

MEMORANDUM

TO: Commander Mark Anderson, Management Support Division

FROM: Lieutenant Jerry Warriner, Internal Affairs Section

DATE: November 11, 2011

REF: **Internal Inquiry: SPO Donnie Riggins – FSN 2093**

The Investigation into the alleged violations of R/R 200-1, Standards of Conduct by SPO Donnie Riggins has been completed.

On Tuesday, October 25, 2011, Lieutenant Steven DeLoach received a telephone call from Mary Williams who is the Principal of Lake Brantley High School. Ms. Williams stated that her School Resource Officer (Donnie Riggins) makes appearances on the school's morning television show to address specific law enforcement related issues with the students. Ms. Williams further stated that recently, SPO Riggins made an appearance to discuss underage drinking and in doing so he identified a teacher in his hypothetical situation. According to Ms. Williams, the scenario provided by SPO Riggins caused several faculty members to express that they were embarrassed and offended by the suggestive nature of the broadcast.

Lieutenant DeLoach responded to Lake Brantley High School to retrieve a C.D. copy of the broadcast. Subsequently, Lieutenant DeLoach viewed the broadcast and determined that an Administrative Investigation was warranted. On Wednesday, October 26, 2011, Lieutenant DeLoach submitted his request for an internal investigation. On Thursday, October 27, 2011, Interim Chief of Police J. Michael Deal approved the investigation. SPO Donnie Riggins was served the Initial Notice of Investigation (INOI) on Friday, October 28, 2011, and he was provided a copy of the Garrity Warning and the Law Enforcement Officer's Bill of Rights by his immediate supervisor, Lieutenant Steven DeLoach.

Internal Affairs assigned the investigation a case number of 11-0501-01 with a file sequence number 2093. Prior to proceeding with the investigation, Internal Affairs transcribed SPO Donnie Riggins' broadcast for the purpose of incorporating his precise words, since it was his dialogue that was deemed inappropriate. However, the transcription would not capture certain animated body language that SPO Riggins' portrayed when he would accentuate key points while addressing the students. The following was transcribed in it's entirety with no editing:

Good Morning, it's Friday and time for the last Safe Teen Driver's Awareness Week Tip. Today we are going to talk about teen drinking and driving.

I think we all agree that alcohol, teenagers and driving is an illegal combination. Let's say for instance you're at a party and you're doing what no teenager ever does, drinking alcohol. And out of the blue, Mrs. Cahill walks up to you. Now, don't ask me why Mrs. Cahill is at a teenage party drinking alcohol but go with it.

Mrs. Cahill walks up to you, she starts to give you the dirty eye. All of a sudden, she says to you, "Hey Baby". Now understand something. Nothing good ever follows, "Hey Baby". You never hear anyone say, "Hey Baby, I just got an A on my Algebra test". But never the less, Mrs. Cahill walks up to you, she says to you, "Hey Baby, how's about giving me a ride home". Now you know you have been drinking alcohol, but after all, it's Mrs. Cahill. And you're saying to yourself, she's giving me the dirty eye, she's licking her chops; I think I should give her a ride.

Now you get behind the wheel of a car and you're taking a huge risk because we all know of the tragedy that could follow. One sip of alcohol affects your motor skills. Think about it before you drive. Have a good day Lake Brantley, Stay Safe.

INVESTIGATIVE FINDINGS

On November 7, 2011 at 1107-hours, Mary Williams, Principal of Lake Brantley High School, was interviewed in the Administrative Conference Room of the school (991 Sand Lake Road, Altamonte Springs). The following was derived from her testimony.

Mary Williams has been the Principal at the school for the past 6-years. She describes SPO Riggins' job duties as their Resource Officer, he handles general supervision on campus and he is involved in disciplinary action when a student's actions reaches the criminal level and needs police action. Ms. Williams stated that SPO Riggins does not routinely appear on their daily morning live television broadcasts but when he does it's to deliver a specific message that she wants him to get out, i.e., traffic issues, special after school events to warn about alcohol use, etc.

According to Ms. Williams, she had no prior knowledge of the October 21, 2011 broadcast and that it must have been approved by the television teacher who had obviously not reviewed the tape before airing. It is her understanding now, that SPO Riggins had made a series of taped messages for broadcasting and the October 21st was the final message in the series. On that date, the television teacher was not at school when the tape was aired.

Ms. Williams testified that there was one other broadcast that she had concerns about during the latter part of September during a Home Coming Event. She stated that classrooms showed their support by decorating their classroom doors and as she viewed one door she wanted to compliment the teacher so she opened the door and noticed that the morning broadcast was on and SPO Riggins was speaking on television. Ms. Williams stated that she did not hear the message in it's entirety but she recalled him saying something about chasing a bear through the courtyard. The message was so weird to her that she asked the teacher what he was talking about and the teacher just shrugged her shoulders. Ms. Williams stated that she never received a complaint so she never followed up on the incident. Other than the two incidences, Ms. Williams stated that SPO Riggins' messages had been to the topic at hand.

