



C . A . R . E . S .

SHERIFF MARCOS R. LOPEZ

Meeting Minutes

Date: Tuesday, October 5, 2021

Time Scheduled: 6:00 p.m. **Started:** 6:05 P.M. **Ended:** 7:15 P.M.

Location: Osceola County Sheriff's Office Complex
2601 E. Irlo Bronson Memorial Highway
Kissimmee, FL 34744
Training Rooms: B & C

Welcome/Pledge of Allegiance: Captain James Spain

Invocation: Chaplain Carl Foster

1. INTRODUCTION:

- a) Captain James Spain introduced attending Command Staff Sheriff Marcos Lopez, Chief John Haydel, Major Wiley Black, Major Dan Weis, Major Bobby Yawn, Executive Director Nirva Rodriguez, and General Council Deborah Barra. Captain Spain read Sheriff Marcos Lopez's biography.
- b) Captain Spain invited Sheriff Marcos Lopez to speak about the C.A.R.E.S. Program and his campaign promise to create transparency within the community.
- c) Sheriff Marcos Lopez presented board members with honorary badges.
- d) Captain Spain reviewed C.A.R.E.S. purpose, policy, and the process of appointing board members.
- e) Captain Spain turned the floor over to Chairman Fred McCrimon to officially start the meeting.

2. CALL TO ORDER:

- a) Chairman McCrimon called the meeting to order at 6:16.

3. ROLL CALL: Completed by: Captain James Spain

<u>Committee Members Present:</u>	Mr. Ronald "Fred" McCrimon, Ms. Lissette Campos, Mr. Hector Acosta, Mr. David Couch, Mr. Owen McCurdy, Mr. Michael Bast
<u>Committee Members Absent:</u>	Pastor Leonard Thompson
<u>Speakers and Presenters:</u>	Lieutenant Ed Olesen, Detective Aaron Young

4. APPROVAL OF MINUTES

- a) Chairman McCrimon made a motion for the approval of minutes from the July meeting. The motion was seconded by Mr. Bast and Ms. Campos. The board unanimously approved the minutes.
- b) Chairman McCrimon stated that they voted on vice-chair in the July meeting, he didn't personally nominate Pastor Leonard Thompson.
- c) The minutes were unanimously approved.

5. HOUSEKEEPING AND UNFINISHED BUSINESS:

- a) The board members were given copies of the Recruiting Application and Selection, agency policies, a copy of Lieutenant Ed Olesen's Recruitment presentation, a copy of the 2021 Recruitment Action Plan, a copy of the DeJulio I.A. Summary, and supporting documentation for review and records.
- b) The board voted and approved all unfinished business.
- c) Chairman McCrimon made a motion to allow all board members time to review all the provided documents at home and discuss their questions during the next meeting. The motion was seconded by Mr. Couch. The motion was agreed upon unanimously.
- d) Mr. McCurty requested to get all paperwork prior to any future meetings.
- e) Captain Spain told the board members they will be given a new I.A. summary every board meeting to meet Sheriff Lopez's goal of maintaining transparency.

6. NEW BUSINESS:

- a) Detective Aaron Young conducted a review of Deputy DeJulio I.A. case 0803-2020.
 1. On August 2nd, Deputy DeJulio left an off-duty detail in the Championsgate area to return a pool car and pick up his assigned patrol vehicle. While away from the detail he stopped and backed up two deputies on two separate calls. His actual time spent at the detail was 40 minutes, but he billed out the full 6 hours.
 2. On June 8th, while on FMLA, Deputy DeJulio signed out a pool car, violating agency policy against using agency vehicles for personal use. He put approximately 981 miles on the vehicle and spent \$118.17 using the agency fuel card assigned to the pool car.
 3. When interviewed, Sergeant Glynn stated he was contacted by Lieutenant Griffin asking why Deputy DeJulio was on the east side of the county when he was supposed to be at a detail. Sergeant Glynn contacted Deputy DeJulio and instructed him to contact the vendor about the time away from the detail and to accurately fill out his detail activity sheet to reflect his worked time.
 4. During an interview with Deputy DeJulio he confirmed he utilized an agency vehicle for personal use. Deputy DeJulio did not provide reasoning as to why he was absent from his off-duty detail for 5 hours.
 5. Deputy DeJulio submitted a falsified activity sheet, which did not reflect his time away from the detail.
 6. Mr. Bast asked Detective Young to explain of the terms FMLA, vendor and off-duty detail. Detective Young articulated these terms very well.
 7. Chairman McCrimon asked Detective Young for clarification, as to whether off-duty details were separate from regular duties. Detective Young advised they are.
 8. Mr. Acosta asked Detective Young what discipline Deputy DeJulio received. Detective Young stated Deputy DeJulio was terminated.
 9. Mr. Acosta asked Detective Young if Deputy DeJulio reimbursed the agency for the fuel cost. Detective Young was unable to answer that question, as it was not part of his investigation.
 10. Mr. McCurty asked Detective Young if Deputy DeJulio could appeal. Detective Young advised yes, and he did. The Disciplinary Appeals Board upheld the discipline issued. Deputy DeJulio then appealed to a Career Service board. That board also upheld the discipline.

