement is displayed negatively in the media it hurts the community, people begin to question things, and it causes concern for everyone, especially when statements are made that are not true. In summary, Fisher conveyed that it was a crazy time that everyone was going through, and he believed that everyone involved; from the sheriff's office, the county administration, and the commissions, did everything they could, citing the results were favorable to Broward County.

Refer to the following evidence for further details:

- Vice Mayor Lamar Fisher [Folder 23]

On December 2nd, 2021, I obtained a sworn, recorded statement from witness County Administrator Bertha Henry. The following is a synopsis of her statement [In-Part]:

Bertha Henry is the County Administrator for Broward County and serves as the county's Chief Executive Officer (CEO), in which she held this position during the inception of the pandemic. Henry recalled contacting Sheriff Tony when Governor Ron DeSantis had declared a state of emergency for the COVID-19 pandemic. After seeing news articles about BSO not being prepared for the pandemic, and lacking personal protective equipment (PPE), Henry spoke with Tony, who quelled her concerns and assured her that the agency had what it needed. She could not recall who provided the narrative for those articles, however, she said it caused her to be concerned about BSO. Henry said the county has a responsibility to ensure proper resources are delegated to the sheriff's department, and that she signed several executive orders that assisted in keeping the county safe. She stated she was sure BSO was in a state of readiness, confirming that they fund BSO's budget.

Henry said when Law Enforcement is displayed negatively in the media, it is like anything else,

the public looks to its government for safety, information, and security. Henry also said that the negativity could have created a panic.

Refer to the following evidence for further details:

- Broward County Administrator Bertha Henry [Folder 23]

On December 1st, 2021, I obtained a sworn, recorded statement from witness Colonel David Holmes. The following is a synopsis of his statement [In-Part]:

Colonel David Holmes recalled his prior statement, which was given on November 3rd, 2021. Holmes was given an opportunity to review his prior statement and advised there was nothing he wished to add or change in that statement.

Colonel Holmes recalled the memorandum from Deputy Jeffrey Bell, which was sent on March 16th, 2020, in which Holmes wrote back in the email narrative, "*Upon investigating this claim.*" When asked what he meant by this phrase, Holmes replied, "*As an inquiry to see the validity of the allegations,*" when referring to the memorandum. Holmes confirmed that he had researched the validity of the information before replying to Bell's memorandum.

Colonel Holmes confirmed Deputy Bell reports directly to him currently and at the time the memorandum was sent.

Refer to the following evidence for further details:

- Colonel Holmes [Folder 15]

In reference to Deputy Bell's notice of violation regarding PPE deliveries, this evidence was already in my case during the first attempt at taking Deputy Bell's Garrity statement [November 29th, 2021].

Refer to the following evidence for further details:

- BSO OEM [Folder 10]
- BSO Dept. of Admin. [Folder 11]
- BSO Regional Logistics [Folder 12]
- BSO Districts Command [Folder 14]
- BSO E-Mails [Folder 20]

December 6th, 2021, Deputy Bell's Garrity Statement

On December 1st, 2021, I obtained a sworn, recorded statement from Deputy Jeffrey Bell. The following is a synopsis of his statement [In-Part]:

Deputy Bell advised that he has worked in Law Enforcement for twenty-eight years, which includes two years in Lantana Police Department and twenty-six years for BSO. Bell's regular duty assignment within BSO is IUPA's full release position. He reported that this mean he is detached from a particular district and is a full-time union representative. Even though Bell is detached to IUPA, BSO is paying for his employment. Prior to being detached to IUPA's full release position, Deputy Bell was assigned to BSO Port Everglades District. Bell advised that throughout his career with BSO, he has remained in the rank of deputy sheriff and has never been

detached to a specialized unit. Bell stated that he has never overseen a critical incident but has responded to them as a union representative.

Deputy Bell stated that he had held the full release position since IUPA became the union for DLE deputies and sergeants [November of 2016] until he was placed on suspension with pay for this case [April 10th, 2020].

9.8 A union selected executive board member of the union will be on full release for the purposes of conducting union business so long as the "e-board" member is a BSO employee. The hours for this full release BSO employee will be shared by BSO and the IUPA as 1040 hours from each party per fiscal year. The full release position will report directly to their applicable executive director. The IUPA selected executive board member will be released from their primary assignment to represent labor and maintain an open line of communication with management but may be recalled temporarily based on an operational necessity, such as during a hurricane watch or hurricane warning or for the duration of a declared state of emergency.

9.9 Only bargaining unit members who are in good standing will be able utilize union time pool or be on full release. Members on paid or unpaid suspensions, administrative leave, Worker's Compensation and FMLA may not be considered in good standing for the purposes of this agreement, as determined by the Sheriff.

In his capacity under the IUPA full release position, Deputy Bell explained that he was responsible for handling grievances, contract negotiations, membership meetings, sign-up employees, responding to critical incidents, assigning attorneys to subject employees, and keeping an open line of communication with the Sheriff's Office.

It should be noted that Section 9.8 and 9.9 of the CBA between the IUPA and BSO reprinted here, describes this role.

Refer to the following evidence for further details:

- IUPA Exhibit 1 PERC Hearing [Folder 16]

I opened IUPA Exhibit 1 from folder 16 of this investigation, and had him review section 9.8 and 9.9, which describes the roles and responsibilities of the union full release position under the CBA. Bell confirmed that 9.8 of the CBA described the union's full release position. I directed Bell to review a portion of section 9.8 of the CBA, which states, *"The IUPA selected executive board member will be released from their primary assignment to represent labor and maintain an open line of communication with management but may be recalled for temporarily based on an operational necessity."* I asked Bell that according to 9.8 of the CBA, does it mentioned that he is mandated to only communicate with the Sheriff. Bell advised that the aforementioned section of the CBA does not provide guidance on whom he has to have an *"open line of communication"* with.

According to Deputy Bell, the union full release position does not have a chain of command, rather Bell only reports to Colonel Holmes for BSO administration matters like sick and vacation time. Bell confirmed that he had an open line of communication with Holmes and, previously, Colonel Llerena. However, according to Bell, Holmes is not the head of DLE, Sheriff Tony is because he

33.7 Should differences or disputes arise concerning the terms and conditions of this Agreement between the parties to this Agreement or between the bargaining unit members covered herein and the Sheriff, the aggrieved party to this Agreement or any bargaining unit member(s), as the case may be, shall be required to use the following procedures.

Step 1

When there is a basis for a grievance, the IUPA representative on behalf of the bargaining unit member(s), shall present a written grievance specifying the nature of the grievance and the contract provision(s) allegedly violated to the bargaining unit member's department head, or designee, and shall provide a copy to the

oversees the entire agency. Bell stated that under the CBA, he could communicate with anyone in management. For example, Bell would not speak with an executive staff member from DLE to assist him with an issue involving the jail or an issue involving Communications. Since Bell has been the president of IUPA and in the full release position, he has contacted whatever individual he felt could address and resolve the issue.

Step 2

In the event the aggrieved bargaining unit member is not satisfied with the written decision rendered pursuant to Step 1, above, the grievance shall be presented by the IUPA within ten (10) calendar days after receipt of the written answer above, to the Sheriff, or his designee, and copy to the Office of the General Counsel, who shall, within ten (10) calendar days of the receipt of same, render a decision in writing. If no decision is rendered within the time period, the grievance shall automatically advance to the next step.

Step 3

In the event a grievance processed through the grievance procedure set forth above has not been resolved, IUPA may file within ten (10) calendar days after the Sheriff, or his designee, renders a written decision on the grievance, a demand for arbitration upon the sheriff or his designee, with a copy to the Office of the General Counsel, and a request to the Federal Mediation and Conciliation Services (FMCS) to furnish a panel of eleven (11) names from which each party shall alternates striking a name until the eleventh (11th) is left which will give a neutral or impartial arbitrator. Each party shall have the right to strike one (1) panel in its entirety, but will be required to pay the cost of the additional panel.

I then directed Deputy Bell to section 33 of the CBA, which refers to the Grievance Process. Deputy Bell acknowledged that the CBA contains different steps to bring forth a grievance to BSO. I reiterated what he previously said about his work relationship with Holmes [BSO administration matters like sick time and vacations time].