Ms. Williams was asked if she watched the October 21st broadcast live and she stated that she did not. According to Ms. Williams, her first time she even heard about it was at 1730-hours on the 21st, when she was en route to another school to attend their football game. She received a text from a teacher (Jane Warkentien) who expressed her aversion on SPO Riggins' message, especially when he identified a teacher in his scenario (Jacqueline Cahill). Ms. Williams then telephoned Ms. Cahill who confirmed the content of the broadcast and that it had embarrassed her since it was broadcast to 3,000 people (Note: school population, 2,869 students & 235 faculty & staff, total 3,104). Ms. Williams was also told that another teacher (Abigail Badley) who is friends with Ms. Cahill confronted SPO Riggins and SPO Riggins didn't understand what the problem was and said that they were just too sensitive. This also angered Ms. Badley because SPO Riggins showed absolutely no remorse for his actions.

On Monday morning, October 24th, Ms. Williams testified that she watched the broadcast and was appalled and confused, wondering why he would say what he did. She immediately contacted H.R. and her supervisor to report the incident and she proceeded to meet with them. During their meeting she was asked about her plan of action and she stated that she was going to have him personally apologize to Ms. Cahill and then make a public morning broadcast apology to the students and the other faculty members but the broadcast apology will be scripted by her. They agreed to handle the matter with the apologies so Ms. Williams returned to Lake Brantley High School.

Ms. Williams met with SPO Riggins in her office and by the time she finished with the meeting, SPO Riggins realized the gravity of the situation and agreed to apologize. On the date of the personal apology to Ms. Cahill, Ms. Williams was present and SPO Riggins demeanor was described as emotional and sincere with his apology. Several days later, the public apology was made with the following script:

***Students, faculty and staff of Lake Brantley High School, I would like to take this opportunity to express my sincere apologies for the comments I made on recent television presentations. As a law enforcement officer and a role model in this community, it was inappropriate for me to refer to specific individuals on this campus by name and place them in hypothetical situations. For that I am deeply sorry. During those occasions that the administration requests that I address our school, I will, in the future, keep my comments free of sarcasm and potentially hurtful humor. Respectfully,
Officer Riggins.***

When asked if there would be any changes on the way SPO Riggins will give messages out on the morning broadcast, she stated that his topic will be reviewed by the television teacher and she (Ms. Williams) will probably provide him with a script. In closing with the interview, Ms. Williams was asked if she would like to add anything else for the record and she stated, two things:

- 1st SPO Riggins has been doing a great job for the school and she knows that the police department has to do what they deem necessary as a result of SPO Riggins' action. But, she does not want to see him lose his position at the school because of the incident.
- 2nd Last week was Halloween and SPO Riggins went to school in a costume (she doesn't know if he wore it all day), which is permissible by the school. However, his

costume was a doctor's outfit; he wore a wig and fake teeth. Ms. Williams stated that the unacceptable part was the fact that on his outfit, chest high was the word Gynecologist. When Ms. Williams noticed the medical title, SPO Riggins walked out of the office so she asked the Assistant Principal if the word on the outfit was Gynecologist and she acknowledged that it was. Ms. Williams then called her male Assistant Principal (Joe Trybus) and told him to contact SPO Riggins and have him cover it up and subsequently, he did. What was more disturbing was what Mr. Trybus discovered, when he confronted SPO Riggins, that the name under Gynecologist (hidden under his official nameplate) was "Doctor Harry Beaver". This left both of them very perplexed on why SPO Riggins would do something like that just 1-1/2 weeks after his broadcast incident.

My interview with Ms. Williams concluded at 1138-hours.

On November 7, 2011 at 1139-hours, Jacqueline Cahill, teacher of Lake Brantley High School, was interviewed in the Administrative Conference Room of the school (991 Sand Lake Road, Altamonte Springs). The following was derived from her testimony.

Ms. Cahill has been with Lake Brantley High School for the past 3-years and she teaches Reading and English. According to Ms. Cahill, she was with her class during the morning broadcast on October 21, 2011, when SPO Riggins used her name in his hypothetical situation. Ms. Cahill stated that SPO Riggins never received her permission to use her name in the broadcast so when she heard it, she was shocked and her students looked at her to see her reaction. Initially, she laughed it off for the benefit of her students but later she was upset about the manner in which SPO Riggins used her in his scenario. When asked to elaborate further on why she was upset, Ms. Cahill stated that when he used her in a public service announcement in the manner that he did, it portrayed her in a less professional light and as a young teacher it makes her job more difficult in drawing a line between her and her students. She continued by stating that she was fortunate that her students felt it was a joke gone wrong. She did have to tell them that it was not acceptable with her that SPO Riggins used her in that situation and that they needed to just move on with the class work.

Ms. Cahill stated that she has not received any repercussions in the workplace with other faculty members. In fact, she stated that they were quite supportive towards her knowing that SPO Riggins' message was unprofessional and that she did not contribute in any way to the announcement. Additionally, she stated that her students have a very short attention span (10th graders) so there were no repercussion in the classroom either. As far as other students on the campus, Ms. Cahill stated that she knows some of them realized what was said but no one has confronted her on the topic.

