The following report, PSI 2023-04-0001, is the result of my investigation into the allegation of the violation of directives 5.1.8, 5.1.13, 5.1.18, 5.1.19, 5.1.29 and 5.1.31 as described in a complaint received from Crime Analyst Kelley Register. It contains detailed descriptions of the action taken by me throughout the course of this investigation with all parties involved. The information contained within is taken from interviews, and any other types of information I was able to procure during this investigation. All information collected has been entered into the digital media attached to this report.

Director Michael Fowler ordered this investigation on April 12, 2023, and assigned it to me, Sergeant William Frank.

On April 13, 2023, at approximately 4:08 PM, I met with Lieutenant Schoenbrod in my office at the Daytona Beach Shores Department of Public Safety. The meeting was audio recorded. I provided Lieutenant Schoenbrod with a Notice of Investigation in the form of Memorandum PS 23-04-02 indicating Lieutenant Schoenbrod was the Subject Officer of an administrative investigation for the possible violation of directives 5.1.8, 5.1.13, 5.1.18, 5.1.19, 5.1.29 and 5.1.31 which may have occurred on April 7, 2023.

Lieutenant Schoenbrod read the memorandum aloud and signed it, indicating understanding it, and agreeing to comply with the orders contained therein.

Lieutenant Schoenbrod was provided a copy of the Law Enforcement Officer's Bill of Rights and the Firefighter's Bill of Rights.

This is merely a summary of the events captured on the recording and it should be heard in its entirety to gain a complete understanding of its contents.

CRIME ANALYST KELLEY REGISTER'S COMPLAINT

I reviewed the complaint Crime Analyst Kelley Register provided to Director Fowler and it contained the following:

April 11, 2023

Michael Fowler, Director of Public Safety
3050 S. Atlantic Avenue
Daytona Beach Shores, FL 32118

Dear Director,

Please accept this letter as official notice of complaint involving Lt. Michael Schoenbrod.

On April 7, 2023, Lt. Schoenbrod addressed the dayshift employees before starting their shift at briefing. During this address of his subordinates and my coworkers he addressed some issues regarding a recent Internal Affairs Investigation he was a party to. In this address, Lt. Schoenbrod insinuated to the shift that members of the Criminal Investigations Division were to blame for this investigation, furthermore, inferred that the members of the Criminal Investigations Division are "liars and disgusting human beings". These disparaging remarks are both offensive to me and a clear violation of department policy 5.1 Code of Conduct. In specific these remarks to subordinates and my co-workers are in direct violation of 5.1.8, 5.1.13, 5.1.18, 5.1.19, 5.1.29 and 5.1.31.

During this address the following members of the department were present:
PSO Jack Ransom
Sgt. Kathryn Gotz
PSO/Det. Daniel Carrazana
PSO Zach Ignoffo
PSO Andrew Kurila

Thank,you for you attention in this matter,

Kelley Register

Crime Analyst

Criminal Investigations Division
(SIC)

This is merely a summary of the document. It should be read in its entirety to gain a complete understanding of its content.

On April 17, 2023, at approximately 2:41 PM, I met with Crime Analyst Kelley Register in my office at the Daytona Beach Shores Department of Public Safety. The meeting was audio and video recorded.

The meeting began by reviewing the substance of her complaint and how it related to the policies she was alleging Lieutenant Schoenbrod violated.

When asked about the reference to rumors as they related to Lieutenant Schoenbrod's statements, Kelley Register replied, "I don't know where he got his information that I'm a liar, but I'm not. And I'm also not a disgusting human being. And he told I think it was six people, five people that I'm a liar. That's not truth. So, his statement if false and it's derogatory towards me."

Kelley Register advised she was not present during Lieutenant Schoenbrod's address to Sergeant Gotz' shift, and she received this information directly from Detective Carrazana and Sergeant Gotz. Specifically, Kelley Register advised Sergeant Gotz took from Lieutenant Schoenbrod's shift address, "CID was the reason for him being in an IA, and that we were a bunch of liars and disgusting human beings."

