



**MANATEE COUNTY SHERIFF'S OFFICE
ALLEGATION OF EMPLOYEE MISCONDUCT**

IAS 2009-10056



COMPLAINANT	NAME <u>Sgt. Preston T Spear</u> DATE OF BIRTH <u>[REDACTED]</u>
	ADDRESS <u>5651 Manatee Ave. West Bradenton, FL 34209</u>
	HOME PHONE _____ OFFICE PHONE <u>747-3011 XT.1902</u>
EMPLOYEE	NAME <u>April Dugan</u> ASSIGNMENT <u>CAC Detective</u>
	SEX <u>F</u> RACE <u>W</u> BADGE/ID/CAR NUMBER <u>10000486</u>
	OTHER DESCRIPTION _____

Details of the incident. (Use next page, if necessary)

On Friday, May 29th 2009, at 1330 hrs. I was notified by CPS supervisor Linda Young that a four month old infant from Manatee county was at All Children's Hospital in St. Petersburg with swelling of the brain. She advised that Shavonne Johnson would be the CPS investigator, and was inquiring who the responding detective would be. Normally, I would have assigned the floor detective for that day (Brad Patterson) to the investigation, but he had an appointment with ASA Brian Iten at 1500 hrs for an evidence view. Patterson had been designated by Capt. Kennedy to assist Iten. For this reason, I checked the daily assignment book to see which detective was next in line for an assignment, it was Dugan. I contacted her on the nextel, and asked where she was. She stated that she was leaving to go to the gym. I told her to come to my office for a call out. She then replied in a very sarcastic tone, "oh, I'm sorry, I thought Patterson had the floor". I told her he was busy, and that I needed her to come to the office. She arrived shortly after, displaying a very nasty attitude, asking "why the fuck isn't Patterson going?" I told her that he was still at a CPT from earlier, and wasn't back yet. She stated "he's back there eating a fucking sandwich". I didn't know he had already returned. I told her that it didn't matter because he had an appointment with Brian Iten at 1500 hrs. She responded by stating "this is bullshit, this is such bullshit". Her demeanor the whole time was that of contempt, witnessed by Linda Young and Shavonne Johnson, both of whom were standing next to her. It was at this time that I asked them to excuse us.

I have read and understand this complaint and find it true and correct. It is my desire that this complaint be diligently investigated. I further understand that if the investigation proves these allegations to be false, I may be liable to both civil and criminal prosecution.

6/3/09 Date
[Signature] Signature Of Complainant (Parent Or Guardian signature if complaint is a minor)
6-15-09 Printed Name Of Receiving Employee
[Signature] Signature Of Receiving Employee

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Details of the incident. (Continued)

After they left, I asked Dugan what the problem was, and she replied the problem was Patterson was at his desk eating, and should be the one going on this call. Again, I explained that he was needed at 1500 hrs.. I also told her I didn't appreciate the disrespect and attitude. She raised her voice and replied "things are so fucked up back here". I asked her how they're fucked up, and she stated "they just are". I told her I was tired of her attitude, and her acting like I don't know how to run the unit. I told her I didn't appreciate it especially since I have been more than willing to "work" with her, and her shortcomings, like her high case load and coming in to work late. She continued to argue with me with her voice continuously raised, in a very defiant manner. I asked her if she was unhappy and wanted to leave the unit, to which she answered "I'm not ready yet". Then she asked me if I wanted to leave. After this exchange, she left for All Children's Hospital.

It needs to be noted that Dugan's attitude and disrespect for my authority has been an on-going issue since she transferred here on 6/24/08, although this incident was the worst. I have been very accommodating to her, assisting her whenever possible. Her pretentious attitude and obvious lack of respect for me is undermining my authority and causing problems within the unit. This type of behavior, especially in front of other supervisors and employees, is completely inappropriate and will not be tolerated.