Ms. Cahill was asked that out of all the teachers on the campus why did she think she was singled out in the announcement and she stated that probably because she is in the same building as SPO Riggins and that they are friends and they do socialize in the hallway together. She considers their relationship as professional work friends and added that some of the teachers would meet occasionally after hours and SPO Riggins has been invited to join them but he never accompanied them or met with them outside

the campus. Ms. Cahill stated that SPO Riggins has apologized to her and his deliverance was sincere and accepted.

Ms. Cahill was asked if she observed SPO Riggins on Halloween and she acknowledged that she did and that he was dressed in a lab coat, fake teeth, a wig and acting goofy like a crazy doctor. She stated that she initially laughed at his wardrobe but when she noticed the word Gynecologist on the robe she just shook her head and went back to class.

Prior to concluding the interview, Ms. Cahill stated that she thinks that SPO Riggins is an asset to the students and the students enjoy talking with him. She stated that it was unfortunate that his antics has caused all of this because he is a vital part of helping the school and students. My interview with Ms. Cahill concluded at 1145-hours.

On November 7, 2011 at 1146-hours, Jane Warkentien, teacher of Lake Brantley High School, was interviewed in the Administrative Conference Room of the school (991 Sand Lake Road, Altamonte Springs). The following was derived from her testimony.

Ms. Warkentien has been with Lake Brantley High School for the past 5-years and she teaches Mathematics. Ms. Warkentien testified that she watched the morning broadcast on October 21st and was shocked, along with her students, on the message that SPO Riggins delivered. She stated that she was worried that a student may go home and tell their parents their version of the message and that the parents may think wrongly of the teachers. Ms. Warkentien stated that SPO Riggins should have used a fictitious name instead of a young pretty teacher. She added that she had additional concerns that someone would record it on their cell phone and show it on You-Tube out of context and it would harm the school's reputation.

Ms. Warkentien then had to explain to her students that no teacher would ever do something like that and she told them that he could use Ms. Cahill's name because she was an Administrator with the school and gave him permission; she stated that she had to lie to them because of the shocked look on their faces. Her students never brought it up since the incident but they did watch intently to his apology message.

When asked if she ever reported her discontentment with anyone she stated that she had notified the Principal when she got home via e-mail because she didn't have the time during the day to express her feelings. The Principal then notified Ms. Warkentien and told her that she would talk with Ms. Cahill about the situation.

Ms. Warkentien was then asked that out of all the teachers on campus, why she thought SPO Riggins picked Ms. Cahill's name for the broadcast and she believes because they work in the same building. She added that she doesn't think that his intention was flirtatious, only that they had a good rapport with each other.

Ms. Warkentien was asked if she would like any changes come about as it relates to SPO Riggins' morning message and she stated that she was disappointed when she heard his apology because he stated that he would no longer use humor. According to Ms. Warkentien, he needs to use the humor to reach the kids; he just needs to eliminate using colleague's names or student's names. She thinks that the students really like him and they like his humor. Ms. Warkentien stated that SPO Riggins is a good man, he made a mistake and she would like to see him continue his position with Lake Brantley High School. Ms. Warkentien also testified that she did not observe SPO Riggins on Halloween at the school. My interview with Ms. Warkentien concluded at 1155-hours.

On November 7, 2011 at 1208-hours, Doctor Erin Bann, teacher of Lake Brantley High School, was interviewed in the Administrative Conference Room of the school (991 Sand Lake Road, Altamonte Springs). The following was derived from her testimony.

Dr. Bann has been with Lake Brantley High School for the past 4-months and she teaches Anatomy Physiology and Environmental Science. Dr. Bann testified that she observed the morning broadcast on October 21st when SPO Riggins delivered his message. According to Dr. Bann, due to SPO Riggins message she had to admonish one of her students in front of the class who made an inappropriate remark ("Oh, I'll give you ride home, Baby") but she chose not to document any discipline, since she had never had any problems with that student in the past.

Dr. Bann testified that she doesn't know why SPO Riggins used Ms. Cahill as an example due to being new to the school and not knowing the personnel yet except through introduction. When asked what she thought of the broadcast announcement, Dr. Bann stated that high school students are very vulnerable and anything could send the kids one way or the other and with this in mind, we need to set a good example all of the time. Dr. Bann also testified that she did not observe SPO Riggins on Halloween. My interview with Dr. Bann concluded at 1215-hours.

On November 7, 2011 at 1216-hours, Abigail Badley, teacher of Lake Brantley High School, was interviewed in the Administrative Conference Room of the school (991 Sand Lake Road, Altamonte Springs). The following was derived from her testimony.

Ms. Badley has been with Lake Brantley High School for the past 2-1/2-years and she teaches Cosmetology. Ms. Badley testified that she observed the morning broadcast on October 21st when SPO Riggins delivered his message and when asked her feelings about the message she stated that she knew he went overboard. According to Ms. Badley, she is personal friends with SPO Riggins and when she saw the broadcast she immediately text him and in her message she stated that she thought he went too far this time. She stated that she knows that he is good natured and likes to crack jokes but she also knew that his message would not come off quite as well as he intended.

Ms. Badley stated that she is also friends with Ms. Cahill whose classroom is next to hers' so she immediately went over to see Ms. Cahill and her assessment was that Ms.

Cahill was not taking the broadcast very well. Ms. Badley stated that her classroom consisted of all girls so their reaction to the comment was more of surprise.

