



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

AC 2010-002



COMPLAINANT	NAME <u>Sgt. Preston T. Spear</u> DATE OF BIRTH <u>[REDACTED]</u>
	ADDRESS <u>5651 Manatee Ave, W. 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 Monday, December 28th 2009, at 1420 hrs. I was notified by Patrol Sergeant M. Jones of a missing 5 year old female. According to Jones, the child had been missing since 1330 hrs. Due to the nature of the call, I decided to send two detectives to the scene. The first was Detective Wischer, and the second was Detective Dugan. Wischer was in the office, so I was able to brief him in person. Dugan was not in the office, so I contacted her by Nextel, at 1430 hrs. I asked her where she was, and she replied the Ops. Center. When asked what she was doing, she replied "ummm", and was unable to give an answer. Based on personal knowledge, I concluded that she was there visiting with Detective B. Franklin, which she was specifically told not to do the previous Tuesday. I then instructed her to respond to the scene of the missing child and meet up with Wischer. She acknowledged, and the conversation was terminated. After talking with Dugan, I called another Detective in CID and inquired as to how long Dugan had been at CID, and if she was with Franklin. The reply was that she had been at Franklin's cubicle since at least 1330 hrs. Approximately 10-15 minutes later, I received notice that the missing child had been found. I called Dugan and let her know. Shortly after, I called a supervisor in CID, and again inquired if Dugan was still there, and if she had even left after being told to respond to the missing child. I was told that she was still with Franklin, and that they were not sure if she ever left. I then requested that they call me when she left. I received a call back at 1550 hrs. and was advised that she had just left. I then informed Lt. Shear of the situation, and he agreed that he and I would talk to her upon her arrival back at CPID.

At approximately 1645 hrs, the three of us met in my office. When asked how long she had been at the

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.

12/31/09
Date

[Signature]
Signature Of Complainant (Parent Or Guardian signature if complaint is a minor)

Printed Name Of Receiving Employee

Signature Of Receiving Employee

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Details of the incident. (Continued)

Ops. Center, she replied "for a while". I again asked how long, and she replied " a couple hours". I asked her what she was doing over there, and she said she was with Brandi. She also said that she stopped by the off duty office. She stated that she went to lunch with Brandi and some others, and then went back to CID with Brandi. I asked her if she had even left the Ops. Center when I had instructed her to, and she stated " no ". When I asked why, she stated " because Patrol was there and Wischer was going " Several times during this questioning, she stated that she was wrong, and had no excuses. I explained to her that this behavior was unacceptable, especially since she has just recently completed her Performance Improvement Plan. The reason for her PIP was because of her lack of respect for authority, and higher case load and time management problems. During her PIP, I repeatedly modified case assignments to assist her in reducing the number of open cases she was carrying. This type of behavior is a key contributing factor in her lack of management abilities, and consistently high case loads. It also reflects a total disregard for supervision's attempts to work with her and help her improve.

