

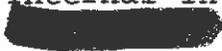
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95-170

DATE: December 10, 1995

TO: Lieutenant Andrew W. Koerick, Executive Officer  
Professional Compliance Unit  
via Chain of Command

FROM: Lieutenant David J. Carry, Executive Officer  
West Broward - District VIII

SUBJECT: Internal Investigation  


COMPLAINANT

Lieutenant David J. Carry

CCN 3033

ALLEGATIONS

Violation of Broward Sheriff's Office Policy & Procedures

2.2.48	Distraction from Duty
1.10.9	Supervisory Responsibility
2.2.72	Meeting BSO Standards
2.2.43	Truthfulness in BSO Matters

STATEMENTS

Deputy Alexander Coto  
Deputy James Dyer  
Sergeant John Wolf

Deputy Neal Glassman  
Deputy Lee Martin  
Deputy Jay Zager

EXHIBITS

None

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## SUMMARY

### November 8, 1995 (several days prior to this date)

This writer received sketchy information regarding members of the Alpha Shift responding to Sergeant John Wolf's house while on duty to watch the Mike Tyson vs. Peter McNealy fight on television. The event aired on or about August 19, 1995.

### November 8, 1995

This writer spoke with Deputy Neal Glassman who served as OIC for the Alpha Shift on the date in question (08/19/95 for 08/20/95).

Deputy Glassman confirmed that all the deputies working the Alpha Shift on this date, except for Deputy James Dyer, responded to Sergeant Wolf's house, located in the city of Plantation. The purpose of going to Sergeant Wolf's house was to watch the Tyson vs. McNealy fight.

Deputy Glassman was very concerned with how the information was received by this writer. Deputy Glassman stated that only the deputies at Sergeant Wolf's house and Deputy Dyer knew about the incident.

This brief conversation with Deputy Glassman concluded with this writer advising Deputy Glassman that this incident may in fact become an official internal investigation.

After briefing Chief Timothy Gillette, Commander of the West Broward District, subsequent to the conversation between this writer and Deputy Glassman, a complaint control form was completed and forwarded to the Professional Compliance Unit.

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### November 27, 1995

The complaint form was returned to District VIII indicating that the investigation had been assigned to Chief Gillette. Chief Gillette assigned the case to this writer for follow up investigation.

### November 29, 1995

At approximately 9:20 a.m., this writer met with Deputy Neal Glassman at the District VIII office for the purpose of taking a sworn taped statement from Deputy Glassman as a subject employee.

Present with Deputy Glassman was Deputy Greg Maison representing Deputy Glassman on behalf of the F.O.P. In brief, Deputy Glassman relayed the following information.

Deputy Glassman stated that plans were made for the Alpha Shift to go to Sergeant Wolf's house to watch the Tyson vs. McNealy fight.

Deputy Glassman stated he was not sure if he spoke to Sergeant Wolf directly or other members of the Alpha Shift, however, he was aware of the plans to meet at Sergeant Wolf's house to view the Tyson vs. McNealy fight several days prior to the event which aired 08/19/95.

Deputy Glassman stated there was a \$10 fee to be paid to Sergeant Wolf but he (Deputy Glassman) never paid and did not know if any other deputy on the Alpha Shift paid the fee.

Deputy Glassman stated that on the date of the incident (08/19/95), as the OIC, he held Roll Call at the District VIII office at 10:30 p.m. After Roll Call, the deputies who were present (Deputies Coto, Martin, and Zager), except Deputy Dyer, agreed to go meet at Sergeant Wolf's house to view the Tyson vs. McNealy fight.

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Deputy Glassman advised that he arrived at Sergeant Wolf's residence some time after 11:00 p.m. Deputy Glassman was not sure if he was the first to arrive, but after a short time, Deputies Coto, Zager, and Martin were present at Sergeant Wolf's residence along with Sergeant Wolf.

Deputy Glassman stated that Deputy Dyer did not show up at Sergeant Wolf's residence. Deputy Dyer remained on duty.

Deputy Glassman stated that when he arrived at Sergeant Wolf's house, the Tyson vs. McNealy fight was not on yet. Deputy Glassman remained at Sergeant Wolf's residence until the Tyson vs. McNealy fight was broadcast.