WITNESS INTERVIEWS

All witness interviews were recorded. This is merely a summary of the events captured on the recordings and they should be seen and/or heard in their entirety to gain a complete understanding of their contents. The recordings have been added to the digital file.

PSO Kurila

On April 13, 2023, at approximately 4:23 PM, I met with PSO Kurila in my office at the Daytona Beach Shores Department of Public Safety. The meeting was audio recorded. I provided PSO Kurila with a Notice of Investigation in the form of Memorandum PS 23-04-07 indicating PSO Kurila was a Witness Officer of an administrative investigation for the possible violation of directives 5.1.8, 5.1.13, 5.1.18, 5.1.19, 5.1.29 and 5.1.31 which may have occurred on April 7, 2023.

PSO Kurila read the memorandum aloud and signed it, indicating understanding it, and agreeing to comply with the orders contained therein.

I then conducted an audio recorded, sworn, interview with PSO Kurila.

During the interview, PSO Kurila advised the following:

He was present during the dayshift briefing on April 7, 2023. Lieutenant Schoenbrod was also present. After Sergeant Gotz conducted the shift briefing, Lieutenant Schoenbrod addressed the shift. During his address of the shift, Lieutenant Schoenbrod advised he was there to squash any rumors regarding a previous professional standards investigation and the events surrounding it.

PSO Kurila advised he did not know anything regarding the prior professional standards investigation or the events surrounding it until that time.

While Lieutenant Schoenbrod was still addressing the shift, PSO Kurila and PSO Ignoffo received a medical call for service and had to leave briefing. Upon their return, briefing was over, and everyone had left the briefing room.

PSO Kurila did not hear Lieutenant Schoenbrod make any derogatory remarks toward any one person, present in briefing or not, but did hear Lieutenant Schoenbrod state that he was disgusted that people would come after him. PSO Kurila did not visually or audibly observe Lieutenant Schoenbrod single anyone in the briefing room out. When asked, PSO Kurila advised Lieutenant Schoenbrod did not single out any division within the agency.

PSO Kurila did conclude the person making the "tip" associated with the prior professional standards investigation was an employee of the agency. He came to this conclusion as the person would had to have seen the events leading to that investigation from a restricted area within the Department of Public Safety building.

PSO Kurila stated when Lieutenant Schoenbrod was speaking of the person(s) making the "tip", Lieutenant Schoenbrod, "kept it very vague."

PSO Kurila did hear Lieutenant Schoenbrod use the terminology, "liars and disgusting human beings." PSO Kurila advised he did not know to whom Lieutenant Schoenbrod was referring, what division they were assigned to, or if they were present in the briefing room at the time.

PSO Kurila and PSO Ignoffo spoke of this incident while on the way to the medical call, and according to PSO Kurila, PSO Ignoffo indicated he believed Lieutenant Schoenbrod was referring to someone in the briefing room.

PSO Kurila reiterated he had no idea this was going on and did not know who Lieutenant Schoenbrod was referring to while he was addressing the shift.

Sergeant Gotz

On April 13, 2023, at approximately 4:48 PM, I met with Sergeant Gotz in my office at the Daytona Beach Shores Department of Public Safety. The meeting was audio recorded. I provided Sergeant Gotz with a Notice of Investigation in the form of Memorandum PS 23-04-03 indicating Sergeant Gotz was a Witness Officer of an administrative investigation for the possible violation of directives 5.1.8, 5.1.13, 5.1.18, 5.1.19, 5.1.29 and 5.1.31 which may have occurred on April 7, 2023.

Sergeant Gotz read the memorandum aloud and signed it, indicating understanding it, and agreeing to comply with the orders contained therein.

I then conducted an audio recorded, sworn, interview with Sergeant Gotz.

