

**RECORDED STATEMENT OF: I
IA# F2017-001**

THIS IS A RECORDED STATEMENT BEING TAKEN AT THE ESCAMBIA COUNTY GOVERNMENTAL COMPLEX LOCATED AT 221 PALAFOX PLACE IN PENSACOLA, FLORIDA, ON SEPTEMBER 27, 2017 AT 0840 HOURS. THIS STATEMENT IS BEING TAKEN IN REFERENCE TO INTERNAL AFFAIRS CASE # F2017-001. THIS STATEMENT IS TAKEN FROM ESCAMBIA COUNTY FIRE RESCUE EMPLOYEE

TAKING THIS STATEMENT IS ESCAMBIA COUNTY CORRECTIONS INTERNAL AFFAIRS SERGEANT JERRY CHAMPION. ALSO PRESENT DURING THIS INTERVIEW IS ATTORNEY JEREMY BRANNING. YOU ARE BEING INTERVIEWED IN REGARDS TO A COMPLAINT THAT HAS BEEN FILED ALLEGING A HOSTILE WORK ENVIRONMENT AND MISCONDUCT WITH ESCAMBIA COUNTY FIRE RESCUE. BEFORE WE GET STARTED, I'M GOING TO SWEAR YOU IN. CAN YOU RAISE YOUR RIGHT HAND? DO YOU SWEAR THE STATEMENT YOU'RE ABOUT TO MAKE WILL BE THE TRUTH, THE WHOLE TRUTH, AND NOTHING BUT THE TRUTH, SO HELP YOU GOD?

YES.

CHAMPION: I WOULD LIKE TO REQUEST THAT WHAT WE DISCUSS HERE TODAY BE HELD IN CONFIDENCE UNTIL THE CONCLUSION OF THE INVESTIGATION, AND DO YOU AGREE TO THE REQUEST?

YES.

CHAMPION: , WHEN WERE YOU HIRED AS AN EMPLOYEE OF ESCAMBIA COUNTY?

ROUGHLY OCTOBER OF 2015.

CHAMPION: OKAY, A LITTLE BIT LOUDER FOR ME?

UH, ROUGHLY OCTOBER OF 2015.

CHAMPION: OKAY, AND DID YOU HAVE ANY PRIOR EXPERIENCE, UH, OR FIREFIGHTER TRAINING?

YES.

CHAMPION: OKAY, AND JUST TELL ME A LITTLE BIT ABOUT THAT.

I VOLUNTEERED IN HIGH SCHOOL, UH, WITH PACE VOLUNTEER FIRE DEPARTMENT, AND THEN I WORKED FOUR YEARS WITH AUBURN FIRE DIVISION IN AUBURN, ALABAMA AS A CAREER FIRE EMT.

CHAMPION: [pause] ALRIGHT, IS THERE ANY FEDERAL OR STATE ENTITY THAT HOLDS YOUR CERTIFICATION AS A FIREFIGHTER?

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YES, UH – ALABAMA AND FLORIDA.

CHAMPION: AND JUST TELL ME A LITTLE BIT ABOUT FIREFIGHTER CERTIFICATION.

YOU, I – BOTH IN ALABAMA AND FLORIDA WENT TO FIRE ACADEMY, WHICH ALABAMA ENDED UP BEING ROUGHLY THREE HUNDRED AND SIXTY HOURS OF FIREFIGHTER TRAINING. THEN, FLORIDA I WENT TO TWO DIFFERENT ACADEMIES; ONCE DURING HIGH SCHOOL WHERE I GOT MY FIREFIGHTER 1, AND THEN WHEN I CAME BACK FROM FLORIDA – I MEAN ALABAMA, I'M SORRY – I GOT MY FIREFIGHTER 2, WHICH MADE ME A FIREFIGHTER 2 IN THE STATE OF FLORIDA, WHERE I COULD BE HIRED AS A CAREER FIREFIGHTER.

CHAMPION: OKAY, AND WHAT I'M LOOKING FOR IS, UH, JUST SO YOU CAN EDUCATE ME A LITTLE BIT, UM – ME BEING A CORRECTIONAL OFFICER, I HOLD A CERTIFICATION THROUGH FLORIDA DEPARTMENT OF LAW ENFORCEMENT AND THE CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION.

MMHM.

CHAMPION: AND – THROUGH ANY ACTS OF, UH, MORAL CHARACTER VIOLATIONS, UM, SUCH VIOLATIONS LIKE THAT, I CAN ACTUALLY LOSE MY CERTIFICATION AS A LAW ENFORCEMENT OFFICER, AND THE STATE ACTUALLY, UH, HOLDS THAT CERTIFICATION – AND THE STATE BEING THE ENTITY THAT DECIDES WHETHER I GET TO REMAIN A CORRECTIONAL OFFICER OR NOT. IS THERE ANY SUCH GOVERNING BODY THAT EXISTS WITH FIREFIGHTERS?

I'M STILL NOT SURE WHAT YOU'RE ASKING?

CHAMPION: YOU RECEIVE, UM, CERTIFICATION.

MMHM.

CHAMPION: A CERTIFICATE.

MMHM.

CHAMPION: YOU'VE MET ALL THE REQUIREMENTS TO BE A CERTIFIED FIREFIGHTER.

YES.

CHAMPION: CAN ANYONE TAKE THAT AWAY FROM YOU?

THE FLORIDA BUREAU OF, UH – THE STATE, FLORIDA STATE BUREAU OF FIREFIGHTERS, YES.

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CHAMPION: AND WHAT ARE SOME OF THE CAUSES THAT CAN CAUSE A FIREFIGHTER TO LOSE THEIR CERTIFICATION?

UM, A DUI, UM – ANY KIND OF FEDERAL OFFENSE, UM, DIFFERENT ARRESTS. UM, I'M NOT SURE ALL OF THEM BUT THOSE ARE A COUPLE I CAN THINK OF OFF THE TOP OF MY HEAD.

CHAMPION: AND ARE FIREFIGHTERS EDUCATED ON THIS TOPIC?

UM, IT DEPENDS ON THE DEPARTMENT AND WHAT THE DEPARTMENT DEPENDS ON, DECIDES TO EDUCATE YOU ON.

CHAMPION: AND WERE YOU EDUCATED ON THIS TOPIC?

UM, I WAS NOT EDUCATED AT ESCAMBIA COUNTY, UM, ABOUT LOSING MY LICENSE BASED ON, UM, THESE KIND OF THINGS. I WAS AT AUBURN.

CHAMPION: IS THERE AN OATH OF OFFICE FOR FIREFIGHTERS?

GENERALLY, YOU RAISE YOUR RIGHT HAND AND ARE SWORN IN. UM, I DO NOT REMEMBER DOING THAT WHEN I WAS HIRED HERE, BUT I – I JUST DON'T REMEMBER THAT.

CHAMPION: IS, IS THERE ANY CREED, UM, A FIREFIGHTER'S CREED?

THERE ARE, UM – THERE IS A FIREFIGHTER CREED. I CAN'T RECITE IT.

CHAMPION: OKAY, UH – DO YOU KNOW IF YOU HAVE ONE WITHIN YOUR AGENCY?

UM, NOT THAT I KNOW OF.

CHAMPION: ALRIGHT, AT THIS TIME I'M DISPLAYING A JOURNAL OF SORTS THAT WAS, UH, SUBMITTED BY YOU. DO YOU RECOGNIZE THIS DOCUMENT?

YES SIR.

CHAMPION: OKAY, ARE YOU THE AUTHOR OF THE DOCUMENT?

YES SIR.

CHAMPION: AND CAN YOU TELL ME, UH, WHEN YOU SUBMITTED THIS?

WHEN I SUBMITTED IT TO WHO?

CHAMPION: UM, HAS IT BEEN SUBMITTED TO MULTIPLE . . .

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IT WAS SUBMITTED TO THE CHIEF OF THE DEPARTMENT – THE INFORMATION WAS.

CHAMPION: NOT THE DOCUMENT ITSELF?

NOT THE DOCUMENT ITSELF – ALL THE INFORMATION WAS GONE THROUGH WORD FOR WORD.

CHAMPION: TELL ME A LITTLE BIT ABOUT THAT.

I WAS REFUSED TO GO TO THAT MEETING BECAUSE THE CHIEF SAID H.R. WOULD HAVE TO BE INVOLVED, SO HE ASKED TO JUST MEET WITH MY – AND MY MET WITH HIM AND THREE OTHER CHIEF OFFICERS, WHICH WAS NOT THE ORIGINAL AGREEMENT, AND MY WENT THROUGH EVENT BY EVENT WITH THE FOUR OFFICERS OF THE DEPARTMENT.

CHAMPION: DID YOUR FATHER HAVE THIS DOCUMENT?

YES, MY HAD THAT DOCUMENT. LATER, I GAVE THAT TO, UM, ADMINISTRATOR JACK BROWN, ALISON ROGERS, MATT COUGHLIN – IN A MEETING THAT I MADE.

CHAMPION: OKAY, AND APPROXIMATE TIME PERIOD ON THAT?

UH, IT WOULD BE IN THERE – ABOUT A MONTH AGO?

CHAMPION: OKAY, WE'RE GOING TO REVIEW THE DOCUMENT AND ADDRESS EACH CONCERN – BUT BEFOREHAND, I WANT YOU TO TAKE A MOMENT AND TELL ME HOW THINGS HAVE EVOLVED TO THE POINT WHERE WE ARE TODAY.