After the Tyson vs. McNealy fight, Deputy Glassman left Sergeant Wolf's house, along with the other deputies who were present. Deputy Glassman stated that he spent only a total of approximately 15 minutes at Sergeant Wolf's house.

Deputy Glassman stated he knew what he was doing, and what he allowed the deputies on his squad to do was wrong. Deputy Glassman stated he exercised poor judgement.

Deputy Glassman stated he knew that Deputy Dyer was the only Alpha Shift deputy on patrol during the time the remainder of the Alpha Shift deputies were at Sergeant Wolf's house.

Deputy Glassman stated that nothing compelled him or the other deputies to go to Sergeant Wolf's residence only the magnitude of the fight.

Deputy Glassman stated he was never concerned about the consequences of involving himself in this type of violation.

This writer asked Deputy Glassman why he allowed the entire Alpha Shift to violate Broward Sheriff's Office

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policy and procedure by responding to Sergeant Wolf's house to conduct personal business, i.e., watch the Tyson vs. McNealy fight. Deputy Glassman stated it was poor judgement and he did not realize the ramifications of it.

### November 29, 1995

At approximately 11:15 a.m., this writer met with Deputy Lee Martin at the District VIII office for the purpose of taking a sworn taped statement as a subject employee in this investigation.

Deputy Martin chose not to have representation from the F.O.P., P.B.A., or private attorney.

In brief, Deputy Martin stated the following:

**NOTE:** Prior to the taped statement, Deputy Martin was very concerned with how this writer learned about this incident. Deputy Martin stated that only the deputies on the Alpha Shift and Sergeant Wolf knew about the incident. This writer advised Deputy Martin the information was confirmed by Deputy Glassman - nothing further.

Deputy Martin stated that approximately one week prior to the incident in question, he was having a conversation with Sergeant Wolf and some other Alpha Shift deputies about the Tyson vs. McNealy fight.

During the conversation Sergeant Wolf, agreed to purchase the fight on Pay Per View at his residence and the Alpha Shift could come to his house to watch the event.

Deputy Martin stated he paid Sergeant Wolf \$10 towards the cost of the Pay Per View, but was not sure if other Alpha Shift deputies paid Sergeant Wolf.

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Deputy Martin stated that Sergeant Wolf did not demand the payment, but he (Deputy Martin) felt it was the "gentlemanly thing to do."

On the night of the Tyson vs. McNealy fight, Deputy Martin attended Roll Call at the district office at 10:30 p.m. along with the other deputies working Alpha Shift. Roll Call was conducted by OIC Glassman. During Roll Call, everyone agreed to meet at Sergeant Wolf's house after Roll Call to watch the Tyson vs. McNealy fight. This conversation included OIC Glassman.

After Roll Call, Deputy Martin left the district office and respond to Sergeant Wolf's residence, arriving some time after 11:00 p.m. Deputy Martin was not sure exactly what time it was.

Deputy Martin stated he did not recall if any other Alpha Shift deputies were present prior to his arrival but eventually Deputy Coto, Deputy Zager, and OIC Glassman were present along with Sergeant Wolf.

Deputy Martin stated they all arrived prior to the actual Tyson vs. McNealy fight and remained until immediately after the fight concluded.

Deputy Martin estimated he was at Sergeant Wolf's residence no more than half an hour.

Deputy Martin stated that himself and Deputy Glassman left together and believed that either Deputy Coto or Deputy Zager left prior to the Tyson vs. McNealy fight being broadcast.

This writer asked Deputy Martin if he contacted Deputy Dyer after leaving Sergeant Wolf's house to find out why Deputy Dyer did not attend. Deputy Martin stated that he did not.

This writer asked Deputy Martin if there was any overwhelming factor that would lead the entire Alpha

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Shift (except Deputy Dyer) to leave the district to watch the Tyson vs. McNealy fight at Sergeant Wolf's house.

Deputy Martin stated that it was a big event and everyone could not take the night off and he (Deputy Martin) and the other deputies present wanted to see the fight so they went.

Deputy Martin stated they did not consider the ramifications of committing this violation. Deputy Martin did state what he did was wrong and he should not have participated.

Deputy Martin stated that Sergeant Wolf knew they were on duty the night of the Tyson vs. McNealy fight.