During the interview, Sergeant Gotz advised the following:

She conducted her briefing. After, Lieutenant Schoenbrod addressed the shift regarding the previous professional standards investigation. Then he "referred to the people who work here that spread these lies as 'disgusting human beings,' repeatedly." According to Sergeant Gotz, Lieutenant Schoenbrod also advised they, referring to the people spreading lies, lost all credibility with the department heads, city hall, HR, the city manager, Volusia Sheriff's Office, and the state attorney's office.

Sergeant Gotz stated Lieutenant Schoenbrod never singled out a specific individual as being a "disgusting human being." However, she believed he was referring to members of CID. This was due to him mentioning Sergeant Long speaking to members of CID about the previous professional standards investigation, and Sergeant Gotz' own inference of how the information was shared from there was through CID.

Sergeant Gotz advised that Lieutenant Schoenbrod perpetuated a rumor during his address to the shift based on his "theory" and a progression of events he spoke of. The progression of events was described by her as being Sergeant Long speaking to members of CID, a wedding "that these people attended," Monday morning the agency received a public records request, FDLE, VSO, and DCF became involved, they got the records sealed, and these are disgusting human beings.

When asked, Sergeant Gotz advised Lieutenant Schoenbrod did not provide the name(s) of any of agency member(s) that attended the wedding, or of a division that attended the wedding. When she used the term "theory," that was a word she assigned to what she believed Lieutenant Schoenbrod to be saying. She acknowledged Lieutenant Schoenbrod never specifically said a specific person or division was a disgusting human being.

PSO Ignoffo

On April 13, 2023, at approximately 5:19 PM, I met with PSO Ignoffo in my office at the Daytona Beach Shores Department of Public Safety. The meeting was audio recorded. I provided PSO Ignoffo with a Notice of Investigation in the form of Memorandum PS 23-04-06 indicating PSO Ignoffo was a Witness Officer of an administrative investigation for the possible violation of directives 5.1.8, 5.1.13, 5.1.18, 5.1.19, 5.1.29 and 5.1.31 which may have occurred on April 7, 2023.

PSO Ignoffo read the memorandum aloud and signed it, indicating understanding it, and agreeing to comply with the orders contained therein.

I then conducted an audio recorded, sworn, interview with PSO Ignoffo.

During the interview, PSO Ignoffo advised the following:

He was present during the dayshift briefing on April 7, 2023. Lieutenant Schoenbrod was also present. Lieutenant Schoenbrod addressed the shift and advised he was there to address rumors regarding a previous professional standards investigation and the events surrounding it. Additionally, Lieutenant Schoenbrod apologized.

PSO Ignoffo advised, up to that point, he was unaware of what had been going on in relation to the prior professional standards investigation, and he was caught off guard by what Lieutenant Schoenbrod was talking about.

Lieutenant Schoenbrod did not single out any person or division but did advise Sergeant Long had expressed what was going on to her coworkers. Lieutenant Schoenbrod did not identify or single out any person, verbally or physically, as being involved in the incident, other than previously mentioned.

PSO Ignoffo advised Lieutenant Schoenbrod referred to "the people that had done this something that they were disgusting, but he, other than that, he didn't individualize them. He just said that whoever had done this are disgusting because they're destroying families."

PSO Ignoffo advised he, PSO Kurila and Officer Ransom had to leave briefing for a call.

Afterward, PSO Ignoffo did discuss the briefing with PSO Kurila and he indicated to PSO Kurila he did not know who was being talked about by Lieutenant Schoenbrod or what division they were assigned.

PSO Ignoffo and I read the allegations against Lieutenant Schoenbrod and PSO Ignoffo indicated he did not believe Lieutenant Schoenbrod violated them.

PSO Ignoffo interpreted Lieutenant Schoenbrod's address to the shift as being a way for him and Sergeant Long to address the situation, clear the air, and have both them and the department move forward in a positive light.

