

- **1st PAT: Nick Gradia and Chris Watson (6/20/15)**
 - I was the last person to complete the test, two other girls went before me, I showed them tips so they could be successful, Nick and Chris were nice to them from what I could hear but one girl did not complete the PAT and the other was way over time, when I started the two started saying things like "you can't do this." The whole test they played mind games and were discouraging, at the time I had no idea who either were, Lt Gradia walked up to me after we had cleaned up and said, "I expected more out of you." I was completely caught off guard by their negative comments.
 - Chief Sanders used terms such as "sexy" and "baby" during the PAT. He told one guy getting his vitals taken to "come on over here and sit down by this sexy little thing."
- **2nd PAT Passed (7/18/15)**
- **Sexual Harassment Talk: Chief Sanders (No Date)**
 - I do not recall the exact date but I was asked to bring my certifications to Chief Sanders. It was sometime after I had been interviewed for the career position. Chief Grace had already called my father and told him I was #1 on the hiring list.
 - Chief Sanders sat me down in his office and gave me my "sexual harassment" talk. He told me "there would be a certain level of sexual harassment I would have to just deal with." "I would not report it." "I needed to feel comfortable enough to confront the other firefighter and tell him to stop."
- **Department Orders: Ivy Lett**
 - I went to have my picture taken for my badge and other pre-employment paperwork with Ivy Lett at Public Safety. I watched Ivy send out an email with my picture to the whole department. I did not have access to county email so I do not receive this email. Ivy stated she was told by administration to send out a new hire email with my picture attached. It was to my surprise to find out that was not common practice. The next three new hires: Will Smith, Chris Williams and Ben Helms had a similar email sent out with all their pictures. After their email the department went back to its standard practice of announcing new hires through department orders without pictures.
- **1st Day of Work: Lt Akerman (10/24/15)**
 - My first day of work I was station at St. 19 with Lt Akerman. The Lt followed me around all day. He even watched me workout during what he told me was my "mandatory one hour workout time." I found it strange that no one else including him worked out that shift. Later that night he decided he wanted to go over my evaluation with me. At this time he told me that, "None of the battalion chiefs want you. Chief Hollingsworth got stuck with you because he's the newest battalion chief. You were sent to St. 19 so no one has to deal with you or train you."

- **St. 19: James Reed (10/24/15 – 1/1/16)**
 - During my time at St. 19 Reed started to get too comfortable with me. He started to use "Bitch" as a nickname like he used "Weasel" for Quina. He was very careful when he used it. He would just mouth the word if Lt Garrett were around so he would not get caught. He also smoked a lot of cigarettes and would throw the cigarette butts on the ground. If I were outside when he was smoking he would blow cigarette smoke in my face.
 - Lt Akerman ended up being right in a way. I continued to ask to train and pull lines. The answer was always "no" or "not today". If we did do any training it was "table top" and I would be told to put more hours in FireHouse than we actually did. The only real training I got at St. 19 was how to write up a FireHouse report
 - Reed printed me off a City of Pensacola application and told me to go work there
- **My 1st Union Meeting: Chris Watson (11/12/15) (?)**
 - I recognize Lt Gradia and Watson from the PAT. I was told prior to going to the meeting that I had a six-month probation period so I was not allowed to talk or vote during the meeting. During the meeting a motion was brought to the floor to change the (2 years with ECFR + 3 years with another career department, 5 years total to promote to 5 years total with ECFR before you can promote) Watson's reasoning behind the motion was (pointing at me) because, "She could be an officer in 2 yrs." The motion passed.
- **Thanksgiving: James Reed (11/26/15)**
 - Lt Garrett was off on annual leave (AL). Reed was acting LT. He showed up smelling of alcohol, stumbling, out of uniform and unshaved. I was about to go call the Bat Chief when Public Safety Director Chief Weaver pulled up. Chief Weaver shook his hand and made no big deal of his appearance. I knew if he wasn't going to do anything about it then I wasn't going to get anywhere with a Bat Chief. (At least he wasn't driving the truck.)
 - Chief Grace recalled this exact story from Chief Weaver's point of view in the meeting with Dad in 2017
- **Maxim in Women's Bathroom: St. 14 (11/30/15)**
 - I worked over time with Lt Rasnick and Jeff Tavener. (Lt Rasnick's expectations: "Any form of obscene material will not be tolerated in the station or the truck. (I don't care if it's on your own computer or on a non-county network. Zero tolerance will be enforced. This is your one and only warning.") When I showed Lt Rasnick the magazine I was told to put it back and leave it alone. Since my shift at St 14 the bathroom has been changed from a women's bathroom to a male/female bathroom.
 - The public can use this bathroom at anytime.
- **St 7 (1/4/16 – 1/13/16)**

- At this time Lt Allen offered me two weeks of training at St.7, Lt. Allen and Chief Hollingsworth were made aware of the issues at St.19. I was then moved to St.11 (1/16/16)
- **Beyond Minimum Standard Class (BMSC)**
 - Nick Segner punched Jason Crabbe in his private area. Segner is now known around the department as, "dick puncher" or something to that extent. Tension between the two kept rising as the class progressed. No instructors would address it. Crabbe and Segner got into a screaming matching behind Station 12 during a break. The guys in class, senior firefighters from St. 12, and instructors were egging it on and trying to get them to fight. Knowing Crabbe's character and no one was going to step up to stop this I got in between the two and walked Crabbe out to the parking lot to get away from the situation. I reminded him if they did get in a fight he would lose his job. Crabbe was frustrated but calmed down because he knew it was the right thing to do. He has thanked me on multiple occasions for getting him out of that situation and preventing the fight.
- **St. 11 Mold Issue: Fire Administration**
 - Mold was discovered during the first few weeks of the career crews moving into Myrtle Grove. I do not have those dates or emails. Lt McGuffey handled notifying administration.
 - St 11 Closed on (6/24/16)
 - Lt McGuffey notified admin I was having a _____ because my _____ and other members at St. 11 were also sick. _____; did eventually c _____
During my work physical (9/22/16) I was sent back to my _____
From there I was sent to an _____
(10/31/16) and _____ t (10/20/16). I was having _____ st _____
_____ in the station.
diagnosed _____ . Medical records are available from _____
 - (7/13/16) Administration tried to move crews back into St. 11 while I was on AL at the Pediatric Burn Camp I volunteer at, I was told by Lt McGuffey risk management eventually denied fire admin the OK to move back in.
 - (8/17/17) Lt Menda was working at St 4 on A Shift. During pass down Lt Menda mention that they had moved back into St 11 and there was still mold on the windows. He called the Battalion Chief to come see it. The Bat Chief said because of a fatal fire close to St 11 they were told to continue living in the station. They would not be moving again.
- **Hostile Work Environment: Watson (6/20/15 – present)**
 - During my time at St. 11 Watson made 3 trips by in the morning. The first trip was to give a speech to the B watch crew about why

he'd be a great union VP. It was Lt Brask, Fatherree, and Harrison. He asked why I hadn't been to union meetings. (Not asking Fatherree or Harrison the same question.) I told him I had made it to every union meeting that I hadn't been on shift or working. He argued with me that I didn't have a second job. I told him I worked at the hospital. (I was currently having issues at the hospital because his wife (Alicia) was my boss's husband's boss. Alicia Watson had told my boss's husband stories and my boss at the hospital approached me about both Watson and his wife. Luckily my boss knew my reputation and supported me. The hospital threw a party for my boss's husband. Alicia came up to my boss and brought me up. My boss quickly defended me and told her that her husband's party was not the place to discuss her coworkers and she was being unprofessional. My boss's husband eventually got a different job away from Watson's wife.)

- The second was just to talk to me about why girls should not be firefighters. After that I told Lt McGuffey, Harrison and my father. We all agreed I would not be alone with him anymore.
- The third time Lt McGuffey was not at work and I was running the saws by myself. Watson started in on his normal "you don't belong here speech." I told Watson all the ways he had offended me including what his wife had been doing to my other job. I also told him to leave me alone. He denied everything and said he'd speak to his wife. He also told me he was scare of me because "girls like me can pull the sexual harassment card whenever they want" but he still didn't believe girls should be in the fire service or in the military
- During Watson's VP speech he used only male nouns. He made eye contact with me and said, "I will do everything in my power for the men of this department."
 - He also made a point to shake everyone's hand in the room but mine. People noticed both the speech and the deliberately avoiding me.
- Watson pulled me aside after the next union meeting. He continued to deny everything he had done. I even mention the handshake and the speech. He said "Seriously?" And then tried to blame it on "just nerves." He also said he wanted his wife to speak to me. I did not want to but he had her call me anyways. We all agreed to disagree and to start over.
- The next day he went on the FPF conference trip with my Lt. Lt McGuffey was aware of the whole situation at this point. Lt McGuffey told me he was immediately telling everyone "his version" of the story to try to make me look bad. He also kept telling my Lt throughout the conference not to trust me and I wasn't capable of doing my job. Lt McGuffey said he stood up for me and told him to shut up.