Deputy Martin also stated that Sergeant Wolf knew they would be on duty when they were planning the event and never discouraged them from participating.

Deputy Martin stated that at the time he was at Sergeant Wolf's residence, Sergeant Wolf never asked them to leave because they were on duty, or even inquire about their duty status.

### November 29, 1995

At approximately 3:20 p.m., this writer met with Deputy James Dyer at the District VIII office for the purpose of taking a sworn taped statement as a witness employee in this investigation.

In brief, Deputy Dyer stated the following:

Deputy Dyer stated he was unaware Alpha Shift deputies were invited to Sergeant Wolf's house to watch the Tyson vs. McNealy fight until Roll Call the night of the event.

Deputy Dyer stated he was not involved in any of the planning of the event and no one advised him Sergeant

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Wolf was inviting Alpha Shift deputies to his home to watch the Tyson vs. McNealy fight.

Deputy Dyer stated while he was attending Roll Call the evening of the Tyson vs. McNealy fight, he was given an open invitation to attend the viewing of the fight at Sergeant Wolf's residence.

Deputy Dyer advised the deputies he was not going to participate and remained in service on the road.

Deputy Dyer stated that shortly after Roll Call he began taking calls as they came in, knowing that he was probably the only Alpha Shift deputy in the district.

Deputy Dyer stated he made no arrangements with anyone to handle the calls, so the other deputies could stay at Sergeant Wolf's house. Deputy Dyer simply took it upon himself to handle the calls because he was in the district and 10-8 (in service) and was available.

This writer asked Deputy Dyer if he was concerned with the fact that he was the only Alpha Shift deputy in the district for some period of time.

Deputy Dyer stated he was not overly concerned but it was fair to say he was mindful of the fact that he believed himself the only Alpha Shift deputy in the district at that time.

Deputy Dyer stated that no one on the Alpha Shift, including OIC Glassman, contacted him regarding any concerns he had about being the only Alpha Shift deputy in the district for some period of time.

Deputy Dyer stated he did not participate in watching the Tyson vs. McNealy fight at Sergeant Wolf's house because he did not feel comfortable leaving the district and his assigned area and because he was supposed to be in the district and on duty.

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November 30, 1995

At approximately 2:25 p.m. this writer met with Deputy Alexander Coto at the District VIII office for the purpose of taking a sworn taped statement as a subject employee in this investigation.

Deputy Coto chose not to be represented by the F.O.P., P.B.A., or private attorney.

In brief, Deputy Alexander Coto stated the following:

Deputy Coto stated he was told by other deputies on the Alpha Shift about meeting at Sergeant Wolf's house to view the Tyson vs. McNealy fight. Deputy Coto stated he did not remember when he was told, or by whom, or how far in advance of the fight date.

Deputy Coto stated there was conversation about going to Sergeant Wolf's house to view the Tyson vs. McNealy fight at Roll Call the night of the incident.

Deputy Coto stated he may have paid Sergeant Wolf some money towards the cost of the Pay Per View, but he could not recall for sure. Deputy Coto stated he did not believe it was mandatory to pay Sergeant Wolf to see the fight.

Deputy Coto stated that on August 19, he attended Roll Call like normal, left the district office after Roll Call, handled a call, did some patrolling, and then went to Sergeant Wolf's house.

Deputy Coto stated he arrived at Sergeant Wolf's house at (approximately) between 11:30 p.m. and 12:00 a.m.

Deputy Coto stated that Deputy Glassman, Deputy Martin, Deputy Zager, and Sergeant Wolf were also present.

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Deputy Coto stated that he stayed at Sergeant Wolf's house for approximately 10 or 15 minutes, leaving shortly after the Tyson vs. McNealy fight was over.

Deputy Coto stated Sergeant Wolf never asked him about his duty status when he arrived at Sergeant Wolf's house and in fact, invited him in as if there was nothing wrong with him being there.

Deputy Coto stated that he was concerned with the fact he was at Sergeant Wolf's house out of the district watching the Tyson vs. McNealy fight which is why he did not stay at Sergeant Wolf's house too long.

Deputy Coto stated he knew what he was doing was wrong but there was nothing compelling him to go to Sergeant Wolf's house, "just stupidity."