Refer to the following evidence for further details:

- IUPA Exhibit 1 PERC Hearing [Folder 16]

According to Deputy Bell, he does not have to ask permission to communicate with any member of the BSO Executive Command. From Bell's viewpoint, he only needs to communicate with the Executive member who can resolve his issue. Bell clarified that he is not saying that he does not have a chain of command. Rather, he explained that if a problem needs to be addressed or sensitive, he does not need to discuss it with five different people before he speaks with the command staff at the top. Bell confirmed that Colonel Holmes is his direct chain of command within BSO.

I directed Deputy Bell to Sheriff Tony's affidavit in folder 4 and asked him to review the following passage, *"My first encounter with Bell occurred in December 2018 at a gathering of Parkland parents about school safety where Bell was present. I had minimal contact with Bell at this gathering, but I recall him being introduced as a BSO deputy and union president. My knowledge of Bell at the time of the gathering was limited to what I read in the media regarding his efforts to remove former Sheriff Israel from office, and my understanding that Bell had taken credit for Governor DeSantis' decision to remove former Sheriff Israel from office."*

According to Deputy Bell, Sheriff Tony is greatly mistaken on their first encounter. Bell advised that he does not remember meeting Tony at the gathering of Parkland parents. Bell recalled that in May of 2018, Bell met Tony in an event for Senator Rick Scott. At this event, Andrew Pollack [Hunter Pollack's father] brought Tony to the event, and he recalled that A. Pollack was promoting him to be the next Sheriff of Broward County. Bell was confident that it was in May of 2018 because he remembered meeting Governor DeSantis [at the time Governor elect] for the first time.

I then went over the following paragraph in Sheriff Tony's affidavit, which states, *"I next encountered Bell on January 8th, 2019, at the Governor's Ball at the Governor's mansion in Tallahassee. I had been invited to the Ball following an interview with the Governor that same day which I later learned was for the position of Sheriff of Broward County. However, I had not yet been officially notified by the Governor that I was being appointed as Sheriff. Bell reintroduced himself to me at the Ball as the union president, and stated I needed to be careful about who I selected to be apart of the new administration. Bell stated that he could help in the transition at the Broward Sheriff's office by assisting with these selections and by coming into the new administration as a captain, which was three ranks above his current rank. I found the conversation unusual as I had not been yet been appointed as Sheriff and did not have any familiarity with Bell to offer him a senior management role in the agency."*

Deputy Bell advised that this was another false statement by Sheriff Tony. Bell advised that he went to Governor Ball's January 8th, 2019, but he had never been to the Governor's mansion, only invited. Bell remembered that Tony was rushed to the event for a last minute meeting with Governor DeSantis to discuss the Broward County Sheriff position. It was such a last minute meeting that Bell recalled A. Pollack getting Tony's tuxedo size over the phone and ordering a tuxedo for him.

According to Deputy Bell, he and Sheriff Tony had a conversation at the Governor Ball. What Bell disliked about their discussion was that Tony implied he had to handle his finances before he accepted the position of Sheriff. I asked Bell if he requested or suggested to Tony to make him a Captain or be a part of BSO's Executive Command. Bell replied, "*Absolutely not.*" However, Bell said he did tell Tony that he could not trust people in BSO's current command.

Deputy Bell advised that the initial relationship between him and Sheriff Tony was great until Tony got sworn in. Bell felt that Tony did not even recognize him after conversing at the Governor's Ball, explaining it was, "*Like he'd never met me before.*" I attempted to open Folder 20, which had an email from Bell welcoming Tony, and Folder 8, which had an IUPA announcement about accepting Tony, but Bell did not want to open it.

I went over the following paragraph with Deputy Bell, which stated, "*Shortly after being appointed as Sheriff, I met with union presidents representing the seven bargaining units that have agreements with the Broward Sheriff Office, including Bell. During a meeting with Bell, he again mentioned that he could help my administration but that he needed to be close, which I understood as a renewed request to be promoted to captain. Bell also stated that I could not trust the administration that I had formed from internal promotions.*" Based on the aforementioned paragraph, I asked Bell if he recalled mentioning or suggesting that he wanted to be a part of the command? Bell responded, "*Absolutely not.*"

Deputy Bell added that this was another blatantly false statement by Sheriff Tony. Bell recalled that this meeting took place on February 25th, 2019, with Colonel Ahmed and General Counsel Terrence Lynch. Bell reported that he remembered the date because, before the meeting mentioned above, Bell went to Tallahassee on February 20th, 2019, stopped at the Governor's Office, and said, "*What the fuck's goin' on? You have a new Sheriff here. You asked us to support this guy. There's still not been a single phone conversation between us.*" Bell stated that he laughed when he was having this conversation at the Governor's Office because he recalled the Governor asking for his permission to place Tony in office. According to Bell, the Governor was confused that Sheriff Tony and Bell were not talking, so Bell had to explain that they had not spoken since Tony took office. Bell said that he had a second comical event when he was driving back from Tallahassee, an hour after the meeting at the Governor's Office. He advised that he received a call from Tony's assistant informing him that Tony finally has an open space in his calendar [February 25th, 2019 meeting].

When I asked Deputy Bell if, as of February 25th, 2019, had he been in communicating with anyone in the DLE Executive Commanding staff to include Colonel Holmes, Lieutenant Colonel McCoy, Major Russo, and Major Dunbar, he avoided giving me a definite answer and eventually responded with, "*sure.*" Bell added that he would only speak with the executive mentioned above officers if they reached out to him. If Bell had a concern, he would determine who he needed to be contacted to resolve the issue. Bell reiterated that he is the person who makes the determination of

who he contacts from BSO command because he is not calling as a deputy sheriff; he is calling as the union president.

Deputy Bell and I went over the following paragraphs in Sheriff's Tony affidavit, *"Early in the new administration, I determined that it would be a better management style to have the union presidents address their concerns through senior command staff rather than with me directly. The reason I believed this was a better management style was because I had formed my administration through promotions of senior management-level employees from within the agency who had extensive knowledge of the inner workings of the agency, and I was newly appointed and lacked historical agency knowledge. These senior management-level employees had years of subject-matter expertise and were in a much better position to understand union concerns and address them in a more efficient manner."*

Deputy Bell advised that the agency never relayed this directive to him, and in his opinion, he thinks it is a pathetic management style. Bell provided an example of an attempted conversation he had with Sheriff Tony after a deputy was hospitalized and admitted for a brain bleed he suffered during a BSO training class. Bell does not find this management style difficult; he finds it more inconvenient because he can handle the situation from the top. In reference to communication with DLE Executive Command Staff, Bell advised that his issues are with grievances and concerns. Bell advised that Colonel Llerena and Colonel Holmes have not denied him an open line of communication with him.

In regards to the attitude change, Bell advised that Sheriff Tony's secretary informed Tony that Bell refused to go to the Public Safety meeting [February 25th, 2020]. Bell informed Tony, *"See, that's the problem with you and I not communicating. Your secretary couldn't get one word correct."* Bell advised that Tony became offended when Bell suggested having this meeting outside of the Public Safety Building to prevent anyone from making false claims about their conversations. Bell advised that he had his guard up after the use of force training concern, and then they had the February 25th, 2020, meeting, which Bell thought was a good meeting. After the meeting, Bell recalled Tony saying, *"We have to have more of these meetings' cause this is great information."* Bell stated that this was the last face-to-face meeting they had.

When Sheriff Tony said Deputy Bell's attitude changed, Bell advised that Tony had either direct or some knowledge that his former undersheriff was conducting a *"pseudo"* IA investigation against him. I asked Bell when he thought the relationship became contentious, however, Bell did not think the word contentious accurately depicted what happened to their relationship. Rather he reported that his most significant issue was that they did not communicate except for one meeting.

Deputy Bell began describing that Sheriff Tony lacked experience and advised that Tony's lack of knowledge in procedures and demanding Garrity statements from people while facing criminal charges has never been done. Bell opined that it is improper to conduct an IA investigation in this manner, because the IA cases are completed before the criminal cases ever go to trial. He continued that if an IA case is completed before the criminal case, then the IA cases' information becomes public records and gets included in court proceedings. Bell continued claiming that Sheriff Tony was inexperienced when Tony called him after Deputy Nims passed away. According to Bell, Tony did not know how to handle this situation and contacted Bell for guidance.