IT STARTED BEFORE I EVEN WAS HIRED WITH ESCAMBIA COUNTY. I NOTICED IT SEEMED THE FIREFIGHTERS HAD NOT BEEN AROUND A FEMALE FIREFIGHTER IN THE CAREER ASPECT BEFORE. UM, SO I NOTICED THAT THERE WERE THINGS THAT WERE A LITTLE OVER THE LINE. THE MORE THEY BUILT UP, MY TOLD ME TO KEEP A JOURNAL OF THE THINGS THAT WERE GOING ON. I WAS REPORTING THE DIFFERENT INCIDENTS TO MY LIEUTENANT, AND LETTING OTHER PEOPLE KNOW WHAT WAS GOING ON. THINGS WERE NOT BEING HANDLED. I EVENTUALLY GOT IT TO MY BATTALION CHIEF – I WOULD JUST BE MOVED TO OTHER STATIONS. UM, AND IT JUST CONTINUED TO GO AND GO AND GO. I WANTED THE DEPARTMENT TO GET BETTER. WHEN IT GOT TO A POINT I WASN'T HANDLING IT – UH, I DIDN'T WANT TO HANDLE IT ANYMORE, I DECIDED I JUST WAS GONNA GO TO THE FIRE CHIEF.

THAT'S WHEN THE FIRE CHIEF DECIDED NOT TO MEET WITH ME, AND HE DECIDED TO MEET WITH MY NESTAD. THAT'S WHEN THEY GOT THE INFORMATION THAT WAS IN THIS JOURNAL. THEY SAID THAT THEY WERE GOING TO TAKE IT SERIOUSLY, AND THINGS WERE GOING TO CHANGE. UM, MY NEW BATTALION CHIEF KEPT COMING OUT AND CHECKING ON ME ALMOST EVERY OTHER SHIFT, AND THEN A COMPLAINT WAS MADE AGAINST ME SAYING I WAS EXPOSING MYSELF TO THE OTHER GUYS, AND AN INVESTIGATION WAS GOING TO BE MADE. AT THAT TIME, I KNEW THAT WAS BOGUS, AND I THEN DECIDED TO TAKE IT FURTHER AND MADE AN APPOINTMENT WITH THE COUNTY ADMINISTRATOR TO LET THEM KNOW WHAT WAS GOING ON, AND THEY PUT ME ON ADMINISTRATIVE LEAVE AND STARTED THE INVESTIGATION.

CHAMPION: WHEN WAS THE APPROXIMATE TIMEFRAME – THE MEETING THAT YOUR HAD WITH THE CHIEF?

I HAVE THE DATE IN HERE, IF YOU WANT IT.

CHAMPION: OKAY, UH – SO, REFERRING TO THE JOURNAL . . .

JOURNAL.

CHAMPION: OKAY, WE'LL . . .

YEAH.

CHAMPION: . . . WE'LL PROGRESS TO THAT, THEN.

YES.

CHAMPION: YOU MADE REFERENCE TO, UH – AN INCIDENT GOING TO BE INVESTIGATED PERTAINING TO YOU, UH, EXPOSING YOURSELF.

YES.

CHAMPION: WERE YOU JUST TOLD THIS?

IT'S ALSO IN THE JOURNAL, BUT – I CAME IN TO WORK ONE MORNING. MY LIEUTENANT – LIEUTENANT BUSH – SAT ME DOWN IN THE FRONT OFFICE AND HE TOLD ME THAT HE WAS SORRY HE EVEN HAD TO BRING THIS TO ME, BUT THERE HAD BEEN A FORMAL COMPLAINT, THAT I HAD OFFENDED SOME OF THE GUYS BY THE WAY I SAT, AND THAT MY SHORTS WERE EXPOSING MYSELF TO THE GUYS.

I KNOW THIS IS BOGUS BECAUSE ALL OF MY SHORTS HAVE SLIDING SHORTS BUILT INTO THEM. MY LIEUTENANT EVEN MADE REFERENCE TO THAT, THAT HE KNEW BECAUSE WE HAD TALKED ABOUT THIS PRIOR, THAT ALL MY SHORTS HAD SLIDING SHORTS IN THEM SO THERE WAS NO WAY I COULD BE EXPOSING MYSELF. BUT, BECAUSE OF THE COMPLAINT, MY BATTALION CHA-, CHIEF, UH – CHIEF HARRISON, WOULD BE LAUNCHING AN INVESTIGATION. I WAS VERY UPSET BY THIS, WITH EVERYTHING ELSE THAT HAD BEEN GOING ON, AND I KNEW THAT I HADN'T DONE ANYTHING LIKE THAT. HE REFUSED TO TELL ME WHO IT WAS THAT HAD FILED THE COMPLAINT. LATER THAT DAY, UM, I STARTED TO GET A HEADACHE, I WASN'T IN THE RIGHT MIND TO BE AT WORK BECAUSE I WAS SO UPSET BY THE COMPLAINT AND EVERYTHING GOING ON. I DECIDED TO GO HOME BECAUSE OF THE HEADACHE AND USE SICK LEAVE. UM, AT THAT TIME WHEN I TOLD MY OFFICER I WAS GOING HOME ON SICK LEAVE, HE TOLD ME – HE, HE JUST KEPT APOLOGIZING. "I'M SO SORRY, I'M SO SORRY, I'M SO SORRY, I REALLY THOUGHT THEY WOULD LEAVE YOU ALONE OUT HERE."

CHAMPION: DO YOU KNOW IF THERE WAS EVER AN INVESTIGATION CONDUCTED?

THE SUNDAY BEFORE I WENT BACK TO WORK, I CALLED A LIEUTENANT – LIEUTENANT ALLEN, WHO IS THE SHIFT STEWARD FOR THE UNION OVER B WATCH. I HAVE A LOT OF TRUST IN LIEUTENANT ALLEN. I CALLED HIM AND LET HIM KNOW ABOUT THE INCIDENT. HE CALLED CHIEF HARRISON, WHO DENIED ANY OF IT, AND THEN HE CALLED LIEUTENANT BUSH, WHO SAID IT HAD HAPPENED, BUT NOW IT WASN'T HAPPENING – AND THAT LIEUTENANT HUNSUCKER, THE LIEUTENANT ON A WATCH, WAS THE ONE WHO MADE THE COMPLAINT FOR ONE OF HIS MEN ON HIS WATCH. I STILL WAS NEVER TOLD WHO OFFICIALLY MADE THE COMPLAINT. UM, BUT LIEUTENANT ALLEN SQUASHED IT AND SAID IT WAS DONE; NOBODY WOULD BOTHER ME ABOUT IT ANYMORE. BUT, EVEN AT THAT POINT I KNEW THEY WERE STARTING TO – SOMETHING MORE.

CHAMPION: SO, TO YOUR KNOWLEDGE THERE WAS NEVER AN INVESTIGATION?

I WAS TOLD THERE WAS, BUT I WAS NEVER GIVEN ANYTHING MORE THAN THE SIT DOWN, IT'S STARTING.

CHAMPION: AND AGAIN, WE HAVE APPROXIMATE TIME PERIOD IN THE . . .

YES.

CHAMPION: . . . JOURNAL, OKAY.

YES, I HAVE THE DATE ON THE JOURNAL.

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CHAMPION: ALRIGHT, AND MAKING REFERENCE, UM, TO THE JOURNAL, WE ARE NOW GOING TO, UM, GO OVER EACH ONE OF THESE TOPICS AND ADDRESS THOSE.

YES.

CHAMPION: AND UM, AS I'VE SAID – THE, THE GOAL OF THIS IS EACH ONE OF THESE, WE WANT TO ESTABLISH WHO, WHAT, WHY, WHEN, AND HOW.

YES.

CHAMPION: WE WANT TO ANSWER ALL THOSE QUESTIONS. SO, STARTING ON PAGE ONE – UM, WE HAVE THE REFERENCE TO "PAT," IS THAT A PHYSICAL AGILITIES TEST?

YES SIR.

CHAMPION: OKAY, SO FIRST PHYSICAL AGILITIES TEST, UH – NICK GRADIA?

∴ YES SIR.

CHAMPION: AND CHRIS WATSON – AND THAT IS 06/20/2015:

"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 GIRL 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. LIEUTENANT 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."

THAT'S THE FIRST BULLET, UM – SO WITH THAT, JUST TELL ME A LITTLE BIT ABOUT THAT INCIDENT.

UM, P-A-T IS THE PHYSICAL AGILITY TEST TO ENTER INTO THE FIRE DEPARTMENT. NORMALLY, TWO FIREFIGHTERS GET PAID OVERTIME TO WORK THE EVENT – THE TWO FOR THAT DAY WERE NICK GRADIA AND CHRIS WATSON. UM, THOSE TWO WALK THROUGH THE EVENT WITH THE FIREFIGHTER, AND HELP SET UP THE DIFFERENT, UM, EVOLUTIONS. SO, WHEN YOU WOULD BE CLIMB TO THE TOP OF THE TOWER TO PULL UP THE HOSE ROLL, YOU WOULD BE BY YOURSELF WITH ONE OF THEM. WHEN YOU'D BE WALKING DOWN TO THE END, YOUR PROCTOR – WHO WOULD BE CHIEF SANDERS – WOULDN'T BE WITH YOU, IT'D BE ONE OF THESE OTHER GUYS.

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AND, UM – LIKE I SAID, I HAD NO IDEA WHO EITHER OF THESE GUYS WERE, AND – YOU KNOW, THEY JUST KEPT SAYING THINGS LIKE “YOU CAN’T DO THIS, YOU SHOULDN’T BE HERE,” AND I DID NOT EXPECT THAT GOING THROUGH THE EVENT; AND I DID END UP FAILING THAT EVENT AT THE END OF THAT.

CHAMPION: SO, NICK GRADIA, UM – HIS RANK?

IS A LIEUTENANT.

CHAMPION: AND CHRIS WATSON?

IS A FIREFIGHTER.

CHAMPION: AND YOU MADE REFERENCE TO CHIEF SANDERS – UH, WAS HE IN ATTENDANCE AT THE PAT TEST?

CHIEF SANDERS IS A BATTALION CHIEF WITH THE FIRE DEPARTMENT WHO IS OVER, UM, PUTTING ON THE PAT TESTS.

CHAMPION: OKAY, SO YOU HAVE, UM, THESE THREE OFFICIALS IN ATTENDANCE.

MMHM.

CHAMPION: YES?

YES SIR, SORRY.