### November 30, 1995

At approximately 4:30 p.m., this writer met with Deputy Jay Zager at the District VIII office for the purpose of taking a sworn taped statement as a subject employee in this investigation.

Deputy Zager chose not to be represented by the F.O.P., P.B.A., or private attorney.

In brief, Deputy Zager stated the following:

Deputy Zager stated he was not sure how the event was planned regarding going to Sergeant Wolf's house to watch the fight.

Deputy Zager stated he may have spoken with Sergeant Wolf about viewing the fight at his house some time prior to the date of the event on August 19, 1995.

Deputy Zager stated the night of the incident, he more than likely attended Roll Call at the district office but

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may have had to stop at the Service Center and missed some of the Roll Call.

Deputy Zager arrived at Sergeant Wolf's residence sometime after 11:00 p.m. to view the Tyson vs. McNealy fight.

Deputy Zager stated all the deputies working Alpha Shift on the date in question were present except for Deputy Dyer.

Deputy Zager stated he spent approximately 15 minutes at Sergeant Wolf's residence but had to leave prior to the actual Tyson vs. McNealy fight to answer a call and never returned to Sergeant Wolf's house that night.

Deputy Zager stated that Sergeant Wolf knew all the deputies present were on duty especially since he (Deputy Zager) had to leave to answer a call.

Deputy Zager stated he knew that responding to Sergeant Wolf's house while on duty to watch the Tyson vs. McNealy fight was not a good thing to do. However, Deputy Zager felt the amount of time he spent at Sergeant Wolf's house would be so small that the overall harm for a few minutes of indiscretion won't hurt.

Deputy Zager stated he would not do it over again.

#### December 6, 1995

At approximately 10:15 a.m., this writer met with Sergeant John Wolf in the Professional Compliance office for the purpose of taking a sworn taped statement.

Sergeant Wolf is a subject employee in this investigation. Also present with Sergeant Wolf was David A. Sabot, Staff Attorney for the Broward County Police Benevolent Association.

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In brief, Sergeant Wolf stated the following:

Sergeant Wolf stated he did not recall how it came about that members of the Alpha Shift arrived at his home on August 19 to view the Tyson vs. McNealy fight.

Sergeant Wolf stated it was common knowledge that he was having the Tyson vs. McNealy fight broadcast at his house as he offered anyone from the Charlie Shift an invitation to come if they wanted to.

Sergeant Wolf stated that, "up until the time they showed up, I had no idea they were coming."

Sergeant Wolf stated it was common knowledge several weeks prior to the fight that deputies were welcomed to come to his home to watch the fight.

Regarding the night of the fight; at first Sergeant Wolf stated he only remembered Deputy Glassman was present. Sergeant Wolf stated that other deputies were there, but he did not remember who they were because he had been drinking (inferring alcoholic beverages).

Sergeant Wolf stated that Deputy Martin must have been there since he paid him some money to off set the cost of the Pay Per View.

Sergeant Wolf stated he received money in his mail box at the district office from one other deputy to off set the Pay Per View cost, but did not remember the amount of money or who it was from.

Sergeant Wolf stated no one was required to pay, but he did say it would be nice to get some money from the deputies present at his home considering the amount of the fight. Sergeant Wolf did not recall the cost.

Sergeant Wolf stated that deputies arrived at his home prior to the Tyson vs. McNealy fight (actual fight) starting, but he did not remember what time exactly.

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Sergeant Wolf stated that the deputies stayed a short time but he did not know how long they were there.

Sergeant Wolf stated that all the deputies left his residence immediately after the actual Tyson vs. McNealy fight.

Sergeant Wolf stated he was not aware of the deputies duty status at the time they were at his house, he was not in charge of the shift at that time.

Sergeant Wolf stated he was aware they were in uniform but did not know if they were listening to their radios because he was off duty watching TV.

Sergeant Wolf stated that when the deputies came through the door, he did not challenge them as to what zone they were working or what their status was, "they knocked on the door they were invited in."

This writer asked Sergeant Wolf if he had any supervisory responsibility as a District VIII supervisor at that point. Sergeant Wolf stated he did not have any supervisory responsibility since he was off duty.