Hunter Pollock Text Messages

This portion of our conversation was about the conversation between Deputy Bell and H. Pollack [Folder 5]

I asked Deputy Bell to read the following paragraph from Sheriff's Tony Affidavit:

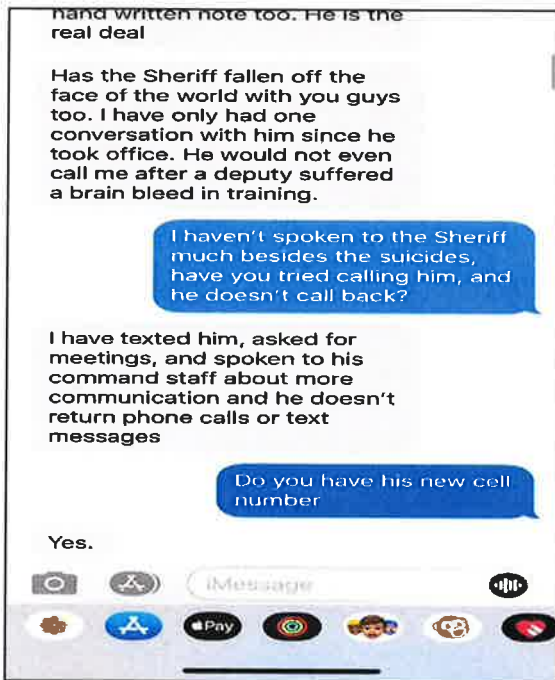
Evidence of Bell's animosity towards me personally is contained within a text exchange that occurred between Bell and Hunter Pollack. In that text exchange, Bell referenced the prior disciplinary case, and he makes clear that my election to Sheriff was personal to him and that he would do anything to make sure that it didn't happen. Bell stated: "After Greg allowed the undersheriff to go after me and violate state law to falsely investigate me for comments to the media, the gloves are off. Greg and Israel are the same to me and the entire membership. He tried to falsely end my career and take away the ability to take care of my family." Bell further texted: "Scott will never be [Sheriff] and I will still be vocal. I will be equally vocal to make sure Greg never makes it past the primary."

After he completed reading it, I went to Folder 5 to go over the Text Messages between Deputy Bell and Hunter Pollack. Throughout the following line of questions, I left the images of the text messages open while we conversed about them. I explained to Bell that this is the evidence provided to me in the manner he sees it. I told him that in folder 5, Hunter Pollack provided a sworn, recorded statement and answered questions about each message. I informed Bell that I was allowing him to do the same.

Deputy Bell confirmed that these images were a private text message conversation between him and Hunter Pollack, added, *"I stand by what I said."* Bell agreed that the text message in the grey shaded box was context he wrote and the text message in the blue box was context H. Pollock wrote. In reference to the timeline of these text messages, he based it on the comments made in the Miami Herald news article, *"The gloves are off,"* in which the author of this article emphasized that these messages took place after the *"parking lot arrest"* [Tamarac Arrest in April of 2019]. Bell does not consider H. Pollack a political figure in the community. H. Pollack is just a Broward resident, who's sister was killed in the Marjory Stoneman Douglas School shooting, and his father is Andrew Pollack.

Deputy Bell wrote on page 1 of 6 of the text message images, *"We don't have the right person in office?"* Bell attested that he was talking about Sheriff Tony, and further elaborated that he stands by his statement because BSO employees are being terminated before the criminal investigations are completed. Bell added that Tony only has ten years of law enforcement experience, violates his procedures, violates the officer bill of rights, and violates due process. In the next text message, Bell wrote, *"90% of the agency doesn't support him already?"* Bell assured me that he was still talking about Sheriff Tony, and he reportedly based this information on the large group of people that have contacted him to voice their opinion. Bell wrote in the subsequent message, *"I know they are turning on me for exposing the truth?"* Bell explained that he assumes that he was referring to a previous case against him for being vocal about deputies being punched in the head during training. Bell advised that this is inappropriate training because there is no training benefit for any deputy to be punched in the head, which could result in a brain bleed or broken bones.

On page 2 of 6 of the text message images, Deputy Bell discussed how Sheriff Tony has not communicated with him since he took office. Bell does not recall who his direct supervisor was during this time, but it was either Colonel Llerena or Colonel Holmes. Bell wrote, *"I have texted*



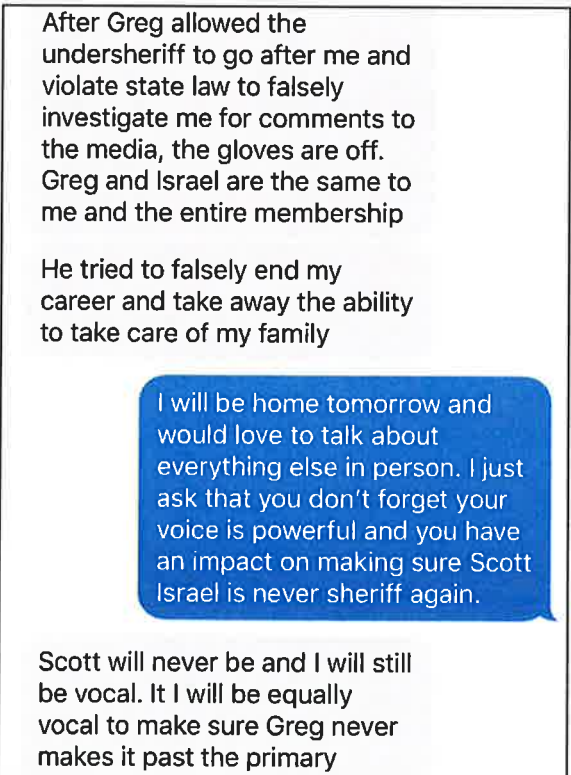
him, asked for meetings, and spoken to his command staff about more communication and he doesn't return phone calls or text message?" Bell informed me that he has texted, called, and attempted to meet with Sheriff Tony. Bell added that he has never had a direct line of communication with Tony, but he felt that he [Bell] does not have to go through the chain of command to communicate with Tony. Bell opined that he needed a direct line of communication because Colonel Llerena and Colonel Holmes could not make final decisions for the agency. He continued that this is relevant during contract negotiations when the Colonels have to speak with the Sheriff before agreeing to the contract term.

or Holmes has permission to make final decisions.

Deputy Bell advised that this is also factual when it comes to dealing with grievances and day-to-day operations. Bell advised that it all depends if Llerena

Deputy Bell wrote on page 3 of 6 of the text message images, "After Greg allowed the undersheriff to go after me and violate state law to falsely investigate me for comments to the media, the gloves are off." Bell advised that initially, he welcomed Sheriff Tony, as mentioned in his January 11, 2019, memorandum [refer to Folder 8] and emphasized that there is plenty of room for errors. Bell realized that Tony has little experience in law enforcement and that Tony was misleading by

claiming he had more experience. When Bell wrote, "the gloves are off" he meant that the gloves are off in terms of the union not holding back, making sure the agency is held accountable, and not allowing for a mistake to reoccur.



Same page [3 of 6], Bell wrote, "Greg and Israel are the same to me and the entire membership." Bell stated that the union membership has no faith in Sheriff Tony as the leader of this agency. He continued that former Sheriff Israel and Tony are opposites in experience, management style, and communication. Bell advised that he had an open lines of communication with Israel, even after IUPA conducted a vote of no confidence against him.