Ms Badley was asked since she was personal friends of SPO Riggins, why would he use Ms. Cahill as an example and she stated that it was random because they all have a congenial relationship and she has witnessed that both SPO Riggins and Ms. Cahill has had a bantering relationship when they pass each other down the halls.

When asked if she made her concerns known to anyone, Ms. Badley stated that later in the day she received a call from the Principal who needed Ms. Cahill's phone number. After providing the number, Ms. Badley told Principal Williams that SPO Riggins' message upset her personally and that his message was inappropriate.

Ms. Badley was asked if she saw SPO Riggins on Halloween and she replied that she did and that she said something to him about it. When asked what he was wearing she described it as a doctor's coat with Gynecology written on it and his nameplate underneath it, covering something else that she did not see. She then thought, "Are you serious, in light of everything that is happening, why are you doing this"? As a friend she did ask him why, but others were accepting his appearance as a joke both faculty and some students. In Ms. Badley's opinion, SPO Riggins needs to lay-low for awhile and not try to be as funny because it's to the level that it's not funny anymore.

When asked if she wanted to see any change in the way SPO Riggins delivers his messages during the morning broadcasts, Ms. Badley stated that SPO Riggins is amazing with the students. They listen to his messages and his humor reaches the kids but he just needs to not identify staff or student members and he needs to stay on topic. She added that two weeks prior to his October broadcast, he spoke with her in his office (she stops by now and then during downtime) and told her that he thinks that the kids were getting too comfortable with him. She then told him that he needs to be careful and not to cross the line by being too friendly or he will lose their respect. It is obvious to Ms. Badley that SPO Riggins enjoys reaching out to the students and that he has done a lot of good for the school. She stated that she would hate to see him removed from the school for committing a "Stupid Mistake". My interview with Ms. Badley concluded at 1230-hours.

On November 8, 2011 at 0818-hours, Joe Trybus, Assistant Principal of Lake Brantley High School, was interviewed via telephone from the Internal Affairs Office. The following was derived from his testimony.

Joe Trybus has been one of the Assistant Principals at the school for the past 6-years. According to Mr. Trybus there are currently five Assistant Principals within the school and he oversees SPO Riggins. When asked how often SPO Riggins appears on the morning televised show he stated that it was infrequently, once or twice in a 9-week period. Mr. Trybus stated that when SPO Riggins provides a televised topic message it has been usually his (SPO Riggins) and there is no approval process via the office.

Mr. Trybus was asked if he watched SPO Riggins' message on the television live on October 21st and he stated that he did not but he later had the opportunity to view it. When asked his opinion of it, he stated that it was inappropriate for a High School campus. When asked to elaborate he stated that the High School was not the arena for sarcasm and sexual innuendo when addressing teachers and students. Mr. Trybus stated that after viewing the broadcast with Principal Williams, they called SPO Riggins to report to the office. When SPO Riggins arrived his initial demeanor was sarcastic, stating that he knew why he was there, that it was not a big deal and that it was being blown way out of proportion. They then closed the door and had a serious talk with SPO Riggins who finally felt the weight of the seriousness of the issue and became apologetic and emotional at times.

Mr. Trybus was then asked if there had been any other prior incidences where SPO Riggins had displayed a lapse in judgment and he stated that there was another incident in September but he didn't hear the entire broadcast. Mr. Trybus stated that SPO Riggins identified one of the school's security guard, Tony Moore, who is an African American female, and stated that she was a bear who stalked the campus. There was no action or follow-up conducted during this incident. However, Ms. Moore, in passing, told Mr. Trybus that she didn't appreciate SPO Riggins using her on the morning news.

Mr. Trybus was then asked about his involvement with SPO Riggins on Halloween and he stated the following:

Early in the morning on Halloween he observed SPO Riggins across the school's courtyard with what appeared to be a medical jacket on, a curly wig, glasses and costume teeth. He was also wearing the police department issued shorts and official nameplate. Mr. Trybus was later told that SPO Riggins went into the office to show-off his Halloween costume and it was then observed that on the medical jacket it had a sewed on patch insignia that read Gynecologist and under that was something else but was covered by his police officer's nameplate. Principal Williams then notified Mr. Trybus and told him that the insignia patch was inappropriate and that she wanted him to make contact with SPO Riggins and tell him to cover it up for the remainder of the day. When Mr. Trybus made contact with him at approximately 0915-hours, SPO Riggins stated that the costume was from a party he attended outside of work. SPO Riggins then told him that he had his name covering up the other words and Mr. Trybus then told him that the word Gynecologist was bad enough and not appropriate at the school and that all of it needed to be covered up. SPO Riggins then stated that recently, it seems that he has had a problem doing the right thing and that he keeps messing up. Mr. Trybus replied that there has had been a couple of issues but he has done a lot of good things too. A visitor's name badge was then acquired from the office to cover the entire insignia patch and at that point Mr. Trybus asked SPO Riggins what the rest of the insignia patch said under his official nameplate. SPO Riggins then replied that it was worst, it read, Doctor Harry Beaver. No other discussions took place other than Mr. Trybus telling SPO Riggins that it was even more inappropriate at the High School setting.