CHAMPION: ANY OTHER FIREFIGHTERS, ANY OTHER RANKING MEMBERS IN ATTENDANCE?

THERE WOULD HAVE BEEN, BUT I DON’T REMEMBER THE OTHER PEOPLE THERE.

CHAMPION: OKAY, AND THIS STATEMENT – “THE WHOLE TEST, THEY PLAYED MIND GAMES AND WERE DISCOURAGING.” WHAT WOULD YOU CALL MIND GAMES?

UM, MIND GAMES, JUST TELLING YOU, YOU CAN’T DO THIS. DURING THE REST OF IT WITH THE OTHER GUYS TAKING IT, THEY’RE CHEERING THEM ON AT THE KAISER SLED, CLAPPING FOR THEM, TELLIN’ THEY’VE GOT IT, GOOD JOB, KEEP IT UP, DON’T QUIT – BUT WITH ME, YOU’RE SITTIN’ THERE WHISPERING IN MY EAR YOU CAN’T DO IT? THAT, THAT WAS MIND GAMES TO ME.

CHAMPION: AND YOU SAID THERE WERE TWO OTHER APPLICANTS?

THERE WERE.

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CHAMPION: UM . . .

UM . . .

CHAMPION: WERE THEY BEING CHEERED?

: I – I REMEMBER, I WAS ONE OF THE ONES THAT WALKED AROUND AND CHEERED THEM ON, AND THE OTHER, UM, APPLICANTS CHEERED THEM ON. I DID NOT SPECIFICALLY WATCH THE OTHER TWO TO SEE WHAT THEY WERE DOING TO THESE TWO.

CHAMPION: "LIEUTENANT GRADIA WALKED UP TO ME AFTER WE HAD CLEANED UP AND SAID 'I EXPECTED MORE OUT OF YOU.'" DO YOU HAVE ANY HISTORY WITH, UH, LIEUTENANT GRADIA?

I DID NOT KNOW EITHER OF THOSE PEOPLE BEFORE THE, UM, PHYSICAL.

CHAMPION: DO YOU KNOW ANY PREMISE HE WOULD HAVE BASED THAT COMMENT ON?

I DO NOT. I KNEW – I KNEW OF LIEUTENANT GRADIA, BECAUSE HIS WIFE HAD HAD A BIG EVENT, BUT I DIDN'T – THE NAME, BUT I DIDN'T KNOW A PICTURE TO THE PERSON.

CHAMPION: OKAY, THE – THIS IS MAKING REFERENCE TO THE SECOND BULLET ON THE FIRST PAT TEST:

"CHIEF SANDERS USED THE TERM, TERMS, SUCH AS 'SEXY' AND 'BABY' DURING THE PAT. HE TOLD ONE GUY GETTING HIS VITALS TAKEN TO COME OVER HERE AND SIT DOWN BY THIS SEXY LITTLE THING."

WHO WAS THE "SEXY LITTLE THING?"

I WAS.

CHAMPION: HOW'D THAT MAKE YOU FEEL?

I WAS VERY CAUGHT OFF GUARD BY THE STATEMENT, THAT HE WAS USING THAT IN A PROFESSIONAL SETTING.

CHAMPION: "SEXY" AND "BABY," UM – ANY SPECIFICS WITH, WITH THOSE WORDS?

WHAT DO YOU MEAN?

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CHAMPION: "USED TERMS SUCH AS 'SEXY' AND 'BABY' DURING THE PAT." WHAT, WHAT WAS HE SAYING?

OH, UM – IT'D BE, "COME OVER HERE BABY," OR WHILE WE WERE GOING DOWN, INSTEAD OF USING MY NAME HE'D USE BABY. AND, TO EXPLAIN THE VITALS – WE HAVE TO HAVE OUR VITALS TAKEN BEFORE WE TAKE THE PAT AND AFTER, AND SO HE WAS TELLING ANOTHER GUY AND SIT DOWN NEXT TO ME, AND THAT WAS THE COMMENT HE MADE.

CHAMPION: MOVING ON TO THE NEXT SUBJECT, WHICH IS SECOND PAT TEST AND THIS ONE, UH, YOU SUBSEQUENTLY PASSED?

MMHM.

CHAMPION: AND THIS WAS 07/18/2015.

MMHM.

CHAMPION: SEXUAL HARASSMENT TALK: CHIEF SANDERS. NO DATE.

MMHM.

CHAMPION: OKAY, SO – YOU HAVE THE, YOU HAVE SECOND PAT TEST.

MMHM.

CHAMPION: AND YOU PASSED.

: YES SIR.

CHAMPION: NO INCIDENT?

NO INCIDENT.

CHAMPION: UM, WERE . . .

DIFFERENT PARTIES THERE.

CHAMPION: WAS THE CHIEF THERE?

: SANDERS WAS THERE.

CHAMPION: ANY INAPPROPRIATE BEHAVIOR?

I DO NOT REMEMBER.

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CHAMPION: UM, WERE THERE ANY OTHER FEMALES WITH YOU?

NOT THAT I REMEMBER.

CHAMPION: SO, THE FIRST PAT TEST THERE'S . . .

THREE.

CHAMPION: . . . THREE FEMALES?

MMHM.

CHAMPION: SECOND PAT TEST, YOU'RE THE ONLY FEMALE?

MMHM.

CHAMPION: YES?

YES.

CHAMPION: OKAY, SO THE FIRST BULLET:

"I DO NOT RECALL THE EXACT DATE BUT I WAS ASKED TO BRING MY CERTIFICATIONS TO CHIEF SANDERS. IT WAS SOME TIME AFTER I HAD BEEN INTERVIEWED FOR THE CAREER POSITION. CHIEF GRACE HAD ALREADY CALLED MY FATHER AND TOLD HIM I WAS NUMBER ONE ON THE HIRING LIST."

TELL ME ABOUT YOUR, UM, INTERACTION WITH CHIEF SANDERS ON THAT DATE.

I HAD MY CERTIFICATIONS AND I WALKED INTO HIS OFFICE, AND CHIEF SANDERS WANTED SOME SMALL TALK. CHIEF SANDERS' KNOWN ME SINCE I WAS A LITTLE BECAUSE OF MY FATHER'S HISTORY. UM, CHIEF SANDERS SAT ME DOWN AND KINDA WAS GIVING ME A HISTORY LESSON OF WHAT FIREHOUSE LIFE WOULD BE LIKE? AND I TOLD HIM, "CHIEF, I WORKED AT AUBURN. I'VE LIVED IN A FIREHOUSE BEFORE. I UNDERSTAND WHAT I'M UP AGAINST," AND THAT'S WHEN HE MADE THIS COMMENT THAT, UM, THERE WOULD BE A CERTAIN LEVEL OF SEXUAL HARASSMENT THAT I WOULD HAVE TO "DEAL WITH," THAT I WOULD NOT REPORT IT, AND THAT I WOULD JUST HAVE TO BE COMFORTABLE ENOUGH TO TELL THAT FIREFIGHTER TO STOP.

CHAMPION: AND YOU JUST STATED YOU WOULD NOT REPORT IT.

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OH, I DIDN'T STATE ANYTHING TO THAT. THE SUBJECT WAS JUST CHANGED. I WAS SHOCKED, 'CUZ CHIEF SANDERS USED TO WORK FOR ESCAMBIA COUNTY, UM, SHERIFF'S DEPARTMENT. SO, EVEN HE KNOWS THAT THAT'S – THAT'S FALSE INFORMATION. I WAS SHOCKED THAT THAT WAS WHAT I WAS BEING TOLD, ESPECIALLY FROM A CHIEF OFFICER OF THIS FIRE DEPARTMENT.

CHAMPION: DO YOU FEEL THAT HE WAS ISSUING YOU A DIRECTIVE?

I FELT LIKE HE WAS TELLING ME WHAT I WAS GOING TO DO, AND WHAT I WAS NOT GOING TO DO IF I GOT HIRED THERE.

CHAMPION: THESE WOULD BE BEHAVIORS THAT YOU WOULD BE . . .

SUBJECT TO?

CHAMPION: AND, IT WAS JUST THE COURSE OF BUSINESS?

YES.

CHAMPION: AND JUST SO, UM – WE CAN ESTABLISH EARLY ON, JUST A, JUST A LITTLE BIO ON, UH, YOUR SO, YOUR WAS PREVIOUSLY A FIREFIGHTER WITH ESCAMBIA COUNTY?

MY – NO.

CHAMPION: OKAY.

: WELL, MY FOR SIX YEARS WAS A VOLUNTEER FIREFIGHTER, UM, FOR FERRY PASS FIRE DEPARTMENT. HE WAS HIRED THEN FOR THIRTY YEARS FOR THE CITY OF PENSACOLA, WHERE HE RETIRED AS A BATTALION CHIEF.

CHAMPION: OKAY, SO – UM, THROUGH HIS CAREER HE HAS BUILT RELATIONS WITH . . .

: YES.

CHAMPION: . . . A MAJORITY OF THE . . .

HE TAUGHT FIRE ACADEMY, HE TAUGHT A LOT OF THESE GUYS THAT WORK AT ESCAMBIA COUNTY THEIR STANDARDS.

CHAMPION: SO, HE'S VERY FAMILIAR WITH THE RANK AND FILE.

YES SIR.

CHAMPION: [pause] THE MEETING WITH, UH, CHIEF SANDERS – ANYONE ELSE PRESENT?

HIS OFFICE HAS THREE DESKS IN IT, BUT I DON'T REMEMBER IF SOMEBODY ELSE WAS AT ONE OF THE OTHER TWO DESKS.

CHAMPION: OKAY, AND THEN YOU MAKE NOTE THAT CHIEF GRACE HAD ALREADY CALLED YOU AND TOLD HIM . . .

MMHM.

CHAMPION: . . . YOU WERE NUMBER ONE ON THE HIRING LIST.

YES.

CHAMPION: UM, AND – JUST A LITTLE BIT ABOUT CHIEF GRACE, UM, WHERE DOES HE TIE IN INITIALLY TO KNOW THAT YOU ARE . . .