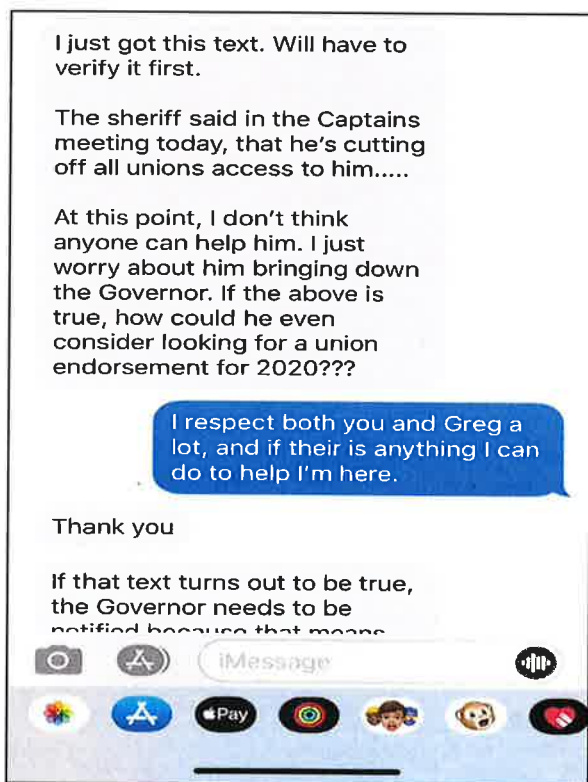
After Deputy Bell provided me his answer about the text mentioned above message, I informed him that the line of questioning was geared towards how he [Bell] felt about Sheriff Tony, not the membership. I asked Bell to explain, and he wanted

to know if I was referring to him as the union president or deputy because the only reason he would communicate with Tony would be for union matters. Bell advised as the union president, he does feel the same as the members and added that he has no faith in Tony's ability to manage an agency like BSO. Even though Bell is a deputy sheriff, he is detached to the full release position, and acts as the union president.

Same page [3 of 6], Bell wrote, "*Scott will never be and I will still be vocal. I will be equally vocal to make sure Greg never makes it past the primary.*" Bell advised that he believes former Sheriff Israel will never be Sheriff again and confirmed that he did write about Sheriff Tony, but it was written as Bell, the union president. Bell explained that he was planning to be vocal by telling what he believed to be the truth about Tony; however, he did not have the capability of preventing Tony from winning the primary election. According to Bell, these text messages were private conversations between two people and does not prove that he took any action against Sheriff Tony. I asked Bell in 2019 [when these text messages took place] did the membership endorse who they wanted to be the upcoming Sheriff, and Bell replied, "*Nope. It would've been way too early.*"

Deputy Bell wrote on page 4 of 6 of the text message images, "*The wrong person was put in as sheriff.*" Bell confirmed that he was referring to Sheriff Tony in this message, and believes that the Governor appointed the wrong person to Sheriff of Broward County, and he sticks by his statement today. Bell continued that Tony lacked experience, budget knowledge, and communication. Bell then criticized that the first policy Tony implemented was revising the facial hair policy instead of implementing a policy involving active shooters.

I asked Deputy Bell, who he thought was the right person for Sheriff, and he advised that he stayed out of this topic. Bell reported that his objective was to let the Governor's Staff know that the union business and administration should never co-mingle. Bell advised that if a union can control who they prefer in office, it appears that the union is in control and not the agency's administration.



Bell confirmed that he was the membership's voice and was the only person who spoke to the media on their behalf.

Same page [4 of 6], concerning former Colonel Pollock [2020 Broward County Sheriff Candidate], H. Pollack wrote, "*How is Alvin Pollock,*" and Bell replied, "*If your asking if he would be better, the only real answer is you don't know until the person is actually there. At least he would have the inside knowledge of who the snakes are. We kept most of the Israel snakes.*" While discussing this text message, Bell reiterated that the agency kept "snakes" from the previous administration.

Deputy Bell wrote on page 5 of 6 of the text message images, "*I just got this text. Will have to verify it first. The Sheriff said in the Captains meeting today, that he's cutting off all union access to him..... At this point, I don't think anyone can*

help him. I just worry about him bringing down the Governor. If the above is true, how could he even consider looking for a union endorsement for 2020???" Deputy Bell re-read the sentence, "If the above is true, how could he even consider looking for a union endorsement for 2020???" and informed me that he is not saying that the union is giving up on their endorsement on Sheriff Tony. Bell meant that the union could not endorse a sheriff who does not want to communicate with him. He continued that the union needs interview candidates to see if they are the best candidate for Sheriff, if there is no communication that would process would not be possible.

Deputy Bell further stated that he discussed this topic with H. Pollock, because if the rumors were true that Sheriff Tony was refusing to speak with the union president, it would be difficult to endorse him. In regards to the directive outlined in Tony's affidavit that union presidents communicate with their respective executive director, Bell stated he does not recall that directive. He further insisted that that there is a multitude of untruthful statements in Tony's affidavit.

Deputy Bell elaborated by saying that Sheriff Tony has a pattern of not being truthful. Bell advised that Tony cannot remember, *"If he ever shit or pissed on a stainless steel toilet while he was incarcerated for eight days as a juvenile. He can't remember if he's ever been on adult probation and what he was charged for as a juvenile. After completing a law enforcement academy he doesn't know that receiving a Notice to Appear is actually considered an arrest. He doesn't know that traffic violations should be included on a job application. He intentionally - or what seems to be intentionally left off, felonious LSD use from his Tallahassee application to his Coral Springs Police Department application. Then you leave off whether it's self-defense or not, I don't know. I wasn't there but you still gotta put that on your application."*

Deputy Bell advised it was essential to have this discussion with H. Pollock because his father, A. Pollack, got Sheriff Tony appointed. Bell advised that H. Pollack can help out the membership because he was a member of the 2019 law enforcement transition team, and he and his father both interned for Senator Scott.

COVID-19

Deputy Bell recalled that the Florida State of Emergency was on March 9, 2020, however, he does not remember how he prepared for the pandemic. Initially, Bell said he listened to whatever guidance was provided by the media because, he lacked knowledge of the appropriate response. Bell agreed that it was difficult to purchase PPE for himself and his family initially, and opined that the proper PPE for employees is plenty of masks, gloves, hand sanitizer, face shields, boot coverings, and a Tyvek suit. Bell could not recall specific guidelines to prevent exposure because they changed hourly, and there were contradictions between the CDC and the Surgeon General. Bell emphasized that no one knew how to respond back then, and everyone was panicking.

In the inception of the pandemic, Deputy Bell was still assigned to the full release position, and in this position, he reported that he still had access to PowerDMS. Bell advised that he only reviewed some of the COVID-19 PowerDMS tabs because Lieutenant Colonel McCoy contacted him and asked him to review them. Bell was uncertain if the COVID-19 tabs were important because a lot was going on at the time, however, he noted that he received complaints from members that they were reviewing too many PowerDMS COVID-19 tabs. Bell advised that the information distributed through PowerDMS could be beneficial to educate employees on how the agency is responding to the pandemic; however, he opined that since agency did not have equipment

discussed in the precautions, they were not helpful. Bell advised that he was not aware of any COVID-19 preventive measures implemented by District Captains, because Captains do not inform him on these topics. Bell stated that he was not aware of any of the agency's preventive measures, because no one communicated with him.

Before the pandemic Deputy Bell he does not recall utilizing a sign-off sheet to retrieve equipment within the district. Bell advised that masks were not a typical supply purchased for a day-to-day operation, and he does not know what equipment could be acquired from Fire Rescue because he does not work for Fire Rescue.

March 16, 2020 Memorandum / Letter to Sheriff Tony

This portion of our conversation was about his March 16, 2020 memorandum/letter he sent to Sheriff Tony about the agency preparedness and PPE [Folder 8 displays the memorandum].

Deputy Bell confirmed that he authored the pictured March 16th, 2020, memorandum and sent it to Sheriff Tony to open up the lines of communication between them. Bell advised that after the Florida State of Emergency, he received calls from concerned members because these members had not received guidance or direction from Sheriff Tony. According to Bell, Sheriff Tony reached out to all the union presidents and told them the agency's plan. Bell opined that the sentence, *"However deputies are still responding to calls for service without masks gloves or hand sanitizers provided by the agency"* was not considered a grievance under the CBA, because it is not a contractual issue. Bell recalled having a conversation with Colonel Holmes before sending this memorandum. However, Bell said he looked into this matter, and he was being informed by Districts Commands one thing, and Deputies were telling him other things.