Mr. Trybus was asked his opinion on why SPO Riggins has now just recently been conducting himself improperly and he stated after 2-years at the school maybe SPO Riggins has reached a comfort level with the faculty and students. He stated that SPO Riggins lives in a different world, one not being an educator for many years. Mr. Trybus stated that despite SPO Riggins' recent unacceptable incidences, he has been a positive impact for the school as a School Resource Officer. My interview with Mr. Trybus concluded at 0833-hours.

NOTE: Internal affairs made contact with Security Guard Tony Moore to discuss the September incident but she declined to be interviewed. Research was then conducted into the archive recorded announcements but the September incident could not be found by school officials.

On November 10, 2011, at 0937-hours, SPO Donnie Riggins was interviewed in the Office of Internal Affairs at the Altamonte Springs Police Department. SPO Donnie Riggins was contacted 48-hours prior to his scheduled interview in order to arrange a time for him to pick up the supported documentation from the investigation and a copy of all the interviews of the witnesses. However, SPO Riggins waived his right under the Police Officer's Bill of Rights for a review period prior to his interview. The Garrity Warning was read into record and SPO Riggins acknowledged, both verbally and by his signature on the Garrity Warning form that he understood and did not have any questions concerning the Warning. SPO Riggins has been employed with the Altamonte Springs Police Department since November, 2002. The following was derived from his testimony.

SPO Donnie Riggins has just completed his first full year at Lake Brantley High School as a School Resource Officer and is now into his second year. His hours of duty are from 0645-1445 and his job duties include securing the campus, handling truancy issues and he counsels students some through the request of parents and others from his open door policy.

SPO Riggins was asked if he had an on-campus supervisor and he stated that other than Principal Williams he would have to say that it would be Brian Shafer because he is in charge of all security on campus. When asked where Joe Trybus fits in, SPO Riggins stated that he is an Assistant Principal and based on his conversations with other Assistant Principals on campus, Mr. Trybus is unofficially the second person in charge and that he is observe a lot in the presence of the Principal. SPO Riggins was then told that Mr. Trybus testified that he oversees him and SPO Riggins stated that he doesn't know how he could say that because he doesn't go to him. SPO Riggins also added that Lieutenant DeLoach had also commented that when he spoke to Mr. Trybus it was also his impression that Mr. Trybus supervised him on campus, based on the dialogue from Mr. Trybus.

SPO Riggins stated that he does socialize with faculty but not as often as he has been invited. There was one time when he met 10-11 teachers as a group; two in particular were Ms. Badley and Ms. Cahill. He stated that there was another occasion where he ran into Ms. Badley in the Mall so they had lunch together.

The questioning then went to the morning broadcast shows and according to SPO Riggins he would go on only if he was asked to do so, which he estimated it to be once a month or once every three weeks. Normally, the request would be through Brian Keyes who is assigned to the Communication's Section this year. SPO Riggins stated that most of his broadcast messages are live with the exception of the last four. Although his messages have a planned topic, his deliverance is impromptu with no script and no preapproval process. SPO Riggins testified that he has received positive feedback from teachers who state that their students really listen closely to his messages.

SPO Riggins acknowledges that he gave a prerecorded message, which was to be aired on October 21, 2011 at around 0900-hours. This was the last of four prerecorded messages that was broadcast from Tuesday (10/18) through Friday (10-21). During the week of the prerecorded messages, SPO Riggins went to the recording studio area and recorded his message every morning just before the morning show aired.

The October 21st message was then played for SPO Riggins in the Internal Affairs' Office and he was asked that out of all the 235-faculty and staff members, why he picked Ms. Cahill for his scenario. SPO Riggins stated that he and Ms. Cahill banter each other all the time and one tries to top the other. He went on to state that Ms. Cahill asked him recently, in front of other adult faculty members, if he was working patrol the other day and he replied that he wasn't working patrol. She then replied that she should have noted whether the person she saw had a "Good ASS", then she would have known if it was him or not. SPO Riggins testified that the remark did not offend him and everyone got a good laugh and later, one teacher said to him that Ms. Cahill really got you good. SPO Riggins then replied that he would get her back and that he would get her good. SPO Riggins testified that on the morning of October 21st when he was about to deliver his message and he had nothing actually planned but to talk about teenage drinking and driving and how guys could be convinced to get behind a wheel of a car, he decided to take that opportunity to even the score with Ms. Cahill so he used her name.

He was then asked what he meant in his message when he said, *she gave the "Dirty Eye"* and he said when he was growing up it meant not an actual wink but it was to get someone's attention by closing one eye halfway. He was then asked what he meant when he said, *you know you have been drinking but after all it was Ms. Cahill*. SPO Riggins stated that he wanted to use an attractive person in his message to get the point across that guys could be lured behind the wheel when impaired and a number of the senior males on campus has openly said that Ms. Cahill is a cute teacher. He was then asked what was meant when he said, *that she was licking her chops* and he stated that years ago there was a television show that televised Rap Artists and there was one that was famous for licking his lips. During the interview with this Artist he was asked the reason for licking his lips all the time and he said that he licked his chops because it got everyone's attention and they listen to what he has to say. SPO Riggins was then asked about his animated appearance on camera when he mentioned the dirty eye and licking her chops and he stated that he was just trying to demonstrate his meaning and get their attention and that he never meant for it to be interpreted as sexual.