: CHIEF GRACE REALLY RECRUITED ME FOR THE FIRE DEPARTMENT. HE WANTED A IN HIS FIRE DEPARTMENT. UM, I HAVE EMAILS WHERE HE WAS SO EXCITED TO HAVE ME COMING ON BOARD, HOW IMPRESSED HE WAS WITH MY RESUME, UM – HE WAS CONSTANTLY CALLING MY : ABOUT THINGS. HE WAS CALLING ME, SEEING HOW I WAS DOING. UM, BUT HE WAS VERY IMPRESSED – AND SO WAS THE INTERVIEW BOARD – WITH MY INTERVIEW, AND THAT'S WHAT HE HAD CALLED TO TELL 'EM.

CHAMPION: SO, WE – LET'S SEE, WE ESTABLISHED, UM, YOU'RE HIRED OCTOBER, APPROXIMATELY OCTOBER 2015. IN THE GROUP OF EMPLOYEES THAT YOU'RE, UH, HIRED AMONG – ARE YOU THE ONLY YOU'RE NODDING YES?

: YES SIR.

CHAMPION: WERE YOU THE FIREFIGHTER IN THE DEPARTMENT?

I WAS THE FIRST CAREER FIREFIGHTER FULL TIME.

CHAMPION: SO PRIOR TO YOU, THE ONLY OTHER FEMALES WERE . . .

VOLUNTEER – OR THEY HAD HAD A PART TIME FEMALE FIREFIGHTER.

CHAMPION: OKAY, AND THE NEXT BULLET:

"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 JUST HAVE TO DEAL WITH. I WOULD NOT REPORT IT. I NEEDED TO FEEL COMFORTABLE ENOUGH TO CONFRONT THE OTHER FIREFIGHTER AND TELL HIM TO STOP."

AND WE EXPOUNDED ON THAT A, A BIT – THAT YOU FELT THAT THAT WAS A DIRECTIVE FROM DAY ONE, AND YOU’RE NODDING YES?

YES SIR.

CHAMPION: OKAY, AND NEXT TOPIC – UH, 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.”

AND JUST EXPOUND ON THAT A LITTLE BIT?

I WENT INTO IVY’S OFFICE AND WATCHED HER SEND OUT THE EMAIL. WHEN I LEFT, I STARTED GETTING PHONE CALLS FROM A FEW FRIENDS THAT WORKED THERE, AND THEY’RE LIKE, “THEY SENT OUT A PICTURE WITH YOUR NEW HIRE EMAIL.” UM, THEY SAID THAT’S NEVER BEEN DONE BEFORE, AND I DON’T KNOW WHO, BUT A LOT OF THE GUYS STARTED TO TALK ABOUT HOW THAT WAS GOING TO LOOK BAD. SO, ANOTHER EMAIL IMMEDIATELY CAME OUT WHEN THEY HIRED THE NEXT THREE PEOPLE – ONE EMAIL WITH ALL THREE OF THEIR PICTURES ON IT, AND THEN THAT PRACTICE IMMEDIATELY STOPPED.

CHAMPION: SINCE YOU’VE BEEN WORKING, UH, WITH ESCAMBIA FIRE RESCUE . . .

MMHM.

CHAMPION: YES?

YES.

CHAMPION: SINCE YOU’VE BEEN WORKING WITH ESCAMBIA FIRE RESCUE, HAVE YOU EVER SEEN A HIRE WITH A PICTURE COME OUT VIA EMAIL?

NOT OTHER THAN THE EMAIL WITH THOSE THREE.

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CHAMPION: DO YOU FEEL THIS OCCURRED BECAUSE YOU WERE A PPLICANT?

I DO NOT KNOW.

CHAMPION: WERE YOU OFFENDED BY IT?

IF THEY DID IT TO SHOW I WAS A AND WHAT I LOOK LIKE – THE OTHER THREE HAD THEIR PICTURES PRINTED OUT AND PUT ON THE FRIDGE, SO IF THAT'S WHAT THEY WERE DOING TO THE GUYS, I HAVE NO IDEA WHAT THEY WERE DOING TO MY PICTURE; MAKING FUN OF IT, DRAWING PICTURES ON 'EM?

CHAMPION: DO YOU FEEL THERE WAS ANY ILL INTENT WITH SUCH AN EMAIL?

I DON'T THINK FROM IVY'S PERSPECTIVE. I THINK IVY WAS JUST DOING WHAT SHE WAS TOLD, BUT I DON'T KNOW WHO TOLD HER TO DO IT.

CHAMPION: AND WE'RE GOING TO MOVE TO THE NEXT TOPIC, WHICH IS FIRST DAY OF WORK, LIEUTENANT – AKERMAN?

AKERMAN.

CHAMPION: AND THIS IS 10/24/2015:

"MY FIRST DAY OF WORK I WAS STATION AT STATION NINETEEN WITH LIEUTENANT AKERMAN. THE LIEUTENANT FOLLOWED ME AROUND ALL DAY. HE EVEN WATCHED ME WORK OUT 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 STATION NINETEEN SO NO ONE HAS TO DEAL WITH YOU OR TRAIN YOU."

THIS IS YOUR FIRST DAY ON DUTY?

YES SIR.

CHAMPION: DID YOU KNOW LIEUTENANT AKERMAN?

I DID NOT.

CHAMPION: SO THIS IS YOUR FIRST INTRODUCTION, YOUR FIRST INTERACTION WITH LIEUTENANT AKERMAN – AND THIS IS WHAT HE'S TELLING YOU?

YES SIR.

CHAMPION: WHERE DOES THIS CONVERSATION TAKE PLACE?

THE ONE ABOUT THE BATTALION CHIEFS?

CHAMPION: YEAH, NO ONE HAVING TO . . .

YES SIR.

CHAMPION: . . . DEAL WITH YOUR TRAINING?

THAT WAS IN HIS OFFICE – IN THE LIEUTENANT’S OFFICE, WHICH WAS ACTUALLY VERY LATE AT NIGHT. IT WAS AFTER EVERYBODY ELSE HAD GONE TO BED, LIKE AFTER NINE O’ CLOCK. THAT’S WHEN HE DECIDED HE WANTED TO GO OVER HIS EVAL WITH ME.

CHAMPION: ANYONE ELSE PR-, UH, PRESENT?

NO SIR, IT WAS JUST THE LIEUTENANT.

CHAMPION: DID YOU HAVE ANY RESPONSE TO NO ONE WANTING TO DEAL WITH YOU OR TRAIN YOU?

I DON’T REMEMBER MY RESPONSE AFTER THAT.

CHAMPION: DO YOU KNOW IF ASSIGNMENTS ARE BASED UPON A NEED OR AN OPENING?

I DO NOT KNOW HOW ESCAMBIA CHOOSES TO PUT PEOPLE WHERE. I DON’T KNOW WITH ME, AS MUCH AS I’VE BEEN MOVED.

CHAMPION: OKAY, ARE YOU FAMILIAR WITH THE FIREFIGHTER’S COLLECTIVE BARGAINING AGREEMENT?

I HAVE READ THROUGH IT.

CHAMPION: WE ARE GOING TO MAKE REFERENCE TO PAGE NUMBER THIRTY FIVE, UH, THE UPPER SECTION C, CHARLIE, WHICH READS:

“COLLECTIVE BARGAINING UNIT MEMBERS SHALL PARTICIPATE IN A MINIMUM OF ONE HOUR PER WORK DAY OF CARDIOVASCULAR AND / OR STRENGTH TRAINING, UNLESS THE COMPANY OFFICER DETERMINES THAT THE ACTIVITY FOR THAT DAY DOES NOT ALLOW IT.”

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SO, YOUR, UM – REFERENCE TO THE MANDATORY, UH, ONE HOUR WORKOUT TIME IS APPLICABLE – CORRECT?

YES SIR.

CHAMPION: OKAY, UM – BUT YOU POINT OUT YOU FOUND IT STRANGE THAT NO ONE ELSE, INCLUDING HIM, WORKED OUT THAT SHIFT.

AND HE DIDN'T NEED TO WATCH ME OR LOOK THROUGH THE WINDOW, OR FOLLOW ME AROUND ALL DAY.

CHAMPION: [pause] WOULD YOU AGREE THE ROLE OF A SUPERVISOR IS TO SUPERVISE?

YES.

CHAMPION: OKAY, AND – DO YOU SEE IT REASONABLE TO... IT'S YOUR FIRST DAY. I'M SHADOWING YOU, UM . . .

SHADOWING – SHADOWING IS ONE THING. I WORKED WITH THIS GUY FOR TWO YEARS, ON MULTIPLE OCCASIONS. WE'VE NEVER BEEN ON THE SAME SHIFT. I'VE HAD ANOTHER, ANOTHER FIREFIGHTER – FIREFIGHTER HALFACRE – WHO LITERALLY ALMOST HAD TO PULL HIM ASIDE BECAUSE HE ALMOST TRIED TO FOLLOW ME INTO THE RESTROOM. HE WAS FOLLOWING ME SO CLOSELY THROUGHOUT THE DAY, AND HE HAS TALKED ABOUT HOW UNCOMFORTABLE IT MADE HIM WATCHING THIS GUY FOLLOW ME AROUND ALL DAY .

CHAMPION: AND THIS STARTS FROM DAY ONE?

THIS STARTS FROM DAY ONE. SO, IT'S NOT JUST SUPERVISING – I'VE HAD PLENTY OF SUPERVISORS THAT HAVE SUPERVISED ME. HE FOLLOWS IN INAPPROPRIATE BUBBLES, IN INAPPROPRIATE SPACES.

CHAMPION: THE UM, CARDIOVASCULAR AND STRENGTH TRAINING.

MMHM?

CHAMPION: THOSE ARE RECORDED ON DAILY JOURNALS?

THE OFFICER LOGS THEM INTO FIREHOUSE.

CHAMPION: THE OFFICER – YOU? OR . . .