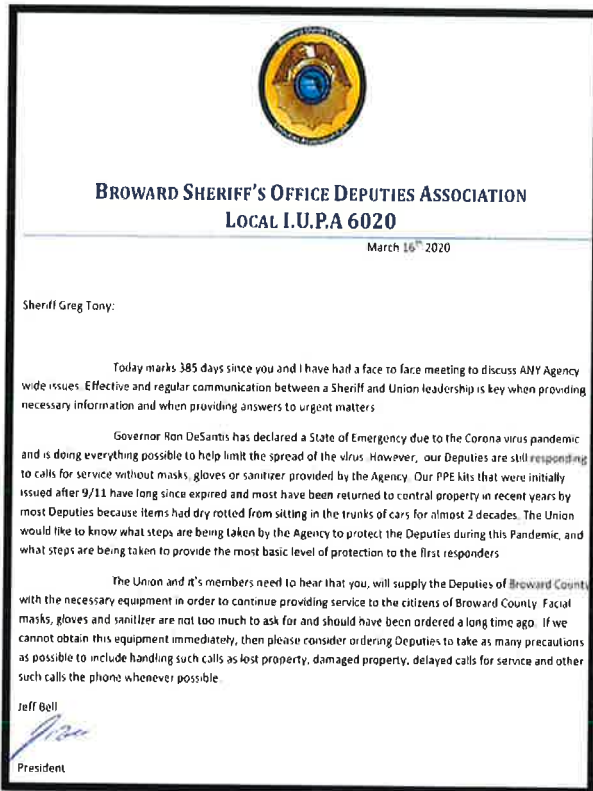
Deputy Bell said in order to conduct his inquiry to determine if the information he was receiving from deputies was accurate he contacted IUPA representatives from each district, and they reported there was a lack of PPE equipment. Bell said he will not reveal the identity of the individuals that complained because of there was a confidential relationship between the union president and membership.

Contrary to his earlier statement, Deputy Bell reported that he did not contact Colonel Holmes, or District Captains to verify PPE inventory. Furthermore, he did not submit an inquiry to Colonel Reyes, or Lieutenant Colonel McCoy, Districts Captain before sending the March 16th, 2020, memorandum. According to Bell, another union representative, who he would not identify, already spoke with Holmes and Lieutenant Colonel McCoy, therefore Bell did not want to duplicate the conversation. Bell dismissed the suggestion that he should check the vitality of the complaints he was receiving, because the union representatives were already in contact with command staff and was he was still receiving complainants from members. Bell said that it was unlikely that his members would email him and lie about their concerns. Bell based his information solely on complaints he was receiving without further research to confirm them

Deputy Bell questioned that accuracy of random statements that BSO IA obtained as part of this investigation [Folder 13]. He further stated that he suspected those interviewed were not honest, because IA was intimidating them or out of fear of retaliation. Bell advised that he did not review the 149 random statements because the statements were obtained months later. Bell explained that the information he received was more accurate than a sworn statement because he was receiving

the information as the incident was unfolding.

Deputy Bell did not recall if he brought these issues to the agency before the March 16, 2020 memorandum. Bell stated that he would not have known what the agency was procuring, especially during the pandemic when supplies were diminishing. Bell continued that it would not



matter when you order an item because, it was uncertain when it would be delivered. He reiterated that he based his information on deputies and sergeants that would call him concerned that the district had not received PPE.

Deputy Bell advised that he never went to Fire Logistics to see what PPE the agency had in inventory. Bell stated, that agency inventory was irrelevant because deputies were telling him they did not have a mask. Bell advised that the agency is responsible for ordering every district's masks. He further advised that he was unaware when districts were sent PPE, however, he said that districts are always receiving PPE. Bell reported that he was not aware that on March 13, 2020, Lieutenant Colonel McCoy sent district pick-up instructions for masks, and he was not aware that on March 15, 2020, Major DeMarco instructed districts to log onto WebEOC and request additional PPE.

Later, Deputy Bell, reported that he believed that the first distribution of PPE masks was on March 17, 2020, as a direct result of his memorandum. Bell advised that the distribution of March 17, 2020, was a minimal push of supplies, and he thinks that the only thing that went out was 20 masks per district. Bell said he could not investigate to ensure that this claim is valid because that would cause members to file a unfair labor practice against him.

Deputy Bell informed me that the March 16, 2020 memorandum went to all the members, and it made its way to the media and news outlets. Bell denied providing this memorandum to the media, because he would write "Press Release" in red letters if it was intended to be released. However, Bell attested that nothing in the CBA prevents him from speaking with the media. Bell advised that he was acting as the union president representing the members, which was different than acting as a BSO employee. I asked Bell if he made any efforts to allow BSO to resolve the issues mentioned in the March 16, 2020 memorandum before sending the memorandum, and Bell replied, "There's no issue to resolve. I'm writing that letter based on concerns from the membership that are already calling me, texting me, emailing me before that letter saying, "What the hell's going on?" And then if we happen to have a conversation says, "Dude, I don't know. I haven't even talked to the Sheriff. He doesn't call us. He doesn't," and that infuriates people. "What the hell to you mean he won't even call you? That's bullshit." So when you talk to Colonels and you talk to Majors and they have no final decision-making ability, why are you gonna waste your time making those phone calls?"

March 16th, 2020 Response by Colonel Holmes

This portion of the conversation was about Deputy Bell's response on March 16th, 2020, after the agency received Bell's memorandum.

Deputy Bell confirmed that he recalled receiving the email from Colonel Holmes, he called Holmes sometime after receiving the email. He reported that during that conversation with Holmes, he informed him that the email was "bullshit," and in response Holmes warned Bell to cross his "T's" and dot his "I's" before he mentioned the agency on the Steve-o radio show. Bell advised that he would not consider Holmes, his direct supervisor, but he does report to him on some issues.

Steve-O Radio Show / Town Hall Debate

Deputy Bell and I transitioned our conversation from Colonel Holmes to the March 16th, 2020 Steve-O radio show, in which Bell was a guest speaker [Folder 6].



Deputy Bell advised that he was not scheduled to speak on the Steve-o radio show. I opened Folder 8 and showed him a FaceBook post in which he and Steve-O have been promoting this radio show since March 15th, 2020, in response, he said he recalled seeing this post, but reiterated that he was not scheduled. It was a backup plan because this discussion was supposed to be done during the Town Hall Debate. Bell advised that the union hired Steve-O to be the moderator for the debate. Bell reported that he did not plan to talk about the information from the March 16th, 2020, memorandum because he did not control the topics. In reference to the Town Hall Debate, Bell

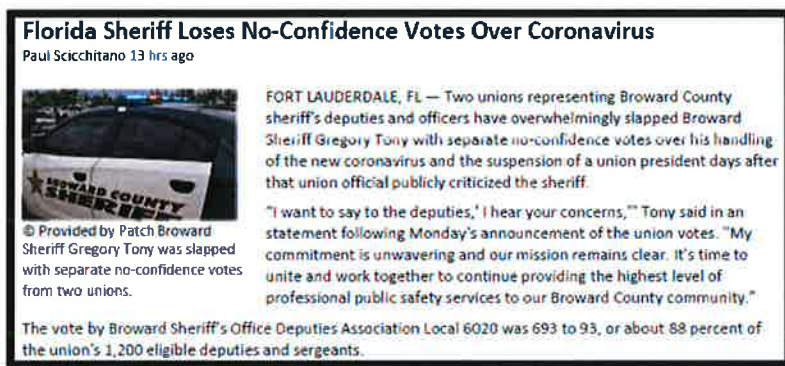
advised he was part of orchestrating the event, and the purpose was to get to know all the Broward County Sheriff Candidates. IUPA hosted this event because they wanted the membership to listen to all the candidates, whether in person or on the radio. Bell reported that they invited all the Broward County Sheriff Candidates, so the membership and the public to pick the best candidate they would endorse.

Deputy Bell advised that he did promote this event on FaceBook, and a letter was sent to the membership to invite them to attend the event. Unfortunately, the event was canceled due to COVID-19, therefore Bell participated in the radio show. On the radio show, Bell discussed topics about BSO and the union. Bell advised that callers would call and ask questions, and Bell would respond to their inquiries. Bell recalled mentioning that he had not spoken to Sheriff Tony on the radio show. However, Bell reported that he has spoken with Colonel Holmes and Lieutenant Colonel McCorry about the union issues, but he does not believe that they are allowed to speak on behalf of the Sheriff.