This writer asked Sergeant Wolf if he ever considered the ramifications of being caught. Sergeant Wolf stated he was off duty and he was not in charge of the shift and, "until they actually showed up at the door I had no idea who was coming or who would show up."

Sergeant Wolf stated he knew that Deputy Glassman was the OIC but never asked him about the duty status of the deputies present.

This writer asked Sergeant Wolf, as a supervisor with the Broward Sheriff's Office, if he had any concerns with the fact that he had deputies at his house out of the district while on duty to conduct personal business.

Sergeant Wolf stated that his home was not far outside the district and it was never like they were twenty miles

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away. He had no fear that they could not get to a call quickly from his home. In addition, he had no idea if other deputies were out there to assist.

Sergeant Wolf stated, "it was Deputy Glassman's responsibility to prepare for it wasn't my responsibility."

This writer asked Sergeant Wolf if he knew that Deputy Dyer was the only deputy in service in the district during that time. Sergeant Wolf stated he would have to speculate if he answered yes, so he would have to say no. Sergeant Wolf added that Deputy Dyer was not the only deputy in the district, "because you have the detail deputy out there," referring to the Town Foundation deputy and the Windmill Ranches detail deputy.

This writer asked Sergeant Wolf if he knew that the conduct of the deputies at his house and his own was a violation of policy and procedure. Sergeant Wolf stated he did not consider his conduct a violation because he was off duty.

Sergeant Wolf did not consider the actions of the Alpha Shift deputies who were present at his home a violation of policy and procedure because, "things only become a violation of procedure when someone was head hunting someone else."

Sergeant Wolf further stated if his home was in Coconut Creek, he might have asked the deputies who showed up at his house if they were working. However, since his house was a short distance from the district and the deputies did not spend a lot of time there, he did not feel it was a problem.

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## FINDINGS

Sergeant John Wolf

CCN 2729

## VIOLATION

Supervisory Responsibility

1.10.9(A,B,C, & D)

TO WIT:

Sergeant John Wolf violated this policy of the Broward Sheriff's Office by failing to take any supervisory action to prevent the deputies in question from leaving the district while on duty to conduct personal business, i.e., watching television.

Sergeant Wolf encouraged the deputies in question to violate BSO Policy & Procedure 2.2.48 - Distraction from Duty and 2.2.72 - Meeting BSO Standards. Sergeant Wolf accomplished this by providing the deputies in question a place to commit said violations, to wit, his personal residence.

Sergeant Wolf also failed to meet his supervisory responsibility by participating in the advanced planning of this event with members of the Alpha Shift he knew would be on duty at the time of the Tyson vs. McNealy fight.

Sergeant Wolf had no concern for the Policy and Procedure of the Broward Sheriff's Office and stated on more than one occasion during his taped statement that he had no responsibility for the actions of the Alpha Shift deputies that came to his home because he was off duty at the time.

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The office manual is explicitly clear that "Employees are accountable for using or failing to use their authority" (1.10.9). Sergeant Wolf failed to use his authority to prevent the Alpha Shift deputies in question from committing policy violations in his presence.

## VIOLATION

### Meeting Office Standards

2.2.72

#### TO WIT:

Sergeant Wolf violated this policy by failing to perform his duties as a first line supervisor in a manner which tends to establish and maintain the highest standards of efficiency, competency, and professionalism.

Sergeant Wolf allowed on duty deputies in his home to conduct personal business, leaving only one active Alpha Shift deputy in service in the entire district.

Sergeant Wolf stated during his sworn taped statement that he never challenged the deputies as they came through the door asking them if they were working, or their zone assignment, or what their status was.

Sergeant Wolf stated they knocked on the door and they were invited in. Sergeant Wolf's lack of concerns for the duty status of the deputies responding to his home shows a complete unwillingness to perform assigned duties or satisfy standards of performance established for the position which he fulfills, i.e., Sergeant - First Line Supervisor (2.2.72(c)(2)).

Sergeant Wolf's failure to perform his duties as a sergeant, i.e., first line supervisor, resulted in one Alpha Shift deputy in service in District VIII during the time the remaining Alpha Shift deputies were in Sergeant Wolf's residence watching television.