- Lt McGuffey also mentioned that Watson mention looking to start a fight in the bar while he was at the conference. Watson made the comment that he enjoyed fighting.
 - Watson later hit his (current best friend at the time) and broke his jaw. (Off Duty) Putting Joe Martin out of work for 6 weeks. The fight was over and I quote the Fire Chief Grace when he was explaining the situation at St. 13, Joe called Watson "fat."
- **Solo Drags: Lt McGuffey (/ /) (Date can be verified by training records in FireHouse)**
 - The first shift Lt McGuffey returned from the FPF conference is when he told me the above information. He also made us do firefighter drags. He made the comment I want you to drag me by yourself and we should videotape it to send to Watson. It was not videotaped. But the other two firefighters were only made to drag Lt McGuffey using partner techniques. I was the only one made to drag anyone solo.
- **Hostile Work Environment: Lt Gradia**
 - During shift change one morning Lt Gradia came in on a rant. During his rant I heard my name get drug into it. He compared myself to FF Johnson and FF Fairly. He also said he still didn't know if I was capable of pulling someone out of a burning building. This comment was made in front of B and C watch in the middle of our station. I had no idea what started it or why I was being brought up. Later (2/22/17) Lt Gradia asked if he had ever done anything to me directly and I brought up that statement. He denied it at first but then said if I said that I would have been followed by "there are also half of the department that can't do the job." Then he named one Lt in particular being Lt Bush.
- **Family Time: (6/14/16 & 6/19/16)**
 - On two occasions I worked shifts swaps for The first shift s wife brought food and had a bottle that she joked with Charles Bailey was "root beer" and offered him one. He refused because he said he was driving. I got the feeling at that time from the joking and her behavior it wasn't root beer and it wasn't her first "root beer". After she finished the drink she pulled the bottle out of the coozie to reveal it was alcohol she had been consuming. The next visit she brought birthday cake. Then she and disappeared to his bunkroom for over an hour while we babysat their children. wife shorts were very short and her shirt did not leave much up to the imagination. When they left the other guys made jokes about him "getting some." , not confirm or deny it.
- **City of Pensacola Application: Unknown**
 - After the move to St. 12 we arrived back from a medical call and a City of Pensacola application was on my bed again. There was no

way it was a mistake. My bed was made up and my black, white and pink bag was sitting on my bed.

- **Common Practice: Majority of Member (Currently being practice)**
 - The common practice at ECFR is if you are donning your bunker pants you strip down to your underwear first. Most guys wear compression shorts but some wear briefs and feel like it is appropriate to walk around in nothing but their briefs or shake around their junk in my presence. Also many guys sleep in only their underwear. Instead of just putting on clothes when working with me they feel it is ok to continue this practice or ask if it's going to offend me.
 - Jeff Howard (1/28/17) "I sleep only in my underwear. Is that going to offend you?" Howard and I have been station together since I have been at St. 13. He is one of the firefighters that wears briefs and has never thought to ask if that offends me.
 - (3/8/17) I talked with my soon to be new crew at St. 13 about things that had happened, ex. FF Reed, the rape jokes, the guys walking around in underwear but I was ordered not to. Earlier in the day Gavin Nigh asked if it was going to offend me if he took off his pants in front of me? He followed with he wears compression shorts. I told him that was fine. Lt King after our conversation mentioned he only wears underwear. But he's been very discrete with donning and doffing. He will wear pants if it offends me but I needed to tell him. I replied I just don't want to see it. If you're being discrete than that's fine. I just don't want to see you running around in your underwear.
 - A girl was hired part time before me named Ashley Herington. The guys would tell stories about how she would work out in her sports bra and booty shorts. On my expectations meetings with Lt McGuffey and Lt Rasnick they both brought this up and that this would not be tolerated at their station. There was a double standard in both those firehouses because the guys slept without shirts on and only wore their underwear under with bunker pants.
- **HazMat Class (7/18/16 – 8/28/16)**
 - (8/20/16) Sprissler grabbed my hips while I was on a step stool during a HazMat evolution. I got off and told him not to touch me. I later reported it to Lt Richardson. He told me he spoke with Sprissler and told him "No touchy." That was as serious as Lt Richardson took it. (2/5/17) Lt Richardson and I were having a conversation about an EMS medic, Jason Shpillar. Neither of us could think of his last name. I incorrectly said Sprissler. Lt Richardson laughed and made a joke about how he was on my mind because that was my boyfriend.
 - (8/27/16) "You want to play to rape game?"
 - Watson was on E16 at the time. E16 was assisting the HazMat instructors on a break we were all standing around

in a circle when Watson came up behind Jonathan Page and grabbed him from behind. He asked Page if, "You want to play the rape game?" The whole time while staring me down. Page said "No!" and tried to get away from Watson's grip. Watson laughed, still staring at me, "Good. You know how to play." At this point I'd had enough and I wasn't going to stand around and watch that. I walked off and got into the ambulance. I heard Watson make a remark about how I was too good to hang out with the rest of the group.

- (8/28/16) Page and I were sitting in his truck at St. 16 when Watson walked up. Page noticed the grass didn't get cut the day before and asked if it was because they helped us with HazMat evolutions the day before. Watson replied by saying, "If we were coons he'd had us out here cutting grass too." (Referring to Lt Richardson) But went on to explain they got back late in the day so they just ate dinner and cleaned the station.
- I have one word in my vocabulary I do not tolerate. The "N" word. I cannot believe how often it is used in everyday language at work. I've heard it used by driver's with road rage yelling it at another vehicle, sometimes its used during stories at the dinner table but the worst way it is used is to describe patients. An example was one morning before a HazMat drill (I do not remember the date, during our HazMat Tech training) Travis Stephens was telling a story about "n***** knocking." Multiple members of the department were present but two stood out, John Longsworth, an African American firefighter from St. 17 and Phillip Hoffman, a firefighter from St. 3, who stepped in and told Stephens his story was inappropriate.
- **1st Day Stationed at St 13: Chief Grace (8/22/16)**
 - It was my first day at St. 13. Chief Grace pulled up a 3 part YouTube series before he left on the upstairs computer. He informed me as I was checking off the truck to watch it sometime during the day. He stopped by the station later that afternoon to talk about the documentary. The documentary was called "Taking the Heat." It was what the first women of the FDNY had to overcome being the first women. Examples of what they faced included harassment in the firehouse, equipment that didn't fit, women being raped, the list goes on and on. After I watched the video I was shocked how little we have gained since the 1970/1980s. It really hit home for me. Chief Grace's main comments were how one of the main women followed in the documentary was lesbian and "he always knew she was a lesbian." He also made the comment, "You should be grateful for women like that and what they went through so you don't have to." I had no idea how to respond to that comment. I must have made a face at that point because he followed by saying, "I'm not stupid I know there is still sexism but it

is a lot better than when they started." At that point I just smiled and nodded.

- **Could NOT Work At Any Other ALS Station: Chief Hollingsworth/ Lt Rasnick (/ /)**

- On this day we had a lady stung by a stingray at the beach. Chief Hollingsworth followed us to the call and told me I would be staying at St. 13 indefinitely, not just for the agreed one month. He said there were no other ALS stations to send me. Lt Rasnick said in a private meeting in his office to keep it between him and I but Chief Hollingsworth's hands are tied. He can't send me to St 4 because Guy Meredith was recently suspended for sexual assault on an EMS paramedic. I told him I knew Guy very well and I knew that would not be an issue. I also know the EMS paramedic and I watched her grab my LT's butt on E11 a few shifts after Guy's incident. He said it wasn't a discussion. "How would it look on the department if they stationed me out there and something happened?" He also added the other experienced paramedic at St. 14 had recently been sent for paramedic remediation.