Officer Ransom

On April 13, 2023, at approximately 5:45 PM, I met with Officer Ransom in my office at the Daytona Beach Shores Department of Public Safety. The meeting was audio recorded. I provided Officer Ransom with a Notice of Investigation in the form of Memorandum PS 23-04-05 indicating Officer Ransom was a Witness Officer of an administrative investigation for the possible violation of directives 5.1.8, 5.1.13, 5.1.18, 5.1.19, 5.1.29 and 5.1.31 which may have occurred on April 7, 2023.

Officer Ransom read the memorandum aloud and signed it, indicating understanding it, and agreeing to comply with the orders contained therein.

I then conducted an audio recorded, sworn, interview with Officer Ransom.

During the interview, Officer Ransom advised the following:

He was present during the dayshift briefing on April 7, 2023. Lieutenant Schoenbrod was also present. After Sergeant Gotz conducted the shift briefing, Lieutenant Schoenbrod addressed the shift. During his address to the shift, Lieutenant Schoenbrod advised he was there to squash any rumors regarding a previous professional standards investigation and the events surrounding it.

During the address to the shift, Lieutenant Schoenbrod did use the terms "liars" and "disgusting human beings." However, he did not use them in manor where any specific individual or members of a division were identified as being such.

Officer Ransom indicated he did not believe Lieutenant Schoenbrod started any rumors during his address to the shift, nor did he disrespect any individual or division of this agency. Lieutenant Schoenbrod only referred to the person who, "said this or did this to harm their names is is quote a disgusting human being."

Officer Ransom advised he left briefing with PSO Ignoffo and PSO Kurila to go to a medical call.

Officer Ransom did not believe any morale issues were created as a result of Lieutenant Schoenbrod's address of the shift. He stated he liked that Lieutenant Schoenbrod addressed the shift and cleared the air. He appreciated it.

Officer Ransom indicated he felt this created a conflict with Detective Carrazana as Detective Carrazana was in CID, where the specifics of the initial professional standards investigation were discussed, and now Detective Carrazana was leaving the agency. He felt that was "weird" and a little awkward having Detective Carrazana present during the shift address. He then stated, "I don't think it created a conflict. It didn't create one for me."

Officer Ransom advised he did not believe Lieutenant Schoenbrod singled anybody out and he did not start any rumors during the address to the shift.

He felt that maybe Detective Carrazana's morale may have been affected by Lieutenant Schoenbrod's address to the shift based on Detective Carrazana stating, later that day, "well that was awkward, huh?"

Officer Ransom then advised the presence of administrative staff is awkward for him, but nothing that was said was awkward.

Detective Carrazana

On April 17, 2023, at approximately 4:11 PM, I met with Detective Carrazana in my office at the Daytona Beach Shores Department of Public Safety. The meeting was audio and video recorded. I provided Detective Carrazana with a Notice of Investigation in the form of Memorandum PS 23-04-04 indicating Detective Carrazana was a Witness Officer of an administrative investigation for the possible violation of directives 5.1.8, 5.1.13, 5.1.18, 5.1.19, 5.1.29 and 5.1.31 which may have occurred on April 7, 2023.

Detective Carrazana read the memorandum aloud and signed it, indicating understanding it, and agreeing to comply with the orders contained therein.

I then conducted an audio recorded, sworn, interview with Detective Carrazana.

During the interview, Detective Carrazana advised the following:

He was present during the dayshift briefing on April 7, 2023. Lieutenant Schoenbrod, Officer Ransom, PSO Ignoffo, and PSO Kurila were also present. After Sergeant Gotz conducted the shift briefing, Lieutenant Schoenbrod addressed the shift. During his address of the shift, Lieutenant Schoenbrod advised he was there to "clear the air and set the story straight" regarding any rumors about a previous professional standards investigation and the events surrounding it.

Detective Carrazana advised he was uncomfortable as he had been interviewed by FDLE in relation to the events related to the previously mentioned professional standards investigation. He also believed animosity existed from Lieutenant Schoenbrod toward him based on prior interactions.