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This action completely undermines the authority of the District VIII command, places the lone deputy on patrol at great personal risk, and depending on the location of Deputy Dyer in the event he needed back up from any of the Alpha Shift deputies at Sergeant Wolf's home in Plantation, they may have taken up to 20 minutes to arrive.

In fact, Sergeant Wolf's house is only close to the boundaries of 806 zone where Deputy Martin was assigned. Sergeant Wolf's home is within two miles of 806 zone, but more than 10 miles from 801 zone where Deputy Coto was assigned. Sergeant Wolf's home is more than 15 miles from sections of 805 zone where Deputy Zager was assigned and more than 20 miles away from sections of 804 zone which would also be covered by Deputy Zager.

Sergeant Wolf's unwillingness to perform his duties allowed the district (Alpha Shift) to perform at a substandard level of efficiency, competency, and professionalism.

In addition, the minimum staffing level established to provide the minimum level of safety for the deputies working and the minimum level of acceptable service to the community was jeopardized so that deputies could entertain themselves at Sergeant Wolf's residence.

## VIOLATION

Truthfulness in BSO Matters

2.2.43

TO WIT:

Sergeant Wolf made a false statement to this writer during his sworn taped statement on 12/06/95.

On two different occasions during his sworn statement, Sergeant Wolf told this writer that he had no idea that

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the Alpha Shift deputies were coming to his home to view the Tyson vs. McNealy fight until they showed up at the door.

Sergeant Wolf stated he invited anyone from the Charlie Shift to come to his home to watch the fight. Sergeant Wolf did not remember inviting any member of the Alpha Shift to attend.

On Friday, October 8, 1995, this writer interviewed all of the Charlie Shift deputies that Sergeant would have supervised on or about the time of the Tyson vs. McNealy fight. Only two deputies, Deputy Aversano and Deputy Yurchuck, stated that Sergeant Wolf invited them to view the Tyson vs. McNealy fight at his home in Plantation. Both deputies stated that Sergeant Wolf's invitation was during a one-on-one conversation, not an open format such as a Roll Call. None of the other Charlie Shift deputies appeared to know anything about the incident occurring.

The statement by Sergeant Wolf, that he was unaware that Alpha Shift deputies were coming to his house to watch the fight, was contradicted by the members of the Alpha Shift that watched the event at Sergeant Wolf's home on August 19, 1995.

On November 29, 1995, Deputy Glassman advised this writer prior to his taped statement that he did not understand how this writer found out about this incident since only the deputies on the Alpha Shift and Sergeant Wolf knew about the incident. Prior to Deputy Martin's taped statement, he (Deputy Martin) also made a similar statement advising this writer that only the Alpha Shift deputies and Sergeant Wolf were aware of the incident.

During his taped statement, Deputy Martin advised this writer that he spoke with Sergeant Wolf personally about viewing the fight at his (Sergeant Wolf's) house approximately one week prior to the Tyson vs. McNealy fight. In fact, Deputy Martin stated that it was his (Deputy Martin's) and Sergeant Wolf's idea to get the

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Alpha Shift together at Sergeant Wolf's residence to watch the fight.

Deputy Coto stated that he knew in advance of the plans to have the Alpha Shift view the Tyson vs. McNealy fight at Sergeant Wolf's house. Deputy Coto did not recall if he spoke to Sergeant Wolf personally about meeting at his residence.

Deputy Zager stated he was not sure how the plans were made to view the Tyson vs. McNealy fight at Sergeant Wolf's house but he did know in advance and he probable spoke with Sergeant wolf personally about meeting at his residence to view the Tyson vs. McNealy fight.

Sergeant Wolf was transferred from the Alpha Shift approximately one month prior to the Tyson vs. McNealy fight and had previously supervised the Alpha Shift for more than a year and a half. Sergeant Wolf had an excellent rapport with the Alpha Shift deputies and there is no reason to believe that Sergeant Wolf was not completely aware that Alpha Shift deputies (particularly the ones that had shown up at his house) were going to be there to watch the Tyson vs. McNealy fight as planned.

Throughout Sergeant Wolf's statement, he had selective memory loss. Sergeant Wolf only remembered details that minimized the culpability of his actions and the actions of the deputies at his home viewing the Tyson fight. At one point, Sergeant Wolf stated he did not recall which deputies were at his home to view the fight, except for Deputy Glassman.