- **Private Meeting with Lt Rasnick about Watson (9/27/16)**

- It's no secret in the department that Watson has been bullying me. I have made it known to the crews that I work with that I will not be alone with Watson. Lt Rasnick has made comments about an encounter Watson had with his wife "Summer" at the HROC 15' dinner social that Watson made inappropriate comments to Summer about me. Along the lines about how I shouldn't work with her husband and asking what her feelings were on the matter. Lt Rasnick finally just told Watson to go away.
- After I started working with Lt Rasnick he took it upon himself on a swap or overtime shift to approach Watson about the issue. Lt Rasnick told me on (9/27/16) in a private meeting in his office after dinner that he had talked to Watson. He said that he believed Watson's side of the Martin/Watson broken jaw story. And took up for Watson by saying Joe deserved it. I said, "No adult handles conflict by hitting someone else. So we would have to agree to disagree on that issue." Then he wanted Watson and I to make up. I told him that was not going to happen. He then told me that Watson's story was a lot different than my story but he would not elaborate in any details. Lt Rasnick did say he told Watson he had not done himself any favors by having such strong opinions about women in the fire service and talking about my looks and being so vocal about how I couldn't do the job. Watson's response to that was "Everyone did not have to tell her." Lt Rasnick explained that was how the fire service worked but from what he had heard Watson had said it to my face on multiple occasions. Lt Rasnick asked me to drop the issue and move forward. Again stating our stories were very different and he had now spoken with him.

- **Inappropriate Comments: St. 13 (9/30/16)**
 - Lt Rasnick, FF Jackson, FF Sims made the comment "how stupid everyone was for putting the "6" on their cars" I currently had the "6" on my car. They stated people were stupid for grieving over a pilot for crashing his plane. He was not a hero.
 - Lt Rasnick then started a conversation about BMSC. "I bitched enough about the last BMSC they are putting me on staff for the new recruit school" "All the instructors contradicted each other." "I'll teach whatever as long as it's the same." "We are going to set the standard." "I've been bitching to Ammons for I don't know how long about this shit."
- **Mandatory Overtime: Lt Rasnick (10/1/16)**
 - The shift before (9/27/16) Lt Rasnick had asked if Sims and Howard wanted overtime on (10/1) C watch and they both agreed. It was for a triathlon and fire was to provide jet skis for set up and possible rescues. Howard called in sick for the 24hrs before so Rasnick told me I "HAD" to do it. I told him I did not want to. I was unprepared with the proper warm gear to sit on a jet ski or to go in the water. I also wanted to know how long we would be on overtime. He told me, "to stop over thinking it." And "I was doing it."
- **Bands on the Beach: Lt Hunsucker (10/18/16)**
 - Lt Hunsucker pulled me aside to ask about my paramedic orientation. He was one of the few that supported my decision to push for a longer orientation. Currently the standing SOG states you are to ride with a FIRE medic for so many calendar days after being cleared by two ECEMS FTOS and a FIRE FTOS. He also asked how everything was going in general and I opened up to him. He was one of the few Lts I trusted in the organization. He basically said I was in a hard place. The county has a cap if I did sue and I'd only get \$200,000.00. And my career would be over. But he agreed that the things going on in the organization were wrong. He said the department wouldn't change by the time he retires. Maybe I would see change by the time I retired. He told me he had at one time tired to fight the battles for the whole department but gotten nowhere. Now he just fights the battles for his men. He also commented I had awhile before I would be in a position to do that. He told me to keep my head up. Later I found out he did speak to Chief Hollingsworth on my behalf about paramedic orientation.
- **Truck Check Offs: St.13 (10/30/16)**
 - Currently we were a crew of 5. Lt Rasnick believed Sims should be the "control person." (Lt Rasnick believed the rank structure was Lt Rasnick, FF Howard, FF Sims, FF Phillips, FF Johnson, even though Johnson and Sims were hired together and after myself.) This left him with nothing to check off on the truck in the morning. Sims job was to assist FF Johnson. Instead he used this time to learn how to check off the ladder truck with Howard. I approached

Howard and told him I wanted to learn the same things Sims was learning even though I was in the middle of my truck check. He agreed but time was never set aside to show me the check off.

- **Driver's Training: Lt Rasnick (11/5/16)**

- Only time Lt Rasnick let me behind the wheel of a firetruck. He started pump training, only on the white board, with Sims and I when I got to St.13. Sims had been hired months after myself and had zero fire experience. But Lt Rasnick continued to give Sims first priority on driver's training. He also told Howard to make sure Sims is with him to complete truck check offs in the morning.

- **Santana: (11/17/16)**

- Santana pulled me aside in the St. 17 truck stall and told me "there was no reason for me to be pissed off at him because he's at 11." (He was very rude) I told him "I have no reason to be pissed at you and I don't even want to be at 11." He said (much nicer), " There's been a lot of rumors going around so I just want to clear the air." I told him, "Next time, don't clear the air by accusing me about a rumor you heard. You ask me like an adult."

- **Behavior: St. 13 (I have the PCR with patient name)**

- The sheriff's office requested us to the scene for a patient with cuts from glass. The rest of the crew took their time getting off the truck, I was able to talk to the arresting officer and make contact with the patient before anyone from my crew made it to the police car. I was assessing for any life threatening bleeding while the patient was telling me his side of the story when the three, Lt Rasnick, Jeff Howard and Luke Sims came over and got very hostile with the patient. They all were yelling at him to "Shut the fuck up" and "Do what she says you mother fucker" The patient even started to talk about having PTSD from serving overseas and they all ended up screaming and cussing at each other. An old man across the street and a man with a small child witness the whole thing. I was mortified and worried the patient might have more mental health issues going on. We received another higher priority call and diverted to that one, taking a refusal from the arresting officer, Lt Rasnick made that call before I knew what was going on. When we made it back to St 13 I demanded to see Lt Rasnick in his office. I told him no one would ever cuss at one of my patients ever again. I explained to him we had officers on scene and if anything had gotten out of hand that was their job and there was no reason for what happened. I also explained to him how bad it made the department look to have firefighters cussing at a patient and who was around watching that incident happened. He responded by saying, "I don't want you to take this like I don't give a fuck, but a rookie shouldn't be telling me how to do my job." I told him in this case, a medical call he was in charge of the safety of the crew but I was the officer in charge of the patient and I would not be coming to

him if that ever happened again. He then said he understood where I was coming from about the bystanders and he had seen them too. He said he would notify Chief Hollingsworth but he doubted anything would come of it. "Unless it was Fred Levin or another lawyer no one cares what we do on the beach." He then informed the rest of the crew of my wishes and they apologized for their behavior.

- This wasn't their first time I had seen this crew lose their cool. During my time first few weeks at St. 13 there was an incident where a car started to back up while the ladder truck was driving by. This happened in front of the convince store by Alvin's Island. Both Lt Rasnick and FF Howard yelled "mother fucker" at the driver and Howard blew the air horn. I was mortified. But the two senior men were acting this way I honestly did not know how to handle that situation.
- **Meeting with Lt Rasnick: Lt Rasnick (11/26/16)**
 - A Watch had put me at St 13 as the solo medic. Lt Rasnick text me the night before to ask if I was aware and comfortable with this decision. I said no to both questions. When shift started Lt Rasnick pulled me into the large office and said he needed to get some stuff clear. He was very angry with me. He said I was making him look bad by not clearing orientation and I was making myself look bad. He asked what more could he do? I ask him what had he done? Since I had been out there we had stopped medic training and all the focus was on FF Johnson. He had promised me I could go sit in on EKG classes with the EMS paramedic class, go to the OR, and ride extra with EMS and none of that had happened. He told me all of that was out of his control. I said they could just have my EMT license. I was done with all this drama. I was not going to be a medic for Escambia County. At that time he told me I would not be happy with that decision and that Chief Hollingsworth was coming out to speak with me. Chief Hollingsworth did come out but spoke with Lt Rasnick 30 minutes before he met with the two of us. I was told the new plan. I would move to a busier ALS station and Chief was working on getting me on an ambulance. And the very next shift I was told I would be moving to one of the two stations (St 4/14) I had been told from the beginning I could not work at.
- **Choice: Lt Rasnick (11/29/16)**
 - Lt Rasnick gave me the choice of being moved to St.4 or St.14 after HROC. I chose St.14.
- **Inappropriately touched: Chief Pokrandt (12/14/16)**
 - Chief Pokrandt patted me on the butt while I was getting EMS supplies. I ignored it the first time but he did it again to get my attention. I was in front of a patient and their family so I could not say anything at the time.
- **Stoddert Place Fire (1/8/17)**