Deputy Bell recalled discussing on the radio show that the union members would have the

opportunity to vote for who they want to endorse for the Broward County Sheriff election. Previously, the voting process would be IUPA would send emails or have an in-person voting system. Bell advised that anybody under the current CBA between IUPA and BSO can vote. He further advised that he personally set up the survey and entered the email. Bell said it was possible that he included individuals who are non-members, retired employees, or otherwise separated.

Deputy Bell initially did not recall talking about Sheriff Tony's qualifications. Still, he emphasized how strongly he felt that Tony is not qualified to run BSO today based on the new information about Tony's past. Bell advised that he did not do a background check on Tony, but nothing in the CBA prevents an employee from conducting a background check on another person. Bell suddenly had an epiphany and recalled talking about what he described as Tony's qualifications, lack of leadership, lack of experiences, and misbehaving actions on the radio show. Bells commented that Tony's experiences were materially consistent with previous comments made in this interview. When prompted, Bell explained that Tony misbehaving, was when he posts a social media video doing "stupid things."



Deputy Bell believes that his comments on the radio show have no bearing on an employee's decision to vote for a Sheriff candidate or vote for Sheriff Tony. Bell did not recall mentioning that 94 or fewer members would only endorse Tony on the radio show. It should be noted that Bell stated the following on the radio show,

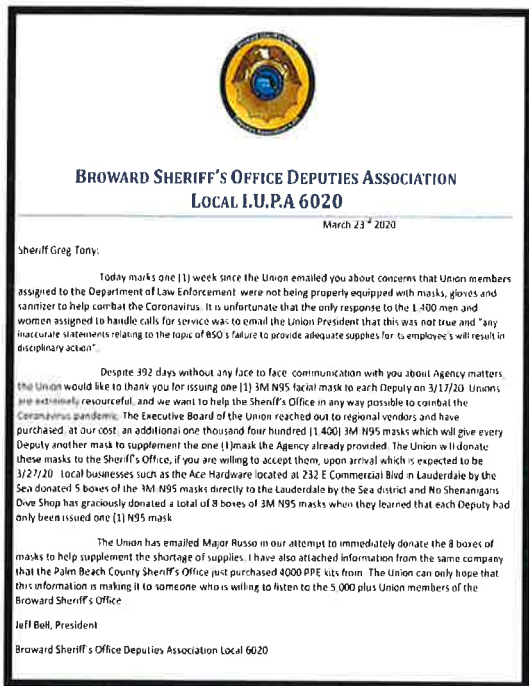
[Line 1940 through 1942 of the transcription of the radio show Folder 6] *"We don't have that at the leadership of Broward Sheriff's Office. We have somebody who enjoys the limelight but does not have the respect of the men and women in the Broward Sheriff's Office and I would be fair to say that if we were supposed to have our endorsement voting start tomorrow after the debate that was supposed to happen tonight. If I had to take a guess, I don't think Greg Tony would get more than 94 votes of endorsement from the membership. And the number 94 means something. 94 is how many votes Scott Israel got of confidence after Marjory Stoneman Douglas"* I asked Bell if he recalled the number of votes Sheriff Tony received in the vote-of-no confidence conducted in April of 2020. He replied, "No clue." I told Bell that in an April 21st, 2020, news article, it mentioned that Tony only received 94 votes of confidence. However, Bell attested that the vote of no confidence was not rigged, nor was the radio show scripted.

Deputy Bell recalled discussing the March 16th, 2020, memorandum on the radio show, and his testimony on this topic during the radio show section was materially consistent with his testimony above. Bell added that not only was he receiving calls for concerns from members, but he advised that he was also sending emails to members inquiring about PPE within the districts.

Deputy Bell remembered mentioning that he felt the agency was trying to shut down the union president on the radio show. However, Bell does not believe that Holmes's email was an example of the agency trying to shut him down. He thought it was a warning that there was an imminent IA investigation against him. As Bell testified early, he did not check with Holmes or any District to

determine if the complaints he was receiving were accurate before attending the radio show.

March 23rd, 2020 Memorandum



This portion of our conversation was about his March 23rd, 2020 memorandum/letter he sent to Sheriff Tony about donations [Folder 8 displays the memorandum].

Deputy Bell confirmed that he wrote the March 23rd, 2020, memorandum and attached a vendor that PBSO utilized for PPE to that memorandum.

Bell wrote this memorandum because he had not received a response from Sheriff Tony, and he was still receiving calls from members claiming that they did not have PPE. Bell does not recall if he spoke to anyone from BSO's command from March 16th, 2020, through March 23rd, 2020, about the continuous complaints about PPE.

Deputy Bell clarified that he is mentioning two different pick-up dates in this memorandum. One on March 23rd, 2020, for eight boxes of KN95 masks and a couple of boxes of hand sanitizer. The second pick-

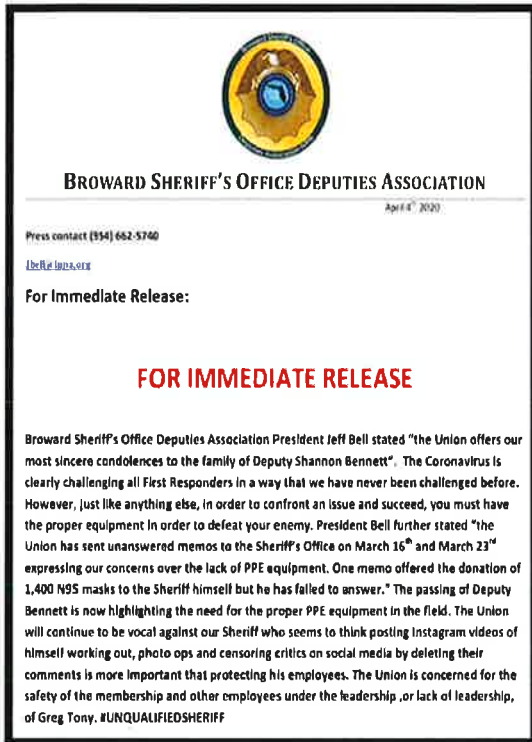
up mentioned was that the 1,400 masks had not arrived at the IUPA's office on March 23rd, 2020. Bell advised that they were still waiting for the 1,400 masks to donate to employees at this point. Bell reported that BSO picked up both donations, and he did not even get a "thank you" from anyone. Bell stated that he does not recall receiving an email on March 24th, 2020, in reply to his March 23rd, 2020 memorandum, from BSO General Council Lynch, on behalf of the Sheriff

Deputy Bell advised that this memorandum was sent to all the members, the IUPA social media account, and the media. I asked Bell if he made every effort to resolve issues in the March 23rd, 2020 memorandum internally before sending the memorandum, and he responded that he had no communication with Sheriff Tony.

April 4th, 2020 Memorandum

This portion of our conversation was in reference to his April 4th, 2020 memorandum for "Press Release" [Folder 8 displays the memorandum].

Deputy Bell confirmed that he authored this memorandum and it was intended to be released to the media. Similar to Bell's testimony earlier, he advised that before authoring this memorandum, he did not do any research to determine the validity the complaints he was receiving. Bell stated that he does not have to conduct an inquiry and once again he was solely making statements based on the information he was receiving from the membership. Bell advised that he did not review Folder 12, which is the Fire Logistics section that has testimony and documentation of PPE inventories in the agency. Bell said he did not listen to Chief Holness' statement because it did not matter what Holness' testified, Bell was still receiving complaints. Bell stated, "What I'm saying is you could have data showing that 10,000 masks were issued but if the next 12 people call



me and say, Jeff, I haven't gotten a goddam thing, I have to go with that they're telling me." Bell does not feel the need to verify information about the agency before it is disseminated to the media because he acts on what the membership tells him. I explained that in the Fire Rescue Folder it also shows what was distributed to every district, and Bell responded, "Again, No because that is after the fact. This whole complaint is based on emails, text messages from members."