Sergeant Wolf stated that until he read the complaint control form, he wasn't familiar with any of the names that were there. Even after this writer asked Sergeant Wolf if looking at the complaint control form refreshed his memory he stated, "I really can't say, I'd still have to be speculating," yet Sergeant Wolf has strong recollection that whoever was there was there for only a short time and they were not offered any alcoholic beverages and did not drink any alcoholic beverages.

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Sergeant Wolf knows for sure that the deputies arrived prior to the Tyson fight and left immediately after the match, but can't say for sure how long the deputies stayed at his home. Sergeant Wolf could only say it was a short period of time. Sergeant wolf clearly recalled details that minimized the severity of the violations.

### DISCIPLINARY ACTION RECOMMENDED

Due to the fact Sergeant Wolf is currently being investigated for similar policy and procedure violations, (PC10-95-0513) this writer is recommending that this case be forwarded to the Professional Standards Review Board for disciplinary action.

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## FINDINGS

Deputy Neal Glassman

CCN 5961

## VIOLATION

Supervisory Responsibility

1.10.9(A,B,C, & D)

TO WIT:

Deputy Neal Glassman violated this policy of the Broward Sheriff's Office by failing to take any supervisory action to prevent this incident from occurring.

Deputy Glassman was assigned as permanent OIC (Officer In Charge) on the Alpha Shift to replace Sergeant O'Loughlin who resigned in July, 1995.

Deputy Glassman assumed the position of shift supervisor on Sergeant Huff's days off, i.e., Saturdays and Sundays. Sergeant Huff is the only Sergeant assigned to the Alpha Shift due to manpower shortages. Deputy Glassman had assumed the position of Shift Supervisor, OIC, on numerous occasions prior to August 19, 1995.

Deputy Glassman completely disregarded his responsibility as a supervisor. In fact, Deputy Glassman encouraged the deputies on his squad to commit violations of policy and procedure such as distraction from duty (2.2.48) and meeting BSO Standards (2.2.72) by allowing them to commit these violations in his presence with his approval.

Deputy Glassman knew about the event in advance, took part in the conversation at Roll Call on the night of the Tyson vs. McNealy fight where the deputies present agreed to meet at Sergeant Wolf's house after Roll Call to watch the Tyson vs. McNealy fight.

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Deputy Glassman responded to Sergeant Wolf's house, met three deputies he was supposed to be supervising (Coto, Martin, Zager), and allowed them to conduct personal business while on duty out of their assigned district.

Deputy Glassman failed to use his delegated authority to prevent the listed violations and failed to require his employees to follow all policies and procedures in the performance of their duty (1.10.9(d)(3)).

## VIOLATION

### Meeting BSO Standards

2.2.72

TO WIT:

Deputy Glassman failed to meet BSO standards by failing to assume the responsibilities of his position.

Deputy Glassman failed to exert his authority by allowing his subordinates to leave the district while on duty, leaving one Alpha Shift deputy at great personal risk to cover the entire district. This action demonstrates Deputy Glassman's unwillingness to perform assigned duties or satisfy performance requirements established for his position as OIC (2.2.72(c)(2)).

Deputy Glassman's poor judgement and complete disregard for the policy and procedures of the Broward Sheriff's Office, along with his disregard for his authority and responsibility as an OIC clearly demonstrates that he did not perform his duties in a manner which tends to establish and maintain the highest standards of efficiency, competency, and professionalism (2.2.72(b)).

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## VIOLATION

Distractions From Duty

2.2.48

TO WIT:

Deputy Glassman violated this policy by engaging in personal business while on duty which caused him to neglect his duty, to wit: failing to supervise the Alpha Shift, allowing his employees to openly commit violations of Broward Sheriff's Office policy and procedure.

## RECOMMENDED DISCIPLINARY ACTION

By his own admissions, Deputy Glassman violated policy 1.10.9 Supervisory Responsibility, Meeting BSO Standards 2.2.72, and Distractions From Duty 2.2.48, this writer recommends the following:

1. Four (4) days suspension without pay.
2. Loss of FTO status and pay for one (1) year, to be reinstated only upon satisfactory performance review.