- First words by Chief Grace were "Don't beat yourself up too bad that you missed the kid."
- Read the differences in the fire report, Chief Grace's email and my first hand report.
- At the TIP debrief Chief Grace blamed the deceased boy for lighting the fire. (1/10/17)
- Nick Gradia was helping out the ECFR Fire Academy 2017. I was working on E16. Lt Gradia starting making fun of me for losing the nozzle to the cops at the Stoddert Place Fire. He made jokes about me not being able to get it back from the cops and the cops taking it out of my hands. I told him he obviously didn't know the real story and walked away. He followed me asking what the real story was. I told him it was real mature to make fun of a fatal fire where a kid died and continued to walk away. He did not follow me this time. (1/19/17)
- Chief Hollingsworth stopped by St. 16 to check on the mental health of the crews after the fire. He had received a copy of my account of the fire from Lt Allen. Chief Hollingsworth apologized to me and told me that he knew I was the only girl and I didn't have to act tough in these situations. He admitted it wasn't sitting well with him and he hadn't been able to sleep since the fire. I told him I was doing fine. And he promised me that things were going to change because of it. He wanted me to know how the guys at St. 14 were doing and he was heading back over there to talk with them. (1/13/17)
- **Text Message: Jason Crabbe (1/13/17)**
 - " Hey I don't mean to cross any lines and this stays between us but I'm just checking on you. People aren't talking about you they're talking about your leadership so I won't go any further than that. I know you know your stuff so just making sure that you're not beating yourself up. Keep your head up if its down, stay strong and keep doing what your know. Here if you want to talk.
- **Email/Phone Call: Nick Gradia (2/22/17)**
 - Back Story: the Florida Professional Firefighters approached me and two other firefighters to work on a project for the state. I've spoken at a district 8 meeting (2/3/17) and helped launch the concept to the FPF and firefighters across the state.
 - Mike Bellamy invited me to speak at the 8th District meeting. Local 4131 President Nick Gradia had already RSVP to the meeting. Mike was excited when I accepted so he called Nick again to tell him the news. Nick again RSVP knowing I would be speaking. Nick did not show up to the meeting.
 - Mike was unaware of my issues at the County and my issues with the President and the Vice President of the Union.

- The next Union meeting Nick made a broad statement saying "If you are representing my union you need to tell me about it!" Then VP Watson said, "Yeah, don't be a sneaky little bitch about it." Two members knew about my issues with both members and my recent involvement with the FPF. They both informed me of the comments.
- I then notify Mike of the issues within the union and the department. I did not want my baggage to have a negative impact on the bigger picture I was working on. Mike said he would not say anything but if I needed his help I could call him. He was shocked and said it was going to be real hard to help people like that.
- Nick sent me an email on (2/22/17) asking to please call him. Nick is the union president, he sent me a text message when my mom was in the hospital, he has my number, and there was no reason for him not to call me. I called him at 16:35, the phone call lasted 41 minutes.
 - When I called him he started out attacking me, "Bluntly were you ever going to tell us about what you're doing with the FPF?" I informed him I had notified my secretary, Kyle Saxton, and my treasurer, Peter Welch. And after he didn't show up to the District 8 meeting that he RSVP to and I found out about the comments made at the last union meeting made by him and Watson, "If you are representing my union you need to tell me about it!" (Gradia) "Yeah, don't be a sneaky little bitch!" (Watson) I was over it! I was not going to be called names by Watson at the union meetings. And I don't have to tell you what I'm doing. (Gradia never denied any of this.) He said, "Whoa, whoa, whoa, hold on. You have distanced yourself away from the whole department" and he claimed that I'm not even an active member in our union. I jumped in before he could bad mouth me anymore and said if you were working for a department making rape jokes and grabbing you inappropriately and no one would do anything about it what would you do? He claimed he knew nothing about any of that. Then back tracked and said he knew about someone touching me funny but it had been handled. The story he got was I told them to stop and Lt Richardson had told them to stop and I was happy with the outcome when Lt Gradia did the follow up. I told him that was not even close to accurate. He said in these cases someone needs to open a sexual harassment case. He also gave me all my options from going through the union to HR to hiring my own lawyer, which he emphasized would be the worst for the county other than this ending up on WEAR. (All his examples) I asked him "what good is that going to do. I was told there was nothing we could do

against the volunteers. They aren't employees." He then told me that "Chief Grace and Chief Williams can't do shit but I can." And I needed to come to him with all my problems. I told him that he gives Chris Watson special treatment. I also told him he's not going to use me to get rid of the volunteers and then not treat the career guys the same. We started to talk about my issues with Watson. He wanted Watson and I to have a sit down and come to a resolution. He said even if it's "Fuck you! "Fuck you!" He said at the end of it you both agree you both don't like each other at least that is a resolution. I told him I've been there before with Watson trying to start over and not even 24hrs later he was starting new shit. I refused his resolution. He said that he was sure he would get a different story from Watson on all accounts of what I had said and in Escambia County you have a right to face your accuser. So I would have to be ready to do that if I was going to get serious about any of these claims. I told him I promise I can back up everything I'm saying. He again reminded me of the right to face your accuser rule. And told me a story of when EMS accused Steve Bode of something but they didn't want to face him so Bode got away with it. He said so if we back you on anything you better be able to back it up. Even though Gradia was being threatening I assured him again I could back up everything I had said. He left the conversation by saying I needed to keep him in the loop with what was going on. Not Peter or Saxton. He wasn't sure why Peter didn't tell him about what I had told him about the FPF but Saxton is ditzy. So I need to go directly to him.

- At some point during the conversation he also started telling me about Chief Ike's Union business. I don't remember where it played out in the conversation. Basically he said that Chief Ike was trying to "get free get out of jail free cards" based on all the money he donates to the union. Gradia said it didn't matter how much money he was donating he needed to stop getting into trouble. And he had to set Chief Ike straight on that fact.
- **Racial Intolerance: Against FF Espinal (3/5/17)**
 - The new firefighter at St. 13 while washing dishes tells both Lt King and me that on overtime a firefighter said to him he doesn't like it when black guys date white girls. He also doesn't like Latinos. He thinks that whites are superior. But he thought that Espinal was cool so he viewed him as a white guy. Espinal did not want to say who the guy was but he was being serious the whole time. He was shocked and thought it was really messed up anyone would say

this. Espinal is from Miami and left his wife and daughter behind to start a new life for all of them here. He is also Latino and very proud of his culture.

- **E8 & L19 Training: Ulyses Gonzalez (3/23/2017)**

- After training finished Gonzalez came up to me and told me I needed to do more squats. E8 was already wearing shorts. At this time he picked the highest place on my thigh that my shorts were not covering and poked me with his index finger. I pulled away from him and said don't touch me and walked back to my truck.

- **St 13 Lt Brask Talk: Lt Brask (5/7/17)**

- Lt Brask made a comment comparing a TIC to a dildo. After the comparison he told FF Espinal to ask FF Nigh or me what that was because we would have them and we could tell him more about them.
- While writing a report Lt Brask cornered me and asked me, "If I was happy with my decision?" I asked him what he meant by that. He asked the question again. I then asked him if he was asking me if I was happy I left nursing for firefighting or I was happy I choose Escambia County? He said both. I told him I loved my job and helping people. He then continued to pry and asked if I was happy at Escambia. And I told him I wasn't happy with how I had been treated here and tried to go back to writing my report. He laughed it off as if I was making a big deal out of nothing and asked how I had been treated poorly at Escambia. I unloaded on him. I told him everything from the bathroom conditions to the rape comment. I got emotional and started crying so he made me get up and go to his office. He agreed during our discussion that what I had dealt with was wrong and need to be address. He just didn't know how to approach it. Our talk was also cut short by a call.
- Lt Brask later sent me a series of text messages to set up a time to talk after he had thought about everything.
 - Comments were made like I was overly sensitive, and blowing some things out of proportion because of some of the other things that had happened to be
 - Also he wanted to go to the Fire Chief because now he was involved and if he didn't it left him responsible, but he wanted to make sure not to use any names of any parties involved
 - He continued to use the phrase, "You're the first girl" as if that was to excuse the actions and behaviors I had endured.
 - He then told me he would soon be in a position (Battalion Chief) to do something about it and moving me to any station I wanted, with any crew I wanted was a small price from the County to pay for me NOT to sue.
 - I finally told him I would handle it myself and go to Chief Grace when I was ready
- **St 13 Move to St 4: Chief Harrison (6/6/17)**