SPO Riggins then explained his meeting conversation with Principal Williams and Assistant Principal Trybus and he was asked what he was thinking of when he gave that message. He then explained that it wasn't planned and that it was a spur of the moment to reach the students in a way that they could relate to his message. When he was told that it had upset Ms. Cahill and other teachers he said that it was never his intention to do that and that he was sorry and that he would apologize to Ms. Cahill. Principal Williams then told him that she has spoken with her superiors and it was agreed to that he would also have to go on television and make a public apology. She then inquired if the police department was going to take any action and SPO Riggins stated that he didn't know and then asked if they wanted him to transfer out. He was then informed that transfer was not necessary.

SPO Riggins was then told that Mr. Trybus testified that when he entered the office for the meeting that he was sarcastic, stating that he knew why he was there, it was no big deal and that the situation was being blown out of proportion. SPO Riggins categorically denied stating it was no big deal and it was being blown out of proportion. SPO Riggins stated that he did say that he knew why he was there because he had spoken with his Lieutenant (Steven DeLoach). According to SPO Riggins, he has no idea why Mr. Trybus would say that when it never occurred. SPO Riggins added that he did tell Lieutenant DeLoach afterwards, when the public apology was being reviewed by the police department for authorization, that things were being blown out of proportion when Mr. Trybus gave the ultimatum that he had to give the public apology or be relieved of his SRO duties immediately. SPO Riggins testified that back on October 21st when he was standing behind the podium delivering his message, he never thought he was doing anything wrong. Now in hindsight, he could see that the manner on which the message was given was wrong and could be perceived as sexual and he feels badly about it.

When asked if he had ever used another staff's name in any of his messages prior to October 21st and he stated that he did use one of the security guards (Tony Moore) who happens to be a friend of his. They banter back and forth so he used her name recently on the air by stating something along the lines that she yells and growls like a Grizzly Bear. According to SPO Riggins, Ms. Moore is taller than the average woman, her voice carries when she speaks, she's aggressive and she can be intimidating just like a Grizzly Bear. He also used another teacher in the past but in both cases he was never told that he shouldn't use names of faculty/staff members so he felt it was permissible.

SPO Riggins was then asked about his Halloween costume. He stated that he arrived at school in his police uniform and then changed into his costume. He stated that he wanted to make sure that the Principal didn't object because he had intended to wear it at the Senior Luncheon so he went to the office to show it off. When Principal Williams never spoke up with an objection he walked out and assumed he was good to go to wear it at the luncheon. When asked exactly what he was wearing he stated that he had his official bike uniform shorts on with a doctor's jacket covering his uniform and his official uniform nameplate was on his doctor's jacket covering the doctor's name, which was Harry Beaver. The professional title of the doctor (Gynecologist) was then in plain sight above his name plate. SPO Riggins figured that since it was an actual doctor's profession, it wouldn't be offensive. He also wore an afro wig, glasses and fake teeth.

When asked if his costume could be considered as a sexual connotation, he stated it would if the title and name was observed together but he had the name covered.

SPO Riggins stated that when Mr. Trybus met with him in his office and told him that the word Gynecologist needed to be covered, SPO Riggins had already taken the costume off and had planned on putting it back on at the lunch. A guest pass was then used to cover up both the word and the name. SPO Riggins was told that Mr. Trybus testified that he (SPO Riggins) stated that recently, it seems that he has had a problem doing the right thing and that he keeps messing up; after hearing this testimony, SPO Riggins stated that he had never stated that. He stated that Mr. Trybus was in his office for no more than two minutes and informed him that some teachers may complain if they saw the word Gynecologist so he needed to cover it up, nothing else was said.

He was asked if any of the classrooms saw his outfit and he stated that he did go by Ms. Badley's to show her. He was also asked if anyone had taken pictures of him in his costume and he stated that there were a couple but after the title and name was covered up. Finally, he was asked if he now has an opinion on whether or not it was appropriate to wear the jacket with Gynecologist on it and he stated that in a High School setting he now sees that it could have been over the top.

SPO Riggins admitted that he did in fact violate R/R 200-1, Standards of Conduct. He continued by stating that his actions, although not intended, did offend individual(s). He was then asked if he felt that he was still an effective School Resource Officer and he stated that he was, adding that he receives numerous calls from parents stating that their child respects him and appreciates the job that he does. He had also received a call from a parent who had her daughter kicked out of Lake Brantley and the daughter was now graduating from the Hope Center and she wanted him to attend the graduation. He stated that he has made a couple of bad decisions but he knows he is still effective.

SPO Riggins was then provided the opportunity to provide a closing statement for the record and he stated that with the exception of one time, he was always asked to appear on the morning show. They told him that the students are actually watching the morning shows, something they haven't really done in the past because they like seeing him on television and delivering messages. He has always received positive feedback from the teachers and even from Mr. Trybus. He now understands that what he said on October 21st could be perceived as offensive and he understands that it was a policy violation and he wishes that he could take it back. Anything that has occurred prior to October 21st on the broadcast show that was perceived as improper, was never brought to his attention.