THE LIEUTENANT.

CHAMPION: OKAY.

THE LIEUTENANT, UH, RECORDS THEM INTO FIREHOUSE, WHICH IS OUR RECORDING SYSTEM FOR EVERYTHING.

CHAMPION: AND IS IT POSSIBLE THE RECORDING SYSTEM WOULD HAVE THE TRAINING FOR THE OTHER OFFICERS ON SHIFT FOR . . .

I DON'T KNOW WHAT HE RECORDED OR DIDN'T RECORD.

CHAMPION: UM, ARE YOU SAYING YOU DID NOT OBSERVE ANYONE ELSE IN THE FIREHOUSE PARTICIPATE?

NOBODY ELSE DID ANYTHING THAT DAY.

BRANNING: LET HIM FINISH HIS QUESTION . . .

: OH, I'M SORRY.

BRANNING: BEFORE YOU -- THAT WAY YOU'RE NOT TALKING OVER ONE ANOTHER, THAT'S ALL. IT'S JUST FOR PURPOSES OF WE'RE CLEAR -- CLEAR.

CHAMPION: [pause] WHEN YOU'RE WORKING OUT, ARE YOU WORKING OUT IN A DESIGNATED, UH, LIKE LITTLE GYM ROOM?

DEPENDS ON THE STATION.

CHAMPION: OKAY, UH -- THIS PARTICULAR DAY.

THAT ONE THERE WAS A GYM, YES SIR.

CHAMPION: OKAY, SO YOU'RE IN A LITTLE GYM ROOM.

MMHM.

CHAMPION: UH -- YES?

YES SIR.

CHAMPION: THEY HAVE, UH, WORKOUT EQUIPMENT? WEIGHTS?

WORKOUT EQUIPMENT, WEIGHTS, TREADMILL.

CHAMPION: OKAY, UH -- WHILE HE'S, WHILE HE'S IN THE ROOM WITH YOU, IS HE PARTICIPATING IN ANY EXERCISES?

NO SIR.

CHAMPION: SO, JUST EXPLAIN TO, YOU KNOW . . .

STANDING IN THE CORNER, JUST TALKING TO ME; SITTING DOWN ON A WEIGHT BENCH, OR LITERALLY STANDING ON THE OTHER SIDE OF A DOOR LIKE THAT, WITH JUST A LITTLE WINDOW, JUST LOOKING THROUGH THE WINDOW FOR AN UNREAL AMOUNT OF TIME. LIKE, MORE THAN TEN MINUTES.

CHAMPION: WHILE IN THE ROOM WITH YOU, IS HE GIVING YOU ANY INSTRUCTIONS AS TO WHAT EXERCISES?

NOT ON WORKOUT, NO SIR. HE'S JUST SITTING THERE TALKING AND WATCHING ME WORKOUT.

CHAMPION: WORK RELATED, PERSONAL, A MIX?

I DO NOT REMEMBER THE EXACT CONTEXT, BUT HE'S NOT SOMEBODY WHO WORKS OUT. SO, I KNOW HE, IT WOULD NOT HAVE BEEN – AND I DO CROSSFIT, WHICH IS NOT SOMETHING HE DOES. SO, THAT WOULD NOT BE SOMETHING HE WOULD BE TALKING TO ME ABOUT.

CHAMPION: ALRIGHT, UH – THE NEXT PAGE IN THE JOURNAL. STATION NINETEEN, JAMES REED, 10/24/2015 THROUGH 01/01/2016:

“DURING MY FIRST TIME AT STATION NINETEEN, REED STARTED TO GET TOO COMFORTABLE WITH ME. HE STARTED TO USE ‘BITCH’ AS A NICKNAME, LIKE HE USED ‘WEASEL’ FOR QUINA . . .”

[pronouncing] QUINA.

CHAMPION: QUINA. UM,

“HE WAS VERY CAREFUL WHEN HE USED IT. HE WOULD JUST MOUTH THE WORD IF LIEUTENANT 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.”

THAT'S THE FIRST BULLET. YOU STATED HE WAS GETTING, UH, “TOO COMFORTABLE” WITH YOU?

JAMES REED WAS SOMEONE I KNEW PRIOR TO BEING HIRED AT ESCAMBIA COUNTY. I – HE HAD BEEN A FIRE INSTRUCTOR AT THE ACADEMY. UM, HE HAD ALWAYS BEEN IN A PROFESSIONAL SETTING, BEING AN INSTRUCTOR. ONCE WE STARTED WORKING TOGETHER, HE WENT FROM BEING A PROFESSIONAL SETTING, LIKE AN INSTRUCTOR AND A MENTOR, TO... NOT. COMING IN, DOING THINGS LIKE I WROTE ABOUT – NOT BEING DRESSED, AND THERE'S OTHER THINGS LATER ON YOU'RE GONNA SEE. BUT, HE JUST WENT FROM BEING A PROFESSIONAL MENTOR, INSTRUCTOR LIKE FIGURE TO NOT.

CHAMPION: ANYTHING THAT MADE YOU UNCOMFORTABLE?

: YES, THE NICKNAME – UM, BLOWING CIGARETTE SMOKE IN MY FACE, AND HIS... THE WAY HE WOULD SHOW UP TO WORK, WHICH YOU'RE GONNA SEE DOWN ON THANKSGIVING. UM, I ACTUALLY DOCUMENTED ONE OF 'EM, BUT IT WAS NOT THE ONLY TIME HE'D SHOW UP LIKE THAT. IT WAS OFTEN HE WAS COMING INTO WORK HUNG OVER.

CHAMPION: SO HE NICKNAMED YOU "BITCH."

YES.

CHAMPION: WE'RE GONNA GET INTO, UM – LATER THROUGH THIS JOURNAL THAT I'VE REVIEWED SEVERAL TIMES.

MMHM.

CHAMPION: DON'T BE UNCOMFORTABLE WITH THE LANGUAGE . . .

YES SIR.

CHAMPION: . . . WHEN WE'RE, WHEN WE'RE QUOTING PEOPLE . . .

. . . . YES SIR.

CHAMPION: . . . EVEN THOUGH WE MAY NOT SPEAK THAT WAY OURSELVES, UM, YOU KNOW – AND I SAY THIS, LATER ON WE'RE GOING TO GET INTO THE "N" WORD.

MMHM.

CHAMPION: WE'RE QUOTING PEOPLE.

RIGHT.

CHAMPION: STATE WHAT THEY SAY.

YES SIR.

CHAMPION: OKAY, UM – WE'RE ADULTS, AND I UNDERSTAND THIS IS UNCOMFORTABLE STUFF, BUT, UH – SO, HE'S CALLING YOU "BITCH." GIVE ME, GIVE ME SOME EXAMPLES HOW HE WOULD USE THIS WORD.

ONE TIME I REMEMBER SPECIFICALLY WHERE WE WERE AT THE DINNER TABLE, WHICH IS – IT'S LIKE A DINNER TABLE LIKE THAT, A HIGH TOP – AND WE'RE ALL SITTING THERE, AND LIEUTENANT GARRETT'S EATING, AND WE'RE JUST TALKING ABOUT SOMETHING. WE'RE ALL JUST KIDDING AROUND, OR SOMETHING, AND HE JUST MOUTHS THE WORD "BITCH" AT ME, AND IT WOULD JUST BE THINGS LIKE, "HEY BITCH, COME OVER HERE," AND THINGS LIKE THAT. IT WAS COMPLETELY UNCALLED FOR. HE USED "WEASEL" LIKE QUINA'S NAME, AND HE WAS STARTING TO GET TO THE POINT THAT HE USING "BITCH" COMPLETELY LIKE MY NAME – JUST INTERCHANGEABLE.

CHAMPION: IS QUINA A MALE?

YES.

CHAMPION: IN YOUR FIRE STATION, WHEN YOU – WHEN YOU HAVE YOUR CREW.

YES SIR.

CHAMPION: WHAT DO YOU REFER TO YOUR UNIT AS?

A COMPANY . . .

CHAMPION: A SQUAD . . .

. . . GROUP . . .

CHAMPION: OKAY, A COMPANY.

YOU KNOW.

CHAMPION: UH, WHEN – WHEN YOU'RE, WHEN YOU'RE SEATED AT THIS TABLE, HOW MANY PEOPLE ARE ALSO SEATED THERE?

IT DEPENDS ON THE STATION, BUT AT NINETEEN WE HAD FOUR.

CHAMPION: SO, THIS INCIDENT THAT YOU'RE REFERRING TO, UH, WHEN HE'S SAYING "BITCH."

MMHM.

CHAMPION: MMHM, YES?

YES SIR.

CHAMPION: HOW MANY PEOPLE . . .

THERE'S FOUR PEOPLE THERE, BUT HE'S MOUTHING IT SO NOBODY ELSE CAN SEE IT. THEY'RE FOCUSED ON DINNER, YOU KNOW? WHEN WE'RE DOWNSTAIRS IN THE TRUCK STALL, WASHING THE TRUCK OR CHECKING OFF, QUINA'S UPSTAIRS, UM, COOKING BREAKFAST AND LIEUTENANT GARRETT IS WORKING ON HIS COMPUTER. STATION NINETEEN IS HUGE, IT'S THE BIGGEST STATION WE HAVE. SO, HIM YELLING IT OUT IN THE MIDDLE OF THE STATION DOWNSTAIRS, NOBODY ELSE IS GONNA HEAR IT.

CHAMPION: DID HE EVER REFER TO YOU AS "BITCH" IN FRONT OF YOUR COWORKERS?

I DO NOT REMEMBER HIM – I REMEMBER HIM BEING VERY SMART ABOUT NOT SAYING IT IN FRONT OF LIEUTENANT GARRETT, BUT I DO NOT RECALL IF HE EVER SAID IT IN FRONT OF QUINA OR NOT.

CHAMPION: DID YOU EVER CONFRONT HIM WITH THIS NAME?

I TOLD HIM TO STOP, BUT . . .