- Chief Harrison pulled me into the to inform me he was making moves at St13 which would directly affect me. He was swapping Guy Meredith from St. 4 and me. His reasoning was my Lt was off too much and he wanted someone who could act at St13. Meredith was a paramedic, driver and acting Lt.
- But further more he wanted to talk about me. He said moving at to St. 4 would be great for me. It would allow me to focus on my priorities, which should be starting a family. He made the comment he could leave in a couple days or I could leave in a week and no one would remember us at the fire department. But your family would. He added some fluff that St 4 would help me for when I can test for Lt in a few years and though "I don't need to worry about money" it is a significant pay raise from FF to LT.
- He was worried about how much I had been moved in the past and even had spoken with Chief Williams about it but felt I currently didn't have a crew at St. 13. St. 4 was not his first pick for me but he felt I could bring some "stability" to that crew. He had already had a talk with them and "warned" them. But I needed to come to him directly if there were any problems at St. 4. (The LT and Senior FF were almost fired for putting porn on another FF's computer earlier in the year. At that time they were split up but now they are working together again.)
- (6/9/17) Lt King called Chief Harrison asking to keep me at St 13. He was informed that would not happen and that I would have to start my driver's training over with Lt Bush when I got to St 4.
- (6/9/17) Text messages from Lt King confirm what Chief Harrison said to me he also said to Lt King. Lt King felt though that Chief Harrison "had nothing but good intentions for everyone."
- **Gear:**
 - New gear was ordered tailored to me. It took months to come in, which was not the department's fault to my understanding. When I received my gear my name flap my misspelled. The inner coat was also misspelled: . The department was not going to replace it until I insisted I wanted the proper spelling of my name. I was told to wear the wrong spelling until it came in. It is the only set of gear I have with a name flap. My backup set does not have my name on it.
- **Station Conditions:**
 - On too many occasions to count I'd find toilets not flushed with feces and/or urine on the floor where it was obvious it was an

intentional miss. The female bathroom was normally the "designated" lieutenant's bathroom.

- At St. 11 I did not even have a bathroom with a shower, only a toilet. I had to ask the lieutenant to use his shower. The locks on both doors were crappy. I had to use a door chock to prevent someone from "walking in." I seldom used the shower at this station because of the condition of the locks. The sleeping area was also a common bunkroom. During my recent phone call with Lt Gradia (2/22/17) He mentioned how "cool" it was of me to not ask for special treatment at this station. "It really helped my reputation around the department."
- **No Other Watch Than B Watch:**
 - During my time at the department it became a well-known fact that I was only allowed on B watch. Chief Ike actually met with Lt McGuffey and I at Station 11 and told me that it was true for A Watch. I would not be allowed on his watch because of personal reasons including our family history. I started hearing rumors about a comment made by Chief Boothe. Jeff Rorher later confirmed the rumor. He witnessed the comment made by Chief Boothe, "You can't call me racist but you can call me sexist. And she won't be on my shift."
- **Emails/Department Related Releases**
 - The department uses gender specific titles like: Gentlemen, Guys, Brothers, Brotherhood, Men
 - Chief Cranor at City of Pensacola has noticed the County FaceBook pages when posting about fires. Post will state what a good job the "men" did or some kind of male specific verbiage. Chief knows my schedule and it really upsets her that they exclude any of the department's females from these posts.
- **Meeting with (6/16/2017)**
 - Chief Grace refused to have me at the meeting because he explained HR would have to be involved if I was present. Chief Grace wanted to meet solely with my
 - Scheduled a meeting with s on (6/13/17)
 - Cancelled meeting stating his scheduled was full. Rescheduled for (6/16/17)
 - Chief Grace walked into my PALS class (6/13/17) and sat roughly 30mins then announced to the class he needed me to stop by his office. After lunch I stopped by his office. He made small talk then asked if there was anything I wanted to say to him. I told him no, was fully prepared to speak on my behalf. (Which he had already told I could not talk to him without HR, I was very confused by this meeting and felt uncomfortable being alone with him without anyone else present. I said as little as possible.)

- had meeting at Public Safety with Chief Grace and unknowingly Chief Williams, Chief Harrison, and Captain Ammons were also present for the meeting. (6/16/17)
- **Station 4 After the Meeting: Chief Harrison (6/18/17 – Present)**
 - Chief Harrison started coming by at least every other shift to check on the station and to touch base with me. He would normally meet with the crew and then pull me into the office to speak with me privately. He is the only one from administration that has made any kind of contact with me after the meeting with
 - Chief Harrison has also made multiple comments on how professional I was in the meeting. He said he was very impressed with how well he handled himself talking about some very disturbing issues. Chief Harrison said he did not feel he would have been that calm had it been one of his children.
 - Chief Harrison also kept referring to the "scarlet letter" and worried about how administration handled my situation moving forward would directly impact my career and me. He wanted to prevent me from getting any negative labels.
 - Chief Harrison said he was aware of the rumors that had been floating around the department but there was nothing he could do to control that. He apologized and informed me "this was going to be very painful for you."
 - I also gave Chief Harrison my phone to show him where Lt Gradia had been calling me and sent me a text informing me admin had reached out to him to contact me. (Text was on 7/5/17, phone calls had been around that date as well) Chief Harrison said he had heard multiple rumors. He had heard I had gone to the union willingly. (Which I had not) After the conversation he said he had not witnessed Chief Grace say anything but he knew that was where the information leak was coming from.
 - Chief Harrison told me that administration could not get involved with union issues. When I brought that text to Chief Harrison he said he would go to administration and tell whoever was going to the union to stop. I told him I did not understand how admin could not get involved in union matters but administration could take my business to the union. He assured me he would get to the bottom of it and it would stop. It was never brought up again.
 - Chief Harrison continued to keep me in the loop on what the department was going to do to fix the issues and kept thanking me for keeping the issues in house and letting administration handle the problem. The phrase, "please be patient" and "change is slow" were used over and over.

Phone call from HR (After Meeting)

- I didn't realize the significance of the phone call until I received a visit from HR Director Eric Kleinert and HR Supervisor Paulette Stallworth. I would have written down the dates had I thought there

had been an issue. I missed a phone call from Mrs. Stallworth. I did not check my voicemail until after HR had closed for the day. The next day I was on duty and I was unaware that HR had any idea of what was going on. From what I had been told from everything had gone well and the department wished to keep it in house. I trusted them at the time to handle the issues so I was a little thrown off by the phone call. I approached Chief Harrison with the voicemail and he was equally surprised. He said Chief Grace had looped in Chief Weaver and one of the two might have been required to report it. I asked what I needed to say when I called Mrs. Stallworth back. Chief Harrison then called Chief Grace. Chief Grace told Chief Harrison there had been some miscommunication. Everything had been cleared up and there was no reason for me to call Mrs. Stallworth back. Chief Grace had already handled it.

- A few shifts later Chief Harrison calls Lt Bush telling him to return to the station and if Station 4 gets any calls to leave me at the station when responding to the call. I was getting a visit from both Director Kleinert and Mrs. Stallworth at Station 4.

Station 4 After the Meeting: Lt Bush (6/18/17 – Present)

- Lt Bush has stated to me on multiple occasions that he and French are both getting multiple text messages and phone calls warning them to watch their backs around me. Lt Bush says he hasn't been going into any details with the accusers but he has been standing up for me.

Blount Street HAZMAT Incident: (7/1/2017)

- Lt Bush told me the shift after (7/3/17) French had told him during the HazMat incident French witnessed two firefighters doing something inappropriate (I was not told the actual inappropriate act). The one firefighter said to the other firefighter they better stop what they were doing or they would offend someone. The two firefighters then looked around and said were okay she's not here.