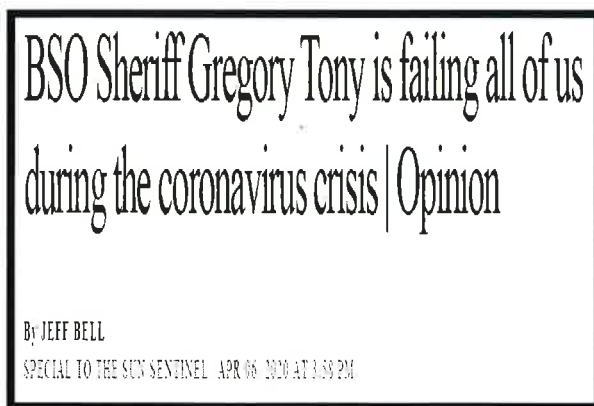
Regardless of what I asked Deputy Bell about efforts to verify the PPE that the agency had in stock, he stuck with the same answer. Bell said he did not have to contact Colonel Holmes to find out inventory from March 16th, 2020 through April 20th, 2020, and Bell did not have to contact District Captains and Lieutenants because it was deputies that he represented not Captains or Lieutenants. Bell reported he does not believe that he can address the issues mentioned in this memorandum with

those individuals, because they do not have final decision-making ability.

According to Deputy Bell, he is not acting as a deputy sheriff, despite being paid by BSO as a deputy sheriff, in any of his capacities, he is acting as the union president, and there is a clear definition between those lines.

I asked Deputy Bell what he meant when he wrote, "The passing of Deputy Bennett has now highlighted the need for proper PPE equipment in the field," and Bell responded that it highlights that first responder are going to multiple calls for services. Bell added Sheriff Tony accused Bell of blaming the agency for the death of Bennett. I then asked Bell if he reviewed Folder 18, which shows call for service for the year of 2020. Bell replied, "No. I reviewed what we thought was pertinent to this case."

Deputy Bell confirmed that he was provided a copy of this April 4th, 2020, press release memorandum to his members and the media. Bell advised that this press release memorandum may have made news, and it depicts that BSO employees are unequipped for the pandemic. Bell advised that after this article deputies all of a sudden started receiving equipment.



April 6th, 2020 Sun-Sentinel Opinion article by Deputy Bell

This portion of our conversation was about Deputy Bell's Sun-Sentinel op-ed. [Folder 9]

Deputy Bell confirmed that he was involved in

writing the opinion piece. According to Bell, Rosemary O'Hara, Editor of the Sun-Sentinel, reached out him and asked him to do an opinion article. Bell said he did not write a news article, he wrote an "op-ed" piece. He continued that this is an opinion piece and has nothing to with a news story. Bell remembers writing the op-ed piece, but it was edited, changed, omitted, and reworded for the newspaper. Bell stated this op-ed is about how Sheriff Tony is failing to lead the agency in every aspect possible, to include use of force, deputies being hurt, lack of PPE equipment, and having a priority of ordering hand sanitizer with his personal logo.

Similar to Deputy Bell's answer earlier, he does not recall or did not contact DLE Executive Command or District Captains to address the membership concerns leading up to the April 6th, 2020 opinion piece. Bell stated, *"Again, we're beating a dead horse with the same question on this. I got off what deputies are telling me. I don't expect at-will employees to tell me the correct answer on that even if it was true or not. I don't resent – represent the Captains. It's based on the deputies calling."*

Deputy Bell advised that the CBA does not mention that he had to have face-to-face contact with the Sheriff; however, like he mentioned earlier, he does not need to communicate with individuals that cannot make decisions. I asked Bell could Colonel Holmes and Lieutenant Colonel McCoy make decisions for the agency, and he responded that he meant final decision making abilities.

In the article, Deputy Bell mentioned an incident behind North Broward Medical Center, in which he claimed that Sheriff Tony went on a tirade in front of BSO deputies. Bell advised that he was not present for this incident, but viewed the video of this incident. Bell stated that this was important to put in the new article because, *"it show lack of ability to lead under pressure."* Bell continued by saying, *"He's obviously cracking under the stress that he has a pandemic on his hands, a deputy just died and instead of making sure that no other Deputy dies and doing everything he can to prevent that from happening his number one priority is to yell at a bunch of deputies."*

Deputy Bell advised that this article is 110 % factual, and it shows the public that Sheriff Tony has not been truthful to them. Even if Bell had done research about what the agency had at the time of this article, he still believed that this news article is a factual depiction of Tony and the agency during the pandemic. Bell advised that this article was published before IUPA endorsed the Broward County Sheriff Candidate and did not believe the article swayed employees on who to vote or endorse.

Broward Deputy Sheriff Jeff Bell Talks About The Union's Concerned For The Safety During Coronavirus Pandemic

April 7, 2020 • 11 min

Jeff Bell from Broward's Sheriff Union talks to Brian about the death of Deputy Bennett. They also talk about the press release that said "the Union is concerned for the safety of the membership and other employees under the leadership, or lack of leadership, of Greg Tony #UNQUALIFIEDSHERIFF"

Deputy Bell said that BSO policy and procedures only apply to him if he's wearing a uniform, however, when acting in a capacity as union president, his speech is protected.

April 7th, 2020 Brian Mudd Show

Deputy Bell and I discussed his attendance on the Brian Mudd show, after his Sun-Sentinel opinion piece was published. Bell's testimony about his attendance on the radio show and the context discussed in this interview are materially

consistent with the synopsis of the radio show and comments that Bell already testified in this interview. Bell added the following information. Bell advised that he was not conducting an inquiry or investigation on Sheriff Tony when he received a copy of his CSPD job application. Bell did not submit any public record checks on other candidates running for sheriff because the members were not complaining about other candidates. Bell confirmed that he did a public records request involving Tony when he worked for CSPD. Bell advised that distributing this information benefits the agency because it shows Tony's lack of truthfulness, especially when the unions endorsement is approaching. Similar to Bell's testimony in the April 6th, 2020 opinion piece, Bell does not believe that this radio show can sway employees in voting for the union's endorsement.

In reference to the union members, Bell believed that it was important to relay information about Tony to the media because many BSO employees and their families live in Broward County and are registered voters. Bell believed that the information he reported about Tony could educate voters in making an informed decision. Bell continued that the membership has the right to know if a candidate concealed his background to cover up undesirable information. Once again, Bell said the membership should know this information before they cast their vote. Bell advised that these comments about Tony's past have no effect on operations at BSO. Bell mentioned that Sheriff Tony is misinforming the public when he makes the allegation that the union is making allegations for political gain.

Deputy Bell stated the following in regards to Sheriff Tony, *"I don't like the fact that I work for somebody who has lied and deceived his way to get where he is. If you earn that position and you're well-qualified for it I may have difference of opinions with you, but that's just an opinion. It doesn't mean that I won't like you. But when I see somebody who seems to be extremely deceptive on purpose... who provides partial information on job applications only when it benefits him... conceals part of his criminal past until it gets brought out, who has a different set of opinions on what you should be but yet you're living your life in a completely different manner."* Bell advised that he has no respect for Tony.

Deputy Bell advised that during the Brian Mudd show, the membership had not voted for their Broward County Sheriff endorsement. However, shortly after this show, IUPA held a vote of no confidence against Sheriff Tony, and also during this vote of no confidence, IUPA members had not endorsed a Sheriff candidate yet. Bell advised that by this point, everyone already knew that the wrong person was in the Sheriff's Office.

Newspaper.com



In this portion of the interview, Deputy Bell and I discuss the newspaper.com clippings [Folder 9].

Deputy confirmed that he had a newspaper.com subscription, and he used it once. Bell confirmed that he was user name "JBell9466." Bell advised that newspaper.com is a website that allows you to clip archived news articles. Bell did not provide the clipping of Sheriff Tony's 1993 incident to the media, and informed me that when he clipped this article, he was acting under the role of the union president. I asked Bell how finding out this information and clipping this article benefit the union in his capacity.

Bell replied, "Seriously? To find out the Sheriff had killed somebody once and covered it up on your application and hid it? That would be great service and I can think of no better way to let your members know but I didn't send this to the media. When I first heard this story I said, 'You're fucking kidding me. There's no possible way. You got a different person.'"