CHAMPION: AND THE RESPONSE?

. . . THAT DIDN'T MAKE HIM STOP.

CHAMPION: ANY RESPONSE?

: I DON'T REMEMBER WHAT HIS INITIAL RESPONSE WAS.

CHAMPION: DID QUINA EVER EXPRESS THAT . . .

: HE DIDN'T LIKE WEASEL?

CHAMPION: . . . THAT HE DID NOT LIKE WEASEL?

: NO, THAT WAS A JOKE FROM WHERE WE, UH – QUINA HAD RUN OVER REED'S BLUEBERRY BUSH WHEN HE WAS CUTTING HIS GRASS.

CHAMPION: AND YOU MADE REFERENCE TO – THIS IS JAMES REED, UH, SMOKING? YOU'RE NODDING YES?

YES SIR.

CHAMPION: AND HE WOULD, UM, THROW CIGARETTE BUTTS ON THE GROUND AND BLOW SMOKE IN YOUR FACE?

YES SIR.

CHAMPION: TELL ME A BIT ABOUT THAT.

REED GOES THROUGH ALMOST A PACK OF CIGARETTES A DAY. I MEAN, HE'S CONSTANTLY OUTSIDE SMOKING A CIGARETTE. SO, ANY TIME I WOULD GO OUTSIDE TO DO SOMETHIN', HE'D BLOW SMOKE IN MY FACE WHEN I WALKED BY. SO, I TRIED TO AVOID THAT AS MUCH AS POSSIBLE 'CUZ I CAN'T STA-, STAND THAT SMELL. BUT, WHENEVER HE'D GET DONE WITH IT, HE'D THROW IT ON THE GROUND. SO, TO KEEP THE STATIONS NICE, WE'RE ALWAYS PICKING UP TRASH WHICH INCLUDES REED'S CIGARETTE BUTTS. UM, BUT – I MEAN, EVERYBODY KNOWS JAMES SMOKES, NO MATTER WHERE HE IS OR WHERE HE'S WORKING, WHICH IS NORMALLY JUST NINETEEN.

CHAMPION: DO YOU HAVE DESIGNATED SMOKING AREAS?

NO, YOU'RE NOT ALLOWED TO SMOKE IF YOU'RE A FIREFIGHTER.

CHAMPION: AND THAT'S PER . . .

THE FLORIDA HEART AND LUNG BILL, AND THEN ALSO WE HAVE A ZERO TOBACCO POLICY PER ESCAMBIA COUNTY.

CHAMPION: IS HE THE ONLY OFFICER THAT SMOKES AT THE FIREHOUSE?

HE'S NOT AN OFFICER, HE'S JUST A FIREFIGHTER, UM – BUT, UH, HE'S THE ONLY ONE I'VE SEEN SMOKING. THERE'S PLENTY OF 'EM THAT USE DIPPING, ER, CHEWING TOBACCO.

CHAMPION: DID YOU SAY ANYTHING TO HIM ABOUT BLOWING SMOKE IN YOUR FACE?

..... I TOLD HIM TO STOP THAT. I WAS VERY ANGRY ABOUT THAT.

CHAMPION: ANY RESPONSE?

HE WOULD – WHEN HE WOULD DO THAT, HE'D JUST LAUGH, AND SO I WOULD JUST TRY TO STAY AWAY FROM HIM.

CHAMPION: [lengthy pause] OKAY, THE NEXT, UH, BULLET:

"LIEUTENANT 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 NOT DO ANY TRAINING, IT WAS 'TABLE TOP,' AND," OR, "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 STATION NINETEEN WAS HOW TO WRITE UP A FIREHOUSE REPORT."

FIREHOUSE IS A COMPUTER PROGRAM?

YES SIR.

CHAMPION: YOU USE THE TERM "TABLE TOP."

TABLE TOP, UM – INSTEAD OF ACTUALLY DOING HANDS ON TRAINING WHERE YOU'RE PHYSICALLY PULLING A LINE OR FORCING A DOOR, YOU'LL SIT AT THE TABLE AND WE'LL SIT THERE AND TALK ABOUT HOW YOU WOULD FORCE A DOOR – AND, AT THE TABLE FOR HOWEVER LONG THAT TAKES, AND THEN YOU'LL GO LOG IT IN THAT YOU DID TRAINING ON FORCING A DOOR.

CHAMPION: AND, STARTING THAT STATEMENT – "LIEUTENANT AKERMAN ENDED UP BEING RIGHT IN A WAY."

I SAID THAT REFERRING BACK TO HIS STATEMENT, WHEN HE SAID "THE BATTALION CHIEFS NEVER WANTED ME," 'CUZ NO-, THEY SENT ME OUT TO NINETEEN SO NOBODY HAD TO TRAIN ME AND NOBODY HAD TO DEAL WITH ME. UM, BECAUSE I WASN'T GETTING ANY TRAINING – UM, I WASN'T PULLING ANY LINES, WE WEREN'T DOING ANY HANDS ON STUFF, UM, THE GUYS THAT I DID KNOW HAD APOLOGIZED TO ME AND THEY SAID, "YOU WON'T BE OUT AT NINETEEN FOREVER, JUST MAKE THE BEST OUT OF IT." IT WAS, IT'S WELL KNOWN AROUND THE DEPARTMENT IF YOU WORK FOR LIEUTENANT GARRETT, THAT THE ONLY TRAINING YOU'RE GONNA GET IS TO KNOW HOW TO WORK FIREHOUSE VERY WELL – AND, HE CAN SHOW YOU THE INS AND OUTS OF FIREHOUSE, AND THAT IS ALL YOU'RE GONNA DO. YOU DO ALL THE REPORTS AT THAT STATION AS THE ROOKIE FIREFIGHTER – WHICH IS THE LIEUTENANT'S JOB- AND UM, THE TRAINING, HE TOLD ME TO PUT IN AN HOUR EVEN THOUGH WE SPENT TEN MINUTES DOING SOMETHING OR TALKING ABOUT IT AT BREAKFAST, AND THEN THEY WOULD GO TO THEIR ROOMS. JAMES WOULD WORK ON SCHOOL WORK – JAMES REED – AND, UM, YOU KNOW THE OTHERS WOULD GO TAKE A NAP.

CHAMPION: SO YOU WERE ENTERING YOUR OWN TRAINING?

I WAS ENTERING EVERYONE'S TRAINING FOR THE LIEUTENANT, 'CUZ THAT WAS MY TRAINING, MY FIREHOUSE TRAINING – WAS TO DO HIS WORK.

CHAMPION: THEN MAKING REFERENCE BACK TO THE PHYSICAL TRAINING, THE WORKOUT . . .

WORKOUT, YES – HE WOULD HAVE US PUT IN, UM, AN HOUR OF WORKOUT EVERY DAY AS WELL, BECAUSE THAT WAS WHAT WAS REQUIRED, AND NOBODY WOULD WORK OUT. THEY WOULD TAKE A NAP. I WOULD WORK OUT EVERY DAY, I WOULD GO PULL A DUMMY DOWNSTAIRS, OR I WOULD GO DO SOME KIND OF CIRCUIT WHILE EVERYBODY ELSE WAS ASLEEP.

CHAMPION: SO WERE YOU – WERE YOU INSTRUCTED TO FALSIFY?

YES, HE WAS TELLING ME TO PUT MORE TIME IN THAN I WAS, AND TO MAKE SURE I WAS PUTTING DOCUMENTATION IN TO MAKE SURE IT WAS WHAT WE WERE SUPPOSED TO BE DOING – WHETHER IT WAS WHAT THEY WERE ACTUALLY DOING OR NOT.

CHAMPION: AND OF COURSE, WITH FIREHOUSE BEING AN ELECTRONIC SYSTEM, IT'S ELECTRONIC DOCUMENTATION – IT'S STILL, UM, FALSIFYING OFFICIAL DOCUMENTS.

YES SIR.

CHAMPION: AND BEING INSTRUCTED TO DO SO.

YES SIR.

CHAMPION: HOW DID THAT MAKE YOU FEEL?

I WAS VERY UNCOMFORTABLE WITH THE WHOLE SITUATION, BUT I WAS NEW AND THAT'S WHAT MY LIEUTENANT WAS TELLING ME TO DO.

CHAMPION: IN REFERENCE TO THE TRAINING – WERE ANY OF THE OTHER FIREFIGHTERS RECEIVING ANY TRAINING?

NO SIR. UH, QUINA HAD BEEN WITH THEM FOR A LONG TIME, AND THEN JAMES HAD BEEN THERE AS LONG AS LIEUTENANT GARRETT HAD, SO THEY DIDN'T FEEL LIKE THEY NEEDED TO DO ANY TRAINING – SO, NO.

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CHAMPION: OKAY, AND THE THIRD BULLET:

"REED PRINTED ME OFF A CITY OF PENSACOLA APPLICATION AND TOLD ME TO GO WORK THERE."

TELL EM ABOUT THAT.

UH, THAT WAS ROUGHLY WHEN THE CITY OPENED UP TO REHIRE IN 2015 -- WHICH, THEY HADN'T BEEN HIRING, SO AROUND THANKSGIVING OR CHRISTMAS, SOMEWHERE AROUND THERE? AND, UH, YOU KNOW THAT WAS A BIG DEAL FOR THIS AREA, THAT THE CITY HAD OPEN SPOTS -- SO, A LOT OF PEOPLE WERE TALKING ABOUT IT -- AND REED PRINTED IT OFF, AND SLID OVER AN APPLICATION TO ME, AND HE SAID "HOW ABOUT YOU GO WORK THERE AND STOP BEING OUR PROBLEM."

CHAMPION: ANYBODY PRESENT?

I HONESTLY DO NOT REMEMBER IF THE OTHER GUYS WERE THERE WHEN HE MADE THAT COMMENT OR NOT.

CHAMPION: AND HOW DID, HOW'D YOU FEEL ABOUT THIS?