SUMMARY

On October 25, 2011, Lieutenant Deloach received a telephone call from the Principal (Mary Williams) of Lake Brantley High School to report that his subordinate officer, SPO Donnie Riggins, had conducted himself improperly while addressing the students, faculty & staff members of the school via their morning television broadcast. According to the complaint, SPO Riggins identified a teacher (Jacquelin Cahill) in his public service

announcement and in doing so he resorted to sarcasm and sexual innuendos (refer to page 1 & 2 for announcement message). As a result, not only was Ms. Cahill upset but other teachers also voiced their displeasure with the content of SPO Riggins' message. Collectively, the teachers concurred that SPO Riggins' message placed the teacher in an unprofessional light and damage control was necessary to restore the classroom settings. In at least one incident, one student was admonished when he responded vocally, to what he interpreted as a sexual innuendo, in front of classmates after hearing SPO Riggins' message.

According to SPO Riggins, his intentions were to reach the students by using the name of someone they knew and can relate to in his hypothetical scenario to warn them that they could be influenced in making the wrong choice. Furthermore, he used the teacher who he has a good rapport with, as they banter each other back and forth while at work. SPO Riggins wanted to get back at Ms. Cahill who poked fun at him during their last interaction so rather than using a fictitious name, he used hers'. SPO Riggins, in hindsight admits he was wrong and that some people may interpret that the message had sexual overtones but that was never his intent. SPO Riggins has used other factual names from faculty/staff in the past (not in the manner of Ms. Cahill) and he has never been placed on notice before that he was doing anything improper so he assumed using known individuals were permissible. SPO Riggins made a personal apology to Ms. Cahill and a public apology to the students and faculty/staff members, which was well received.

As this investigation progressed, a separate incident was identified that occurred on Halloween, 10-days after providing the improper broadcast message and after being counseled for the first. SPO Riggins arrived at school and changed into his Halloween costume, which was a doctor's outfit. The jacket was worn over his uniform and he wore his official nameplate on the outside of the costume that covered the doctor's name that was on an insignia patch. Above his nameplate, visible for all to see, was the occupational word, **Gynecologist**. SPO Riggins was confronted by a member of the school's administration and told to cover up the word. It was then discovered that his nameplate was covering the doctor's name of **Harry Beaver**. Again, in hindsight, SPO Riggins admitted that he was wrong wearing that particular costume in a High School setting.

The unanimous opinion on those who were interviewed in this investigation stated that SPO Riggins does a great job at the school and he reaches out and connects well with the students. They would like for him to continue his duties at the school despite his recent lapse in judgment.

RECOMMENDATIONS

School Resource Officers are often confronted with a quandary on how to develop a positive rapport with the students and deliver messages to promote better understanding and knowledge of the law. SPO Riggins for the past year has incorporated humor while addressing important topics and historically, he has been praised by how the students have responded through their attentiveness towards the topic of discussion. However, recently SPO Riggins has had back to back incidences

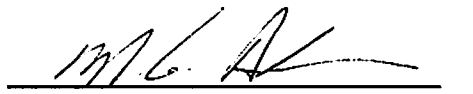
where he attempted to amplify his humor and in doing so he made poor choices and the outcome did not go as originally planned. The back to back incidences were not a single on-going occurrence but two separate events forming a pattern. The incident involving the broadcast would therefore, be Count-1 and the Halloween incident discovered during the initial investigation would be Count-2 for the same violation (Standard of Conduct).

Based on the totality of the testimonial in this investigation, as to Count-1 on the alleged violation, R/R 200-1, Standard of Conduct, that states, *Members shall not engage in any conduct that constitutes neglect of duty, conduct unbecoming of a member or any act that is likely to adversely affect the discipline, good order, or reputation of the Department*, be classified as Sustained.

Based on the totality of the testimonial in this investigation, as to Count-2 on the alleged violation, R/R 200-1, Standard of Conduct, be classified as Sustained.

I, the undersigned, do hereby swear, under penalty of perjury, that the contents of this report are true and accurate; and 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.

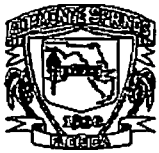

Lieutenant Jerry Warriner
Internal Affairs Section


Commander Mark Anderson
Management Support Division

I Concur
 I Do Not Concur


J. Michael Deal
Interim Chief of Police

Approved
 Disapprove



CITY OF ALTAMONTE SPRINGS NOTICE OF REMEDIAL ACTION

Employee Name: Donnie Riggins Title: Senior Police Officer Dept/Div: Police / Operations

Policy Violated: R/R 200-1, Standard of Conduct (2-Counts)

- Counseling / Caution
 Verbal Warning
 Written Warning
 Written Reprimand
 Suspension
 Demotion
 Discharge
 Other Formal Notice, Reassignment & Remedial Training in Sensitivity

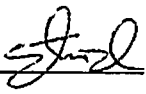
DESCRIPTION OF PROBLEM AND ACTION (include effective and relevant dates, times, places, individuals involved and other pertinent details. Use additional sheets and attach information as needed):

On Friday, October 21, 2011, as the school resource officer with Lake Brantley High School you appeared on the school's morning television show to deliver a Public Service Announcement to staff, faculty and student members. This broadcast was the last of a series of four that week and the topic was teen drinking and driving.