I asked Deputy Bell if it was acceptable to make an inquiry for this article, but not conduct an inquiry to on the agency PPE inventory. Bell replied, "Again, I'm not conducting an investigation. If this is something about a current Sheriff absolutely. We already know that there's no PPE. The deputies are calling. I believe them 'cause they're showing pictures to me. When I – when somebody sent me this I didn't believe it 'cause there's no possible way."

Deputy Bell stated that at the time he clipped this article, the unions has not endorsed a Sheriff candidate yet; however, he opined that this article could affect the union's membership endorsement for Broward County Sheriff. I showed Bell a May 5th, 2020, news article, in which it had a clipping from Sheriff Tony's

incident, which appeared similar to the clipping Bell clipped on newspaper.com. Bell reiterated that he did not provide this clipping to the media, but stated, "I wish I could take credit for giving this to the media but I can honestly tell ya I did not give[it] anybody in the media whatsoever." When I asked Bell if this could affect the Broward County Sheriff Election, Bell stated, "If you find out that an elected government official lied and covered up about his involvement in what was then an arrest for homicide, I think a lot of voters would want to know about that an to know more about who is running for office as Sheriff. Somebody who's supposed to uphold the law not violate the law and then deny any involvement in it until it comes out. I can think of no greater information that the public should be made aware of and I wish that I could take credit for it."

Union Endorsement

Deputy Bell and I discussed who the union endorsed for the Broward County Sheriff election [Folder 8].

Deputy Bell advised that during this time [May of 2020] he was not assigned to the full release position, because according to the CBA he was not in good standings; however, Bell was still the union president. Bell attested that the union endorsed former BSO Colonel Pollock as the Sheriff Candidate. Bell advised that the vote was conducted similar to the vote of no confidence Bell confirmed that he was the person that entered the email into the application, and it possibly included a retired employees.

June 3rd, 2020 Memorandum to Florida Governor DeSantis and June 4th, 2020 IUPA Press Release
This portion of our conversation was in reference to Bell's June 3rd, 2020, memorandum and June 4th, 2020, "Press Release" [Folder 8 displays the memorandum].

Deputy Bell attested that he wrote this memorandum to the Governor, which he authored under his role as the union president. Bell's comments in this section are materially consistent to previous testimony. I asked Bell if he was trying to have Sheriff removed by writing this letter to the Governor, and he responded, "I'm justifying that there's no confidence in Greg Tony. He's acting with a malfeasance and misfeasance in his job that he actually lied in application that would disqualify him instantly and it probably would require a mandatory decertification that he could still be Sheriff – even if you're decertified. It is with obvious reason that if you have somebody who has lied their way to the top that a removal should be warranted for the same reason that I wrote a letter asking Scott Israel removal." Bell also reported that he was hoping the Governor would remove Tony.

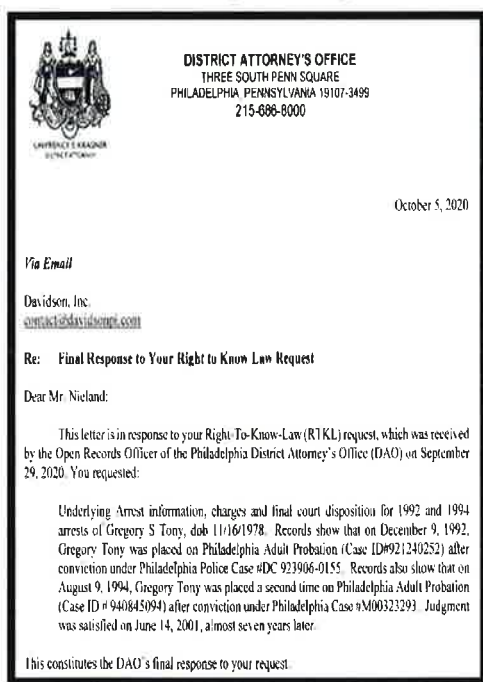


Deputy Bell does not recall if this memorandum made it to the media, but does remember that the Governor's Office responded back to him. In reference to the June 4th, 2020 memorandum press release, Bell advised that he authored that memorandum, provided it to the media, and posted it on IUPA FaceBook page.

July 29th, 2020 Sun-Sentinel Opinion article by Deputy Bell

In regards to Deputy Bell's second opinion article, he advised that he wrote the opinion article while being the union president. Bell stated that his opinion cannot prevent Sheriff Tony from being relected, additionally, Bell insisted all the information contained in the article was already public record.

IUPA Facebook post / Right to Know / Sun-Sentinel



Deputy Bell confirmed that he is the administrator for the IUPA FaceBook account and personally generated all the posts related to this investigation. In reference to the IUPA October 5th, 2020 post, which included the below letter from the Philadelphia District Attorney's Office, Bell confirmed he posted the letter but does not recall where he obtained it. Bell added that he did not do any public records requests in Philadelphia about Sheriff Tony, and does not know who submitted this public records request.

I then showed Bell the original copy of this form that I retrieved in the course of my investigation, and asked him if he knew a David Nieland, and replied, "Doesn't ring a bell. Unless you have something to refresh my memory." I opened up an image from Bell's personal FaceBook account that revealed that he was friends with Nieland on social media. However, Bell reported that he has almost 5,000 friends on that account.

Bell was then directed to the unreacted letter with Nieland's name on it. I informed Bell that Nieland donated money into Clark's campaign for Sheriff. Bell was not aware of this and denied having involvement in this "Right-to-know" request.

I informed Deputy Bell that there was a new article that claimed that the union hired a private investigator in Philadelphia, Bell replied, "Listen, I don't know a private investigator up in Philly. I have never talked to private investigator up in Philly. I don't know anybody. I didn't do any records request up in Philly. No. No."

As we were discussing this topic, Bell stated the following, "Can you - can you explain to me how a Sheriff - a sitting Sheriff who's been arrested for murder - now, says it's self-defense. He says he was acquitted but doesn't remember being arrested or shitting or pissing in most likely a stainless steel toilet for eight days while he's sittin' in jail - how not informing the membership is detrimental. I can think of no other greater thing for members to be informed about - about your current boss who has obviously omitted some very important facts in order to get into a position so I can think of no greater reason."

I asked Deputy Bell if reviewed Folder 21, which was the information I obtained in Philadelphia about Sheriff Tony's history. Bell informed me that he did not review it because he was not involved with anything involving Philadelphia. I explained and showed Bell the evidence I obtained in Philadelphia, which revealed that there is no record of Tony having a criminal record in Philadelphia or in the State of Pennsylvania, there is no record of Tony being on any sort of probation, and there is no record of Tony filing for an expungement. I asked Bell that with the information he was showed in reference to Tony's past did he still feel the same way. Bell replied, "Yeah, it's all public record on there. I mean, my goodness. I can think of no greater person that could not hold the office if you filled out an application correctly."

Email accidently sent to Sergeant Prichard, intended for Sun-Sentinel Reports

From: Huriash, Lisa <lhuriash@sunsentinel.com>

Sent: Wednesday, February 10, 2021 5:18 PM

To: Wallman Norman, Brittany <BWallman@sunsentinel.com>;

Prichard, Donald <Donald_Prichard@sheriff.org>; Ariza, Mario Alejandro <mariza@sunsentinel.com>

Cc: Subject: RE: Media Inquiry regarding BSO officer travel to Philadelphia

Mario: I'm calling jeff bell first thing in the morning, like 8 a.m.ish.

Britt and megan: Lie #1 (#8 on the board) is done (I hope you like it. Please don't hate it.) I'm wrapping up Lie #2 (#7 for you) I'm excited about that one.

On the third lie (#10): our source promised to send me campaign flyers where Tony says he wrote the shooter policy (and a radio clip saying it), and the letter from the city saying it was false. Once I verify the authenticity of the city letter we are golden.

I don't have either document yet but I've been noticing that the source gets to me after midnight. LOL"

I then showed Deputy Bell the above email, from a reporter inquiring why Sergeant Coldwell and I traveled to Philadelphia. In the body of this email, it mentioned that a Sun-Sentinel reporter named Mario Ariza was going to call Deputy Bell in the morning. After showing Bell this, he reassured me that he did not talk to Arize about this active Internal Affairs investigation.

Deputy Bell confirmed that he generated an Affidavit for the PERC hearing, he did not wish to