Detective Carrazana advised Lieutenant Schoenbrod described events of Sergeant Long speaking to members of CID, then of a wedding. Without ever differentiating from CID, Lieutenant Schoenbrod referred to these disgusting human beings spreading this information and reporting it to DCF. Detective Carrazana advised Lieutenant Schoenbrod never mentioned names of who he was referring to as disgusting human beings, but it was an inference of who Detective Carrazana believed Lieutenant Schoenbrod was referring to.

Detective Carrazana stated he was uncomfortable during the briefing, and he had never been put such an uncomfortable situation in his career. That uncomfortableness drove him to resign from this agency. Additionally, it elevated his concern that the only shift briefing Lieutenant Schoenbrod addressed on this matter was the one in which he was in attendance.

This is merely a summary of the events captured on the recordings and they should be seen and/or heard in their entirety to gain a complete understanding of their contents. The recordings have been added to the digital file.

SUBJECT OFFICER INTERVIEW

On April 18, 2023, at approximately 3:48 PM, I met with Lieutenant Schoenbrod in his office for the purpose of providing him a flash drive containing copies of all material collected during this this investigation up to that point in time. Lieutenant Schoenbrod received the flash drive and signed a receipt indicating such.

A scan of the signed receipt has been added to the digital file.

This interaction was audio recorded with Lieutenant Schoenbrod knowledge. This is merely a summary of the events captured on the recording and it should be heard in its entirety to gain a complete understanding of its contents.

Lieutenant Schoenbrod

On April 25, 2023, at approximately 4:00 PM, in the office of the Professional Standards Supervisor, Sergeant Frank, I conducted a recorded interview with Lieutenant Schoenbrod. Lieutenant Schoenbrod understood the interview was being recorded.

Lieutenant Schoenbrod advised he did have enough time to review the documentation from this investigation.

Lieutenant Schoenbrod read and signed a Garrity Warning form.

Lieutenant Schoenbrod swore and/or affirmed that his testimony would be the truth, the whole truth, and nothing but the truth. Lieutenant Schoenbrod signed an Oath/Affirmation form indicating such.

Lieutenant Schoenbrod was informed the reason for the investigation was based on a complaint received by Director Fowler from Crime Analyst Kelley Register. Lieutenant Schoenbrod acknowledged understanding that.

During the interview Lieutenant Schoenbrod advised the following:

Director Fowler advised him to go to each shift and speak to them regarding rumors surrounding a previous professional standards investigation.

On April 7, 2023, Lieutenant Schoenbrod went to Sergeant Gotz' shift briefing in order to address the shift regarding rumors surrounding a prior professional standards investigation. Present at the briefing were Sergeant Gotz, Detective Carrazana, Officer Ransom, PSO Ignoffo, and PSO Kurila.

Lieutenant Schoenbrod advised the shift he was there to address the rumors surrounding the previous professional standards investigation since it had concluded.

Lieutenant Schoenbrod advised me the previous professional standards investigation had been sealed by a judge, through his attorney. He furthered; his attorney advised that judicial order also sealed this professional standards investigation as it stems from the previous professional standards investigation.

Lieutenant Schoenbrod stated during his address of the shift, he did speak of Sergeant Long talking to members of CID about the incident surrounding the previous investigation. He also spoke of a wedding that occurred approximately three weeks after her speaking to CID. He indicated that due to this timeline it was obvious to him that the people who initially reported that event to DCF had no concern for the wellbeing of their child and that their motivation was to destroy both his and Sergeant Long's reputation and the reputation of the agency.

Lieutenant Schoenbrod also indicated that he did use the terminology "liars and disgusting human beings." He indicated that he never referenced any specific individual or members of any specific division as being such. He indicated he only referenced liars and disgusting human beings as being the ones that were trying to destroy his and Sergeant Long's reputations and the reputation of the agency.