- b) Lieutenant Olesen introduced the members of the Recruiting Unit and conducted a PowerPoint presentation on Recruiting and Hiring. Topics covered included:
1. What places the Recruiting Unit visits for recruiting purposes.
 2. What the Recruiting Unit is responsible for.
 3. Goals of the Recruiting Unit. Equal Employment Opportunities.
 4. What types of positions are available within the agency.
 5. Demonstrated to the Board Members how to find available job positions posted on the OCSO website.
 6. Explained the process of recruiting a sponsored recruit and non-sponsored recruit.
 7. Explained what governs recruiting. Florida State Statute 943.13 – Officers’ minimum qualifications for employment or appointment.
 8. Accreditation Chapter 8 governs and lays out the process for recruitment.
 9. Accreditation Chapter 9 governs the selection of sworn personnel.
 10. Covered agency policies 375.0 and 376.0 on Recruitment and Application and Selection.
 11. Explained the hiring process that civilian and sworn applicants undergo including: testing, document submission, CVSA/Polygraph test, background investigation, oral review board, conditional offer, drug screening, physical and psychological evaluations.
 12. Presented a video demonstrating the Physical Abilities Test.
 13. Mr. McCurty asked maximum age someone can apply to be a deputy. No age limit as long as you can pass all tests.
 14. Chairman McCrimon asked age limits for someone to go through the academy. Lieutenant Olesen answered, at least 19, but no top out age.
 15. Lieutenant Olesen provided an example of a review board question. He advised there is not a lot of technical questions, more character/moral turpitude questions.
 16. Lieutenant Olesen explained recruiting tactics including: attending local events, social media outlets, Employee Referral Program, hosting job fairs, attending college events, military installations, Army Pays.
 17. Mr. McCurty inquired about Veteran’s Preference. Lieutenant Olesen advised, points are given to the candidate for testing based on service.
 18. Lieutenant Olesen showed a demographic breakdown of applicants submitted from January-August 2021.
 19. Ms. Campos asked what would disqualify an applicant from being hired. Lieutenant Olesen answered that lying or not being forthright on application process.
 20. Mr. Couch asked how many positions available for sworn. Lieutenant Olesen repeated Chief Haydel’s answer of 36, including SSO’s and 17 Dispatch.
 21. Mr. Couch asked about recruiting in the Northern United States. Lieutenant Olesen advised this has been discussed and is a great suggestion.
 22. Mr. McCurty asked about the demographic breakdown of actual applicants hired. Lieutenant Olesen advised he will give that information to Captain Spain to give to the board.
 23. Mr. Couch inquired as to the agency’s biggest problem they run into during recruiting. Lieutenant Olesen advised law enforcement is dealing with a lot of issues right now. The biggest for recruiting is that applicants aren’t able to put themselves through the academy.
 24. Mr. Bast asked how long it takes an applicant to get thru the academy. Lieutenant Olesen advised approximately 6 months.
 25. Mr. Bast asked if every recruit had to go thru the academy. Lieutenant Olesen answered yes, in order to be state certified.
 26. Mr. Bast asked how long it takes to become a deputy. Lieutenant Olesen said the hiring process is about 2 months.
 27. Mr. Couch asked can certification from other state be used in this state. Lieutenant Olesen advised they would have to go through an equivalency test.

28. Mr. Acosta asked how big the agency's I.T. department is; due to him having ties to cybersecurity personnel. Lieutenant Olesen answer he was not sure on the exact number, but directed Mr. Acosta to have any willing applicants apply online.
29. Mr. McCurdy asked how the board received information regarding recruiting statistics. He also asked to have the information before the next meeting.
30. Lieutenant Olesen said he will get answers to Captain Spain for the next meeting.
31. Captain Spain ended all new business.

7. PUBLIC COMMENTS:

- a) No members of the public came forward for public comments. There were no members of the public present.

8. OTHER BUSINESS:

- a) N/A

9. ADJOURNMENT:

- a) The meeting was adjourned at 7:15.

10. NEXT MEETING:

- a) Tuesday, November 2, 2021 at 6:00 p.m. I.A. will present information on the complaint process.

Ronald "Fred" McCrimon
Chairman

OCSO Staff Member