During your 1-minute and 50-second broadcast, which was taped just prior to the television showing, you provided a hypothetical situation and in doing so, rather than using a fictitious name you used a 10th grade female teacher's name that the students could relate to. The message was intended to provide a serious safety message with humor embellishment. However, the content of the message was interpreted by some as sarcastic with sexual innuendo and not appropriate for a high school setting. The message suggested that the teacher was at a teenage party where alcohol was being served and the teacher was luring a student to do the wrong thing by driving her home. The expressive words you used in his message were that the teacher was licking her chops, giving them the dirty eye and getting their attention by saying, "Hey Baby". Following this announcement, the targeted teacher was shocked and upset that you would portray her in such an unprofessional manner and in front of 3,000 viewers at the school.

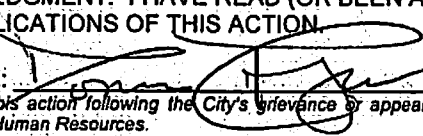
An administrative investigation was approved when your immediate supervisor viewed the television broadcast recording. As the investigation progressed, a second incident of inappropriate conduct was identified on your part. Ten days following the announcement incident, on Halloween day, you wore a Halloween costume with unacceptable wording displayed. The costume was a doctor's coat with the professional title of Gynecologist in plain sight and the name of the doctor, Harry Beaver hidden under your uniform nameplate. The aforementioned incidences were brought to light by the principal of the school.

At the conclusion of the investigation both separate incidences were sustained based on a preponderance of the evidence so a second count was added to the initial count-1 violation of Standards of Conduct. On Tuesday, November 15, 2011, your immediate supervisor, Lieutenant DeLoach, recommended Formal Discipline in the form of a Formal Notice, re-assignment and Remedial Training in sensitivity.

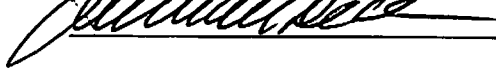
Action Initiated by: Steven DeLoach  Title: Lieutenant

On this 15 Day of NOVEMBER, 2011 Time: 1335 HRS

EMPLOYEE ACKNOWLEDGMENT: I HAVE READ (OR BEEN ADVISED OF) THIS ACTION; ACKNOWLEDGE, AND UNDERSTAND THE IMPLICATIONS OF THIS ACTION.

EMPLOYEE SIGNATURE:  DATE: 11/30/11

Eligible employee may appeal this action following the City's grievance or appeal procedures. If you do not know the grievance or appeal procedures, ask your supervisor or the Department of Human Resources.

Department Head:  Date: 11/30/11

Director of Human Resources: _____ Date: _____

City Manager: _____ Date: _____

CITY OF ALTAMONTE SPRINGS NOTICE OF REMEDIAL ACTION

CONTINUED

NAME: Donnie Riggins TITLE: Senior Police Officer

On Monday, November 21, 2011, the Discipline Advisory Board reviewed the recommended disciplinary action and unanimously concurred.

On Tuesday, November 22, 2011, Commander Shelli Walters reviewed the recommended disciplinary action and also concurred.

On Monday, November 28, 2011, you were served with the Show Cause Notice.

A Show Cause Hearing was held on Tuesday, November 29, 2011, to afford you the opportunity to provide testimony that would mitigate my awarding you the proposed discipline. During your Show Cause Hearing, you took responsibility for your actions and described them as "inexcusable and unacceptable". You were apologetic and stated you will accept the consequences for your behavior. You stated you will accept the discipline awarded and continue to do your job as a police officer. However, you did ask me to reconsider your reassignment from the School Resource Officer position at Lake Brantley High School. You cited your overall performance as a police officer, and specifically as a school resource officer. You further suggested that I consult with the school superintendent, the school principal, its faculty and staff prior to making this final decision.

As explained to you during the show cause hearing, I have already spoken to the school principal and superintendent, and that I received a petition with the signatures of students from Lake Brantley asking for you to return to the school. I also informed you that the City Manager met with the student who brought in the petition. This student spoke very highly of you and how you made a significant difference in her life.

There is no question, you did do an exceptional job as the School Resource Officer at Lake Brantley High School, and you did make a significant difference at the school. With that said, you also made two significant errors in judgment in a 10 day span that can not be tolerated. Additionally, you had a similar incident on October 6, 2009, prior to becoming the School Resource Officer, where you exercised poor judgment while giving a presentation for the Citizen's Public Safety Academy. While these incidents do not necessarily overshadow the excellent work you did at the school, they do establish a pattern of poor judgment that is concerning especially when working in a school environment with teachers and students. For this reason, I have decided to reassign you from the School Resource Officer position at Lake Brantley High School to the Patrol Division.

You are also awarded the recommended Formal Notice, and will be required to attend Sensitivity Training.

You are reminded that future violations of this particular directive will result in more serious corrective action up to and including termination. You may avail yourself of the Appeals/Grievance Procedures provided by City Policy 400-010.

Approved
 Disapproved


J. Michael Deal
Interim Chief of Police

Date: 11 / 30 / 11

EMPLOYEE SIGNATURE: 

11 / 30 / 11