Citizen Complaint: French (7/24/17)

- FF French had a complaint filed against him by a citizen at a structure fire on Deerfoot Lane (7/24/17). The citizen stated that French was exposing himself. She went into great description to explain what his male anatomy looked like on that day. I did not see anything. I saw FF French don his bunker gear with workout shorts on. He did NOT strip to his underwear. Chief Harrison had also been at the station and seen what clothes French was wearing at the time the structure fire was dispatched.
 - But the way Chief Harrison and administration handled it from Day 1 was for French not to sweat anything. "The lady was crazy and way too descriptive." They were required to do an investigation but French didn't need to worry.
 - The investigation was labeled "unfounded."

(8/14/17) Shorts Email: Chief Willaims

- I addressed this issue with Lt McGuffey at St 11 that the department did not offer women's shorts. I was told to go out and buy some on my own. 5-11 and Tru-Spec had both discontinued their women's navy blue shorts due to low demand. I went out to several different sports stores and malls. I found Columbia shorts in Destin at an outlet store that were an acceptable length, correct color, and had belt loops. I bought three pairs. Both Lt McGuffey and Chief Hollingsworth approved the shorts. I have not had any issues.
- Chief Williams sent out an email that only department issued shorts could be worn. Lt Bush looked through Bosso's catalog and confirmed there were no women's shorts. Chief Harrison was made aware of the issue. Chief Harrison took pictures of my shorts and we are still awaiting an answer from administration. Chief Harrison made the comment that the "other two girls are big enough to fit in men's shorts. Your problem is you are so small." At the time he understood they would need to make exceptions to the SOG for someone people and I would need something to wear.

(8/26/17) Shorts Complaint:

- Lt Bush pulled me into the office prior to breakfast and told me that someone had filed a serious complaint against me. My workout shorts and the way I sit had offended someone. Chief Harrison would be doing an investigation into the complaint. Lt Bush said he's never paid attention to the way I sit but whoever complained went into great detail. (No names or details were provided to me) Lt Bush said he had never had a problem with my shorts and he knew from when we had talked about it before that all of my shorts had built in compression shorts underneath them. Lt Bush also researched the SOGs and there was nothing in the SOGs stating I could not wear my shorts. I have worn the same shorts since I've worked for the department with no issues. He told me not to wear anything but department issued shorts. (Which I do not have.)
- (8/27/17) I called Union Shift Steward Lt Jim Allen and made him aware of the situation. Lt Allen called Chief Harrison who denied any investigation. Lt Allen then called Lt Bush to clear up the matter. Lt Bush informed him that it was Lt Hunsucker from A Shift at Station 4 making the complaint on behalf of one of his guys. Lt Allen told Lt Bush my rights and told him if anyone from administration approaches me on this issue or the word investigation gets used again to call him immediately. He called me back to tell me the issue was dead and to notify him immediately if I heard anything else about it.

Paramedic Process Summarized:

- I cleared orientation process while I was stationed at St. 19. Earl Rich met me at the end of my last EMS ride and told me he had spoken with Capt. Ammons and Dr Henning. They had decided I would just focus on FIRE

for now. I didn't hear anything about paramedic for months. I was still required to go to the monthly paramedic in-services. I also was not being paid as a paramedic or EMT. Chief Hollingsworth got me EMT pay while at Station 11. The department became short medics in the Summer 2016 with the idea they might be opening up another ALS station. I was told I needed to take my RSI test and meet with Dr Henning. Every available date I sent Dr Henning, Dr Henning would push it back or be busy at the Jail or on duty at Sacred. Finally administration decided because EMS paramedics did not have to meet with Dr Henning FIRE wouldn't have to anymore either. Fire Administration cleared John Sims and I on the same day. I told my Lt and Chief Hollingsworth I did not feel comfortable going so long without practicing any paramedic skills to now be on my own. FIRE did not have access to protocols and the ALS supplies had been changed since my orientation process. I asked for more orientation. Administration said they would put me with an experienced medic and give me more time to feel comfortable in my paramedic skills. I got reassigned to St. 13 with a paramedic that was cleared the same day I was and with less time in the department. He too was unfamiliar with the protocols. Some things I had to show him in FireHouse (our reporting system). I had to beg for a mannequin head to practice intubations and the rhythm generator to practice codes. And then those did not stay long at St 13. EMS needed them back. I was not getting any challenging medical calls and training was being focused more on firefighting than ALS. I asked to ride the ambulance. Lt Rasnick said that would be an option. So would letting me sit in the paramedic EKG class and going to the hospital for intubations. None ever happened. Lt Rasnick had a blow up on me. (See his comments in previous section.) Chief Hollingsworth allowed me to ride on the ambulance 3 times and reassigned me to St 14 with one of the medics I had been told previously I could not work with. I then was reassigned to St. 8 and finally felt like I was getting some confidence with Lt Diamond. I cleared at this time and was made the floating medic for B watch. John Sims left the department for a job down south so I was relocated to St. 13 as the medic. And then moved to St. 4.

- o I had have always been an excellent student with great grades. In the State of Florida if you are an EMT and RN you can just challenge the Paramedic Boards.
 - o ECFR does not have any set standard Paramedic process despite their SOG. Each medic has been cleared different ways. Paramedics that need more time or experience are not given that opportunity. I understood I needed more hands on patient time to feel confident. I was only advocating for the safety of my patients. The department needs to be more worried about the medic's skill level than filling paramedic positions.
- it:
- o Since Fall of 2016 I've need t with everything happening to me at work. I given me a diagnosis

In the last year I have experienced

I have

and I

- o I am too scared to pick up overtime in fear of whom I might be working with.
- o I lock the door to my bunkroom at night in fear they might try to break in to act on their threat and try to rape me.
- o I even was told rumors that guys were talking about me being "the first line of duty death no matter what." Even though it was never directly said to me by one of the guys from the County the thought has terrified me. I feel like I constantly having to watch my back.

Note from

- In almost 2 years I have only spent 6 weeks total with two different fire officers that would stand up and protect me from issues like I've experienced. The rest of the time I've been stuck with known problems crews. These crews include but are not limited to known drug and alcohol problems, disciplinary actions, suspensions, and pure laziness.
- I love my job because I get to help people. The department constantly sends out emails reminding us this is the greatest job in the world. But this is not the fire service that I signed up for. I've worked for a fire department before and it was not anything like this. I was never given a chance to succeed here. I feel I've been set up for failure time and time again. No one wants to go through the experiences I've endured. And yet I still arrive to the station first for shift with a smile on my face because I don't go to work for the people I work with. I go to work to make a difference in the lives of people that call 911.
- Even after everything I've been through I want to make the organization better. There are still good people who work at Escambia County. But despite my efforts to help the department see their mistakes and change I have continually been let down by the so-called "brotherhood" and my administration.

I've enclosed Department Orders that directly reflect the kind of firefighter I am despite my work environment. I also urge you to take a look at my evaluations and notes from my company officers.

I've completed long distance obstacle races (Spartan and Tough Mudder) with both Jason Crabbe and Jeff Rohrer. When I first got hired I worked out off duty with Lt Rowe in the mornings until he deployed.

Currently I am station with an officer that is over weight. After evaluating his diet and exercise routine I convinced him to do a circuit workout with me everyday. We started, as a company trying 4 new exercises at the end of the crew's individual workouts. Now Lt will do a full circuit workout with me on his shift day.

My Lt has also set a goal of running a 5K by September so he runs on the treadmill on his days off. I also found out what diets have worked for him in the past. We only cook meals specific to his diet at the station. On Day 12 of the diet along with the circuit exercises and running he is down 15lbs. The crew plans to run his first 5k with him.

Beyond Minimum Standards Class (BMSC)

- During BMSC I preformed at the top of the class both mentally and physically. I showed the knowledge base needed to perform the tasks.

St 11 Bottle Consumption Drill (5/18/16)

- Circuit Workout: tire flips/tire hits, stair climbs, dumbbell carries, and burpees. The goal was to complete as many rounds as possible until your low air alarm, then see how long you could conserve your air (3000 bottle) by your choice of air saving technique.
- St.11:
Lt McGuffey: 23:00, Harrison: 39:15, Fatheree: 51:00, 1:00:46
- St. 17:
Lt Chapman 31:10, Fehl 29:00, Longsworth 30:45, Nigh 37:20

Timesheets:

- While Lt King was gone on Military Leave he passed off the Lt duties to me to make sure everything was completed in his absence. One of those duties being timesheets. On Chief Harrison's first day as a B Watch Battalion Chief he went around to the stations going over time sheets and told his officers he only received one timesheet from all the stations that was correct, mine.