UH, WITH EVERYTHING GOING ON, I FELT LIKE I HAD MADE THE WRONG DECISION GOING TO ESCAMBIA COUNTY INSTEAD OF THE CITY. BUT, THE FACT THAT MY COWORKERS FELT THE NEED TO GIVE ME AN APPLICATION TO SOMEWHERE ELSE -- I DEFINITELY KNEW I WAS NOT WANTED WHERE I WAS.

CHAMPION: IS THIS SOMETHING THAT HE PRINTED IN YOUR PRESENCE, OR HE HAD ALREADY ...

NO, HE DID NOT PRINT IT IN MY PRESENCE -- HE HAD ALREADY DONE IT, BUT HE HAD IT. I WAS GIVEN A HARD COPY OF THE APPLICATION.

CHAMPION: SO, YOU HADN'T MADE ANY -- ANY REFERENCE THAT, "I THINK I'LL JUST GO WORK," ...

NO, NO -- BECAUSE I... SORRY.

BRANNING: DON'T APOLOGIZE.

CHAMPION: SO YOU -- YOU MADE NO REFERENCE TO, "I'LL JUST -- I'LL JUST GO WORK AT THE PENSACOLA FIRE DEPARTMENT," AND HE RESPONDS TO THAT BY, "WELL HERE'S YOU AN APPLICATION, YOU SHOULD DO THAT."

NO SIR. UM, I ACTUALLY DID NOT WANNA WORK FOR THE CITY BECAUSE THAT IS WHERE MY [REDACTED] HAD COME FROM, AND I WAS VERY WORRIED IF I WORKED FOR THE CITY THAT IT WOULD BE – I WOULD BE “ [REDACTED],” BEING OVER THERE. I WOULD ALWAYS BE THE LITTLE [REDACTED] THAT ALL THESE GUYS HAD WATCHED GROW UP. SO, I THOUGHT I WAS GONNA GET A FAIR CHANCE AT THE COUNTY WITH – YES, SOME OF THESE GUYS WOULD KNOW [REDACTED], BUT THEY WEREN'T AS CLOSE TO ME GROWING UP AS THE CITY WAS. SO, IT WAS VERY CLEAR, EVEN WITH THE COUNTY GUYS, THAT I HAD CHOSE THE COUNTY BECAUSE I WANTED TO MAKE MY OWN WAY.

CHAMPION: SO, THIS GESTURE ON HIS PART WAS IN NO WAY IN RESPONSE TO ANYTHING THAT YOU HAD SAID?

NO SIR.

CHAMPION: [pause] OF COURSE, THIS TIME PERIOD IS THE FIRST THREE MONTHS OF YOUR EMPLOYMENT?

YES SIR – THAT WAS THE WHOLE TIME I WAS STATIONED AT STATION NINETEEN. REED HAS BEEN THERE FOR A LONG TIME, BUT THAT WAS THE WHOLE TIME I WAS AT STATION NINETEEN.

CHAMPION: SO, DURING THIS – THIS PRESCRIBED PERIOD OF TIME HERE THAT WE'VE ESTABLISHED, HE DOES THIS WITH THE CITY OF PENSACOLA APPLICATION JUST ONE TIME?

YES SIR.

CHAMPION: OKAY, THE NEXT TOPIC IS “MY FIRST UNION MEETING.”

YES SIR.

CHAMPION: CHRIS WATSON, 11/12/2015 – THEN YOU HAVE A QUESTION MARK FOLLOWING THAT?

: I ORIGINALLY TRIED TO KEEP UNION MATTER SEPARATE FROM MY WORK JOURNAL, BUT THIS I FELT NEEDED TO BE IN THE JOURNAL. UM, I WAS NOT SURE ON THAT DATE.

CHAMPION: OKAY.

BUT, I THINK IT'S ABOUT THAT TIME.

CHAMPION: ALRIGHT, SO THIS IS AP-, . . .

APPROXIMATE.

CHAMPION: ... AT LEAST APPROXIMATE?

APPROXIMATE.

CHAMPION: OKAY, AND THE BULLET UNDER THAT READS:

"I RECOGNIZE LIEUTENANT 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 TWO YEARS WITH ESCAMBIA COUNTY FIRE RESCUE PLUS THREE YEARS WITH ANOTHER CAREER DEPARTMENT – FIVE YEARS TOTAL TO PROMOTE TO FIVE YEARS TOTAL WITH ESCAMBIA COUNTY FIRE RESCUE BEFORE YOU CAN PROMOTE. WATSON'S REASONING BEHIND THE MOTION WAS, POINTING AT ME, BECAUSE YOU COULD BE AN OFFICER IN TWO YEARS. THE MOTION PASSED."

SO, YOUR POINT IN THIS IS HE SINGULARLY POINT-, POINTED YOU OUT, STATING THAT ' COULD BE AN OFFICER IN TWO YEARS."

YES SIR, AND I WOULD BE ABLE TO TEST AT THE NEXT LIEUTENANT TIME IF I STAYED WITH THE DEPARTMENT, FOR LIEUTENANT. NOW, I HAVE TO WAIT ANOTHER FOUR YEARS BEFORE I COULD TEST FOR LIEUTENANT, BASED ON WHAT THEY'RE DECIDING IN UNION MEETINGS. SO, THAT DIRECTLY AFFECTS ME.

CHAMPION: SO, YOU HAVE, UM, LIEUTENANT GRADIA PRESENT. UM, WATSON IS A FIREFIGHTER?

YES SIR.

CHAMPION: HOW'D IT MAKE YOU FEEL BEING SINGLED OUT TO MAKE THIS POINT?

I WAS VERY UPSET ABOUT THIS. UM, THESE TWO, AFTER MY INITIAL MEETING WITH THEM, THEN I FOUND OUT THAT LIEUTENANT GRADIA WAS PRESIDENT, AND LATER WATSON BECAME VICE PRESIDENT OF THE UNION. UM, BUT BEING SINGLED OUT AND KNOWING THAT THEY HAD THE POWER TO ALREADY CHANGE MY CAREER... BECAUSE, I HAD PLANNED – THAT WAS ONE OF THE BIG DEALS WITH ESCAMBIA. WITHIN TWO YEARS, I WAS GOING TO TEST FOR LIEUTENANT. I'VE ALREADY BEEN DOING IT FOR FOUR YEARS, AND THAT WOULD BE SIX YEARS. I WAS READY TO BE A LIEUTENANT AT MY SIX YEARS MARK WHEN IT CAME UP.

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CHAMPION: HAD YOU BEEN A MALE FIREFIGHTER AT THIS MEETING, DO YOU THINK THAT WOULD HAVE BEEN, UH . . .

: I . . .

CHAMPION: . . . THE SAME POINT?

: NO, IT WOULD NOT HAVE BEEN, BECAUSE THEY WERE LETTING MALE FIREFIGHTERS THAT HAVE SIMILAR BACKGROUNDS FROM OTHER DEPARTMENTS DO THINGS THAT I HAVEN'T BEEN ABLE TO DO. LIKE, DRIVE IMMEDIATELY WHEN THEY GET HERE. THEY'RE PUTTING THEM THROUGH DRIVER'S TRAINING IMMEDIATELY. I DROVE FOR FOUR YEARS IN AUBURN, AND THEY ARE STILL NOT PUTTING ME ALL THE WAY THROUGH AND CLEARING ME ON DRIVER'S TRAINING. AND, THE GUYS COMING FROM OTHER DEPARTMENTS AROUND HERE START WITHIN TWO WEEKS, AND THEY'RE ALREADY DRIVING A FIRE TRUCK HERE.

CHAMPION: AND, WE'LL TALK A LITTLE FURTHER IN DEPTH ON THE DRIVER'S TRAINING LATER IN THE JOURNAL, WHEN THAT'S ALSO ADDRESSED.

: YES SIR.

CHAMPION: ALRIGHT, THE NEXT SUBJECT IS THANKSGIVING – JAMES REED, 11/26/2015:

"LIEUTENANT GARRETT WAS OFF ON ANNUAL LEAVE. REED WAS ACTING LIEUTENANT – HE SHOWED UP SMELLING OF ALCOHOL, STUMBLING, OUT OF UNIFORM AND UNSHAVED. I WAS ABOUT TO GO CALL..."

UH, IS THAT BATTALION CHIEF?

: YES SIR.

CHAMPION: UM, MAKE REFERENCE TO "BAT CHIEF."

"WHEN PUBLIC SAFETY DIRECTOR 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 BATTALION CHIEF. AT LEAST HE WASN'T DRIVING THE TRUCK.

TALK ABOUT THIS BEFORE WE MOVE TO THE NEXT BULLET, BUT – SO IT WAS ANOTHER DESIGNATED DRIVER FOR THE TRUCK WHEN YOU MAKE LIGHT OF "AT LEAST HE WASN'T DRIVING THE TRUCK?"

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: JAMES REED WAS NORMALLY OUR DRIVER, BUT BECAUSE THE LIEUTENANT WASN'T THERE, HE IMMEDIATELY MOVES UP TO THE ACTING POSITION, SO ANOTHER DRIVER WILL BE THERE IN THE DRIVER'S POSITION.

CHAMPION: UM, YOU STATE "SMELLING OF ALCOHOL."

: YES.

CHAMPION: STUMBLING . . .

YES.

CHAMPION: . . . AND OUT OF UNIFORM.

YES.

CHAMPION: TELL ME ABOUT THOSE.

: UM, IT WAS VERY APPARENT. I MEAN, HE HAD BEEN THERE, WHERE YOU COULD TELL HE WAS HUNG OVER SHIFT AFTER SHIFT, BUT THIS WAS MORE THAN JUST HUNG OVER THAT MORNING, AND THAT STUCK OUT. UM, YOU COULD SMELL THE BOOZE – AND WE SEE THIS ON REX ALL THE TIME AND I SEE THIS TOO AT THE HOSPITAL, UM – BUT, HE SMELL OF AL-, ALCOHOL. HE COULDN'T WALK STRAIGHT, UM, HE HAD MORE THAN JUST SOME SCRUFF, UM, UH... LIKE MORE THAN JUST A . . .