Lieutenant Schoenbrod advised he was grateful for the presence of PSO Ignoffo and PSO Kurila in the briefing that morning. This was due to them being unbiased as they had no prior knowledge of the previous professional standards investigation. That, and their testimony that they had no idea who Lieutenant Schoenbrod was speaking of during his address to the shift, or what division they may be associated with.

He acknowledged that PSO Ignoffo, PSO Kurila, and PSO Ransom left the briefing to go on a medical call as he was addressing the shift. He indicated at that point he was wrapping up what he had to say and left the room shortly thereafter.

Lieutenant Schoenbrod advised he was instructed to stop addressing shifts regarding this matter by Director Fowler, as a result of Director Fowler receiving this complaint.

Lieutenant Schoenbrod was asked to read each policy he is accused of violating from a prepared document and advise if he felt he violated the policy by circling "yes," or "no." His responses are as follows:

5.1.8 *Employees and members shall treat superior officers, subordinates and associates with respect.*

Lieutenant Schoenbrod denied violating this policy and circled, "No."

5.1.13 *Employees shall always be courteous, civil and orderly in their contacts with each other and with the public in general. They shall refrain from the use of profane or disrespectful language or adopting an attitude of officiousness or superiority.*

Lieutenant Schoenbrod denied violating this policy and circled, "No."

5.1.18 *The avoidance of an actual or potential conflict is particularly acute for Superiors (including supervisors and training officers) and subordinates within the Lieutenant Schoenbrod e chain of command. The authority given a supervisor over a subordinate is a responsibility entrusted to that superior by the Director of Public Safety. That trust makes the superior an extension of the Director of Public Safety and demands that every decision made by the superior be objective, fair, and above all, devoid of any personal favoritism. If a superior enters into an off duty relationship or an outside business interest with a subordinate, the motive for decisions made by that superior relative to the subordinate may be come suspect and compromise the integrity of those involved. This could lead to a disrupted work environment, reduced productivity and a decline in morale.*

Lieutenant Schoenbrod denied violating this policy and circled, "No."

5.1.19 *All employees should avoid situations which give arise to an actual or perceived conflict between their professional responsibilities and their relationships with other employees. However, should such a situation develop, the involved employees shall immediately notify their immediate supervisor. It is the responsibility of the Division Commander to take appropriate action to eliminate the conflict whether the conflict is brought to the attention of the Division Commander by the involved employee or is discovered by other means. When resolving the conflict of interest, the Division Commander shall keep the best interest of both the employees and the department in mind.*

Lieutenant Schoenbrod denied violating this policy and circled, "No."

5.1.29 *Employees and members shall not speak rumors or gossip detrimental to the department or members of the department. They shall report to their superior officer any rumors which may*

affect the reputation and integrity of the department and/or any employee or member of the department.

Lieutenant Schoenbrod denied violating this policy and circled, "No."

5.1.31 *No employee shall engage in conduct on or off-duty which adversely affects the morale or efficiency of the department.*

Lieutenant Schoenbrod denied violating this policy and circled, "No."

Lieutenant Schoenbrod circled the above responses on the document and signed and dated it.

This is merely a summary of the events captured on the recordings and they should be heard and/or viewed in their entirety to gain a complete understanding of their contents. The recordings have been added to the digital file.

SUMMARY

On April 7, 2023, Lieutenant Schoenbrod attended the day shift briefing being given by Sergeant Gotz. After Sergeant Gotz briefed her shift, Lieutenant Schoenbrod addressed the shift. In attendance was Sergeant Gotz, Detective Carrazana, PSO Ransom, PSO Ignoffo, and PSO Kurila. The purpose of Lieutenant Schoenbrod addressing the shift was for him to quell any rumors regarding a prior professional standards investigation.

During Lieutenant Schoenbrod 's address to the shift, he referred to the person(s) that reported events surrounding the prior professional standards investigation to DCF as "liars," and "disgusting human beings." Sergeant Gotz, Detective Carrazana, PSO Ransom, PSO Ignoffo, and PSO Kurila all testified Lieutenant Schoenbrod never referenced any specific individual or division personnel as being "liars," or "disgusting human beings."