• Station Assignments:

- Station 19
 - Lt Garrett (10/24/15 - 1/1/16)
- Station 7
 - Lt Allen (1/4/16 - 1/13/16)
- Station 11
 - Lt McGuffey (1/16/16 - 6/23/16)
- Station 12
 - Lt McGuffey-Mold Relocation (6/26/16 - 8/19/16)
- Station 13
 - Lt Rasnick (8/22/16 - 12/5/16)
- Station 14
 - Lt Polk (12/11/16 - 1/7/17)
- Station 16
 - Lt Hunter (1/10/17 - 1/25/17)
- Station 8 (Also Floater Medic)
 - Lt Diamond (1/28/17 - 3/26/17)
- Station 13
 - Lt King (3/29/17 - 6/15/17)

- Station 4
 - Lt Bush (6/18/17 – Present)

RECEIVED

DEC 19 2017

18 December 2017

COUNTY ADMINISTRATOR'S
OFFICE

To the County Administrator; Mr. Jack Brown,

The purpose of this letter is to respond to the letter of Pending Disciplinary Action, and to express my desire to continue my employment with Escambia County. I have recently been made aware of some very serious allegations against me concerning my behavior both on and off-duty. The intended desire of this letter is to acknowledge the faults or errors in my judgement and to provide clarity on the events that have occurred.

First, I would like to address the topic of creating a hostile work environment. I have never knowingly created an atmosphere in which to discriminate against anyone based off their gender or sex. I firmly believe in Equal Opportunity and the rights that all share both on and off the job. There have been times that I have expressed an opinion that no person: male or female, be allowed to perform this job if they are not physically capable of performing at the highest tier. If this was ever construed to be taken as an affront to any female employees then I am sincerely apologetic. In this career and my previous job in the military, my life and those of my co-workers are consistently on the line and the safety of my peers and myself are of the highest priority. I am extremely bothered to learn that I had any part in making someone feel unwelcome or uncomfortable in the fire service. During my five and half years in Escambia County I have never had anyone express to me that my conduct made them feel this way. In reference to the firefighter who expressed their concerns regarding my conduct, I have never worked at the same station, shift, or participated in pass down with that individual during my employment.

Next, I would like to speak about the comments that were made during HAZMAT training in early August of 2016. In this circumstance, I find myself very remorseful for the comment I made. I admittedly made an inappropriate comment to a fellow co-worker. I would like to add that this was not a game, it was a poor attempt at humor, and was not pre-meditated or ever repeated. This comment in no way shape or form was intended to intimidate or harass any individual, nor do I believe that it represents my beliefs or character. I understand that regardless of intention that comments like the one that was said are never acceptable.

I would like to discuss the matter of the altercation that took place on 29 August 2016. The important fact of this matter is that it too took place over one year ago, and that both parties involved were disciplined by the fire chief; Pat Grace. Both LT Martin and I were summoned to the fire chief's office where we received verbal counseling and a letter of counseling/reprimand that we signed. Fire Chief Pat Grace issued the aforementioned discipline. Unfortunately, neither Martin nor I received a copy of this letter, but we were told that this would stay with the fire chief and remain at the department level. Also in attendance at this meeting was the Local 4131 Union President Nick Gradia.

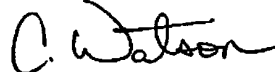
I understand that this type of behavior unfavorably represents the department in which we serve. This was nothing more than an unfortunate event that occurred between two friends. I would like to note that myself and Martin have since then remained very cordial and professional both on and off-duty. I think that it should also be mentioned that while Martin was out of work I worked for him on a shift swap, and furthermore, I made offers to assist with his medical bills.

Lastly, I would like to reiterate that I understand that my actions were inappropriate, and I am very remorseful for the damage it caused the department and others. I would like to take a moment to express my commitment to not only my department, but those I serve and serve with. Nearly five and half years ago, following an eight-year career in the U.S. Navy, I relocated my family from Central Florida to begin our new life and career up here in Pensacola. Since moving, I have been a top performer in the fire department, I serve on the executive board as Vice President of the Union, I have orchestrated the awards ceremony for the past two years, and have been on the honor guard for almost 5 years. I say these things not to negate what I have done, but to show that I want to continue to be an asset to this department.

I take all the accusations very seriously and just want the opportunity to show Escambia County that I can and will be better in the future. If able to continue my employment in Escambia County I would like to issue a formal apology to the entirety of the Escambia County Family for how my conduct has affected them, I would like to potentially assist in conducting additional county education on equal opportunity and the importance of professionalism in the fire service, and I would gladly participate in whatever capacity that would be helpful to ensure that the fire department's training regimen helps support our firefighters performing to the best of our ability. I firmly believe in the progression and diversification of all employment opportunities, including those within the fire service. Please take this letter and the attached letters of character reference by my current and former supervisors into account when deciding not only my future but that of my family too.

Sincerely,

Firefighter Chris Watson



RECEIVED

DEC 19 2017

COUNTY ADMINISTRATOR'S
OFFICE

Whom it may concern,

This letter is being written as a character reference for Fire Fighter Chris Watson. FF Chris Watson has been employed for Escambia County Fire Rescue for over 5 years. In this time he served under my supervision two separate times. FF Watson, under my supervision, was always attentive to detail and completed his duties with an utmost sense of pride. He always understood that his role on the crew was important to serving and protecting the lives and safety of the citizens of Escambia County. FF Watson received good evaluations from myself during his two tours under my command and was always an integral part of my crew. FF Watson, prior to serving the citizens of Escambia County, served in the United States Navy for 8 years as a Rescue Swimmer that included multiple deployments. His deployments with the United States Navy included 1 year in Iraq and multiple deployments out to sea.

FF Watson, during his career with ECFR, has become one of the most senior Fire Fighters on his watch and has been integral in mentoring young fireman. He has helped with several "Beyond Minimum Standards" classes and has continued to mentor new firefighters at his assigned station. FF Watson has always demonstrated that his job as a fire fighter for ECFR is dangerous, always evolving and knowledge of his occupation is ever-changing by the fact that he has attended several professional development conferences and seminars a year. FF Watson is also in the process of obtaining a degree in public safety.

FF Watson currently serves as Local 4131's Vice President, which he was voted in by his peers. FF Watson has also been the key organizer of ECFR/Local 4131 medal day for the past 2 years. During ECFR/Local 4131 Medal Day 2016, FF Watson received the Medal of Courage for his response to the jail explosion which occurred in May 2014. FF Watson was assigned to Ladder 12 that day and made the first entry into the building that night.

I have personally known FF Watson his Wife for over 4 years and served as a groomsman in his wedding. I have known FF Watson to be a loving husband, provider, father to his newborn son and most importantly a good fire fighter who serves this fire department with true dedication and loyalty.

Lieutenant Matt Scallan

850-712-5433

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DEC 19 2017

**COUNTY ADMINISTRATOR'S
OFFICE**

To whom it may concern:

Firefighter Chris Watson has been employed for Escambia County Fire Rescue now for over 5 years. During his time with Escambia County Fire Rescue Firefighter Watson has been a committed employee both on duty and while off duty. Beginning on September 14 2015 Firefighter Watson reported for duty under my supervision at Station 14 working on Engine 14. Firefighter Watson continued to work under my supervision till the 15 of January 2016 at which point Escambia County made the funding available to staff additional stations to better protect the citizens of the County creating personnel moves to occur. During his time working under my supervision Firefighter Watson showed nothing short of professionalism, respect to the public and to fellow Firefighters and Officers, and was an advocate for Fire safety and Fire protection to the public. Firefighter Watson always expressed enthusiasm in his work and his position in Escambia County Fire Rescue. Firefighter Watson looked for ways to train and obtain fire knowledge even when not being required to or off duty. Firefighter Watson was working on a bachelor's degree from the University of Florida in Fire and Emergency Services to better understand all aspects of the fire service to better protect the public he sworn to protect. Firefighter Watson took the lead of Senior Firefighter and was a mentor to other Junior Firefighters coming into the fire service through Escambia County. Firefighter Watson always arrived to work ready to perform all functions that may be required of him well before his shift started without any need for acknowledgement in this matter because of his dedication to the position he took. Firefighter Watson performed as a great senior Firefighter while working under my supervision. Firefighter Watson spent years in the military which helped to develop him into the person he is today. With the military background I believe this helped mold him into a great Firefighter who could be tasked with an objective that would be completed without having to worry about it further or question whether or not the task would be completed. In Firefighter Watson's off duty time he was always a great representative of Escambia County Fire Rescue. Any opportunity that was afforded to him to be a representative in a positive manner and to express his extreme pleasure working for such a wonderful department he took advantage of and did so with great success. Firefighter Chris Watson is a pleasure to work with and shows traits that all Firefighters should have or develop in time and share with others around them.

Sincerely,

Lieutenant James Shaw

Escambia County Fire Rescue

Station 11

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DEC 19 2017

COUNTY ADMINISTRATOR'S
OFFICE

Lieutenant Joel Richardson
Warrington Fire Station
Honor Guard Coordinator
Hazmat Coordinator
Escambia County Fire Rescue

To Whom it may concern:

I am writing this on behalf of Firefighter Chris Watson. I have known Chris since his employment with ECFR, and have always known him to be diligent, hardworking, and of good character. Chris has been a member of the ECFR Honor Guard for approximately 4 years. In order to be on the Honor Guard- moral turpitude, honor, respect for others, and love of department must exist in the persons character. It is a requested position from the team to add another employee, and these characteristics must be present to be selected.

Firefighter Watson was assigned to me from April 2016-October 2016. He was a leader, even as a junior firefighter. I never heard any complaints from him. He took on projects for the betterment of not only the station, but also the department. He truly shows a humble, hard working mindset in his everyday life- both on and off duty. I never had to discipline or counsel him on matters of work.

Respectfully,

A handwritten signature in cursive script, appearing to read 'Joel Richardson', written in black ink.

Joel Richardson

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DEC 19 2017
COUNTY ADMINISTRATOR'S
OFFICE

Jacob Anderson

1621 Kauai Court

Gulf Breeze, FL 32563

850-698-0454

December 16, 2017

To Whom It May Concern:

Christopher Watson has most recently been assigned to me as a firefighter/driver. Over the last six months, I've had the pleasure of being Christopher's supervisor. Christopher arrives to work over an hour early every shift. While on-duty he exhibits professional behavior to co-workers as well as the public. Christopher is a senior firefighter and takes that role seriously. He takes all job related training seriously as well as training the junior firefighters. Just in the last six months he's attended several off duty training classes to better himself for Escambia County Fire Rescue. Christopher is also seeking a degree in emergency management in his off time. Christopher's skills, knowledge, and abilities is well beyond the average firefighter. Christopher spends countless off duty hours working to better Escambia County Fire Rescue.

As Christopher's immediate supervisor, I was shocked when I learned he was placed on administration leave. The allegations (that I know of) are a far off cry of his character and morale compass. In no way, shape, or form has he ever exhibited this type of behavior on or off duty while in my presence. There's absolutely no doubt that Christopher is a "man's man", but he's also a gentleman and professional firefighter.

Respectfully

Lieutenant Jacob Anderson

Engine 7 'A' watch

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DEC 19 2017

COUNTY ADMINISTRATOR'S
OFFICE

December 17, 2017

To Whom It May Concern:

I am writing to inform you of Firefighter Chris Watson history while being assigned to the 3rd battalion. Since FF Watson has been under my command he has demonstrated professionalism, shown initiative and motivation. FF Watson works well with all members of the department and often has a positive affect on those around him.

While assigned to the 3rd battalion, FF Watson has never been counseled or disciplined. I have had no complaints from his direct supervisor or his coworkers.

Respectfully,

Adam Bobe
Battalion Chief 3rd Battalion "A"
Escambia County Fire Rescue

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DEC 19 2017

**COUNTY ADMINISTRATOR'S
OFFICE**

Report Type: OFFENSE - 11-0 BATTERY			
Offense Number	Offense Description	CAD Incident Number	
SRSO16OFF008212	OFFENSE - 11-0 BATTERY	SRSO16CAD097677	
RANGE OF OCCURRENCE			
From: 2016-08-29 18:00:00	Reported On: 2016-08-29 18:36:00	Arrived On: 2016-08-29 18:39:00	Completed On: 2016-08-29 19:03:00
To: 2016-08-29 18:36:00			
Address Of Occurrence			
Address: 5070 HWY 90			
Address 2:			
City/State/Zip: PACE, FL 32571			
Location Type:			
Comments on Location:			

BUSINESSES

Type	Business Name	Contact	Num	Dir	Street	Apt/Lot	City	State	Zip
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PERSONS

Type	Last Name	First Name	Middle Name	DOB	Approx. Age	Race	Sex	Height	Weight	Hair Color	Eye Color	SSN	ID #	ID State	ID Type
Victim	MARTIN	JOSEPH	KEITH		28	W	M	602	180	BRO.	BLU				E
Suspect	WATSON	CHRISTOPHER	KYLE	3	32	W	M	604	0						

CHARGES/OFFENSE

Charge #	Charge	Description
777.77	INFORMATION ONLY	INFORMATION ONLY

WEAPONS

Weapon	Weapon Feature	Description
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VEHICLES

Owner / Vehicle Involvement	Year	Make	Model	Color	Tag	Tag State	VIN
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MODUS OPERANDI

# Premises Burglarized:	0						
# Stolen Vehicle:	0						
# Recovered Vehicle:	0						
Lighting Condition:	Dusk						
Weather Condition:	Clear						
Entry-Method:	Other						
Point Of Entry:	Other						
Point Of Exit:							
Security Used:							
Suspect Actions:	Struck Victim						
Targets:	<table border="1"> <tr> <th>Target Name</th> <th>Target Type</th> <th>Target Reason</th> </tr> <tr> <td>Person</td> <td></td> <td></td> </tr> </table>	Target Name	Target Type	Target Reason	Person		
Target Name	Target Type	Target Reason					
Person							

Target Name		Target Type	Target Reason
Circumstances:		Argument	

PROPERTY						
Code	Article	Serial #	Brand	Model #	Description	OAN

NARRATIVE						
Narrative Type	Narrative	Reporting Officer	Report Date	Report Time	Created Date	Created Time
INITIAL	On 8/29/16 I was dispatched to the parking lot of the Tin Cow restaurant, in reference to a suspicious person. Dispatch then advised it was a Disturbance. Dispatch also advised the victim was unconscious and was being placed into a white Nissan Altima. Upon arrival I located the white Nissan Altima, I observed blood was on the passenger side door. I observed a white male, Joseph Martin, with blood coming from his mouth. Joseph first stated he did not know what happened. Joseph was very reluctant to give me information regarding the suspect. He later told me it was an argument between him and his friend, Christopher Watson, who works for Escambia County Fire and Rescue. I called EMS to check on Joseph due to him bleeding from the mouth and him losing consciousness prior to me arriving. Joseph refused treatment from EMS when they arrived. Joseph stated he did not wish to pursue charges against Christopher. Joseph signed a Declination of Intent which will be submitted in to Records. I spoke to Christopher Watson, who stated he was arguing with Joseph and then started to push each other. Chris stated he did not want to pursue charges. Chris signed a Declination of Intent which will be submitted in to Records. Based on statements from both parties not wishing to pursue charges, I request this case to be closed.	ZICARI, GAETANO SALV	2016-08-30	00:03:00	2016-08-29	19:08:00

ASSOCIATED REPORTS							
Document Source	Document Type	Reporting Officer	Report ID	Report Date	Report Time	Report Descr.	Comments When Linked

ASSISTING AGENCIES					
Agency Name	Contact Info	Report ID	Report Date	Report Time	Comments When Linked
SRSO			1900-01-01	00:00:01	

Not Releasable Information, Contact Originating Agency ORI: FL0570000

JLCHAMPION, 10/11/2017 7:31 AM

Powered by CTS-America

October 10, 2017, @ 1233 hours

Spoke with Mr. Scott Stites with the Bureau of Fire Standards and Training (BFST). He explained there was no requirement for Fire Departments to report administrative discipline to the BFST. However, he stated Departments were required to report terminations via the computer program FCDICE (Fire College, Department of Insurance Continuing Education) System. I inquired if there was an established list of moral conduct violations defined within their profession. He was not aware of any. Mr. Stites stated firefighters convicted of crimes were reported to BFST by the Florida Department of Law Enforcement (FDLE) and were subject to having their certification withdrawn. He referenced Florida Statute 633 (specifically 633.426 & 633.412) and Florida Administrative Code 69A for reference material.