Sergeant Gotz and Detective Carrazana had prior knowledge of the previous professional standards investigation. Both testified they inferred Lieutenant Schoenbrod was speaking of CID personnel, which Detective Carrazana was one.

PSO Ignoffo, and PSO Kurila testified they had no prior knowledge of the previous professional standards investigation. Both testified they had no idea who Lieutenant Schoenbrod was talking about or to what division they may be assigned.

Officer Ransom indicated he did not believe Lieutenant Schoenbrod started any rumors during his address to the shift, nor did he disrespect any individual or division of this agency.

All material acquired during this investigation has been added to the digital media.

INVESTIGATOR STATEMENTS

As per F.S.S 112.533:

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

AND

As per F.S.S 92.525:

Under penalties of perjury, I declare that I have read the foregoing investigative summary, and that the facts stated in it are true to the best of my knowledge and belief.

Investigator: _____ Date: 9/29/25 Time: 1132

ALLEGATION DISPOSITION

I, Michael Fowler, Director of Public Safety at the Daytona Beach Shores Department of Public Safety, have reviewed this investigation and have determined the following:

Relating to Lieutenant Schoenbrod and the allegation of violating policy ***5.1.8***, which states:

Employees and members shall treat superior officers, subordinates and associates with respect.

Unfounded / Exonerated / Not Sustained / Sustained

Relating to Lieutenant Schoenbrod and the allegation of violating policy ***5.1.13***, which states:

Employees shall always be courteous, civil and orderly in their contacts with each other and with the public in general. They shall refrain from the use of profane or disrespectful language or adopting an attitude of officiousness or superiority.

Unfounded / Exonerated / Not Sustained / Sustained

Relating to Lieutenant Schoenbrod and the allegation of violating policy ***5.1.18***, which states:

The avoidance of an actual or potential conflict is particularly acute for Superiors (including super visors and training officers) and subordinates within the same chain of command. The authority given a supervisor over a subordinate is a responsibility entrusted to that superior by the Director of Public Safety. That trust makes the superior an extension of the Director of Public Safety and demands that every decision made by the superior be objective, fair, and above all, devoid of any personal favoritism. If a superior enters into an off duty relationship or an outside business interest with a subordinate, the motive for decisions made by that superior relative to the subordinate may be come suspect and compromise the integrity of those involved. This could lead to a disrupted work environment, reduced productivity and a decline in morale

Unfounded / Exonerated / Not Sustained / Sustained

Relating to Lieutenant Schoenbrod and the allegation of violating policy ***5.1.19***, which states:

All employees should avoid situations which give arise to an actual or perceived conflict between their professional responsibilities and their relationships with other employees. However, should such a situation develop, the involved employees shall immediately notify their immediate supervisor. It is the responsibility of the Division Commander to take appropriate action to eliminate the conflict whether the conflict is brought to the attention of the Division Commander by the involved employee or is discovered by other means.

When resolving the conflict of interest, the Division Commander shall keep the best interest of both the employees and the department in mind.

Unfounded / Exonerated / Not Sustained / Sustained

Relating to Lieutenant Schoenbrod and the allegation of violating policy ***5.1.29***, which states:

Employees and members shall not speak rumors or gossip detrimental to the department or members of the department. They shall report to their superior officer any rumors which may affect the reputation and integrity of the department and/or any employee or member of the department.

Unfounded / Exonerated / Not Sustained / Sustained

Relating to Lieutenant Schoenbrod and the allegation of violating policy ***5.1.31***, which states:

No employee shall engage in conduct on or off-duty which adversely affects the morale or efficiency of the department.

Unfounded / Exonerated / Not Sustained / Sustained

Director Michael Fowler

09.28.23 1215 hrs

Date and Time