CHAMPION: REFERRING TO BEARD?

: A BEARD, YEAH.

CHAMPION: MORE THAN SHADOW?

MORE THAN A SHADOW – THANK YOU, ON HIS FACE. UM, AND THEN HE WASN'T IN HIS UNIFORM, AND HE ALWAYS SHOWS UP RIGHT AT SEVEN O'CLOCK – AND AT THIS DAY, HE WAS JUST A LITTLE BIT AFTER SEVEN, BARELY MAKING IT THERE. SO, WHEN UH, DIRECTOR, UM, OR CHIEF WEAVER SHOWED UP AND DIDN'T MAKE ANY BIG DEAL, I WAS JUST LIKE, I DON'T KNOW WHAT I'M SUPPOSED TO DO ABOUT THIS.

CHAMPION: YOU SAY COU-, "COULDN'T WALK IN A STRAIGHT LINE." WHAT WERE YOU OBSERVING?

: UM, JUST KINDA CATCHING HIMSELF SWAYING SIDE TO SIDE, UM – NOT WALKING NORMALLY.

CHAMPION: [pause] AT THIS TIME, I'M MAKING REFERENCE TO ESCAMBIA COUNTY FIRE RESCUE STANDARD OPERATING GUIDELINES 1105.015 – GENERAL CONDUCT, AND THERE'S A SECTION WHICH READS:

"PERSONNEL SHALL BE NEAT AND CLEAN WHEN ON DUTY, EXCEPT WHEN DUTIES OR ASSIGNMENTS OBVIOUSLY PREVENT SUCH CLEANLINESS. ALL PERSONNEL WILL MAINTAIN CLEAN AND APPROPRIATE PERSONAL HYGIENE FOR THE COMFORT AND PROTECTION OF THEMSELVES AND COWORKERS WHILE ON DUTY."

[pause] DO YOU FEEL HE WAS IN VIOLATION OF THESE STANDARD OPERATING GUIDELINES?

YES SIR.

CHAMPION: THAT ALSO GOES ON TO READ:

"PERSONNEL THAT WITNESS OR HAVE KNOWLEDGE OF OTHER PERSONNEL DELIBERATELY DISREGARDING RULES, REGULATIONS, POLICIES OR GUIDELINES GOVERNING THE ADMINISTRATION AND OPERATIONS OF ESCAMBIA COUNTY FIRE RESCUE SHALL REPORT SUCH INFORMATION IMMEDIATELY THROUGH THE PROPER CHAIN OF COMMAND."

YOU MAKE REFERENCE IN THIS – THE INDIVIDUAL WHO HAD SHOWN UP ON SCENE. WOULD THAT HAVE BEEN YOUR CHAIN OF COMMAND?

NO SIR, HE WOULD HAVE BEEN THE VERY TOP.

CHAMPION: SO THE VERY TOP IS SEEING THIS AND NOT ACTING ON... YOU'VE MADE THESE OBSERVATIONS OF HIM, WOULD YOU ASSUME THAT HE HAD – WOULD HAVE MADE THE SAME OBSERVATIONS HIMSELF?

YES SIR.

CHAMPION: UM, OF COURSE WHEN WE SAY "SMELLED OF ALCOHOL," WE WOULD HAVE TO HAVE PROXIMITY FOR SUCH A SMELL – AND YOU'RE NODDING YES?

YES SIR.

CHAMPION: WOULD CHIEF WEAVER – DID YOU SEE HIM IN PROXIMITY TO WHERE YOU FELT HE SHOULD HAVE BEEN ABLE TO HAVE SMELLED THE SAME THING?

YES SIR, HE SHOOK HIS HAND.

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CHAMPION: THE UNIFORM, UNSHAVEN – OBSERVATIONS STILL THAT SOMEONE ELSE COULD HAVE EASILY MADE?

YES SIR.

CHAMPION: DO YOU CONSIDER YOURSELF TO BE A REASONABLE PERSON?

YES SIR.

CHAMPION: DO YOU CONSIDER YOURSELF TO BE FAIR IN YOUR ASSESSMENTS?

YES SIR.

CHAMPION: DO YOU CONSIDER YOURSELF TO BE A PROFESSIONAL?

YES SIR.

CHAMPION: DO YOU HAVE THAT SAME EXPECTATION OF THOSE THAT YOU WORK WITH?

YES SIR.

CHAMPION: DO YOU FEEL THAT YOU HAVE BEEN FAILED BY THOSE THAT YOU WORK WITH?

YES SIR.

CHAMPION: MANAGEMENT?

YES SIR.

CHAMPION: CO-FIREFIGHTERS?

YES SIR.

CHAMPION: AGAIN, YOU MAKE THE STATEMENT: "I KNEW IF HE WASN'T GOING TO DO ANYTHING ABOUT IT, THEN I WASN'T GOING TO GET ANYWHERE WITH A BATTALION CHIEF."

[pause] WE MADE – WE MADE REFERENCE TO THE GENERAL CONDUCT. YOU ALSO HAVE A STANDARD OPERATING GUIDELINES 1110.090, WHICH ESTABLISHES WHAT'S EXPECTED OF YOU FOR GROOMING STANDARDS – IS THAT CORRECT?

YES SIR.

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CHAMPION: DO YOU FEEL THAT HIS, UH, GROOMING STANDARDS WERE IN VIOLATION OF THAT STANDARD OPERATING GUIDELINE?

YES SIR.

CHAMPION: MOVING ON TO THE NEXT BULLET, THERE:

"CHIEF GRACE RECALLED THIS EXACTLY STORY FROM CHIEF WEAVER'S POINT OF VIEW IN THE MEETING WITH [REDACTED] IN 2017."

SO, THIS IS WHAT IS TOLD TO YOU BY YOUR [REDACTED] ?

YES SIR.

CHAMPION: AND WHAT WERE YOU TOLD?

UM - [REDACTED] HAD A MEETING WITH CHIEF GRACE ABOUT THIS, AND HE DID NOT GIVE ANY NAMES OF THIS, UM, WHEN HE TALKED TO THEM.

CHAMPION: YOUR [REDACTED] DID NOT GIVE ANY NAMES?

MY [REDACTED] DID NOT GIVE ANY NAMES, BECAUSE I WANTED IT TO BE AN EDUCATIONAL EXP-, UM, FOR THE DEPARTMENT – WHAT WAS GOING ON, AND FIX IT. I WASN'T, AT THE TIME, LOOKING TO GET ANYBODY FIRED OR IN TROUBLE. I JUST WANTED THE CULTURE TO CHANGE. UM, SO WHEN [REDACTED] READ THIS STORY TO THE GROUP, CHIEF GRACE WAS ABLE TO SAY, "WELL, I KNOW WHO THAT IS. IT'S JAMES REED." CHIEF WEAVER CAME TO ME AFTER THANKSGIVING AND TOLD ME HE WENT TO THE STATION ON THANKSGIVING, AND REED DIDN'T EVEN RECOGNIZE WHO HE WAS WHEN HE SHOOK HIS HAND, THAT HE WAS OUT OF UNIFORM, HE WAS UNSHAVEN AND EXPLAINED BASICALLY MY EXACT STORY.

CHAMPION: SO, THROUGH YOUR [REDACTED] YOU GET ACKNOWLEDGEMENT TO THE ST-, THAT THE CHIEF HAD MADE THE SAME OBSERVATIONS.

YES SIR.

CHAMPION: YOU FELT A REASONABLE PERSON SHOULD HAVE... DID THE CHIEF HAVE A DUTY TO RELIEVE HIM OF DUTY IN THE STATE THAT YOU OBSERVED HIM TO BE IN?

WHAT DO YOU MEAN BY "RELIEVE OF DUTY?"

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CHAMPION: YOU STATED HE WAS SMELLING OF ALCOHOL, STUMBLING, OUT OF UNIFORM. ARE THESE ELEMENTS THAT SOMEONE CAN BE RELIEVED OF DUTY, CREATING AN UNSAFE WORKING ENVIRONMENT FOR THEMSELVES AND THEIR COWORKERS?

YES SIR.

CHAMPION: AND AT A MINIMUM, DID THE CHIEF HAVE A DUTY TO REPORT HIS OBSERVATIONS?

YES SIR.

CHAMPION: DO YOU FEEL THAT YOUR – IF IN FACT CHIEF WEAVER MADE THESE OBSERVATIONS, DO YOU FEEL THAT THE CHIEF ENDANGERED YOU AND YOUR COWORKERS?

AND THE CITIZENS – HE WAS IN CHARGE OF MAKING DECISIONS. MEDICAL CALLS, STRUCTURE FIRES... HE WAS THE OFFICER ON A LADDER TRUCK IN PERDIDO KEY THAT DAY, AND HE COULDN'T EVEN PUT ON HIS UNIFORM THAT MORNING, MUCH LESS WALK STRAIGHT – SO, YES.

CHAMPION: WE ARE GOING TO COVER THE NEXT SECTION, UH – WE'RE ON PAGE TWO AT THE BOTTOM, UM, WE'VE ECLIPSED AN HOUR AND WE'LL GO AHEAD AND FINISH THIS PAGE, THEN WE'LL USE THAT AS A MARKING POINT TO GO AHEAD AND TAKE A SHORT RECESS. I ALSO WANT TO POINT OUT THAT AS WE'RE GOING THROUGH THESE DIFFERENT POINTS, OR BETTER, BULLETS – UH, AS WE, AS WE COVER EACH POINT – ANYTHING YOU RECALL TO ANYTHING THAT WE'VE COVERED, CERTAINLY FEEL FREE TO LET ME KNOW THAT YOU WANT TO REVISIT SOMETHING.

YES SIR.

CHAMPION: OKAY, THIS ONE IS MAXIM IN WOMEN'S BATHROOM, STATION FOURTEEN, 11/30/2015:

"I WORKED OVERTIME WITH LIEUTENANT RASNICK AND JEFF..." TAVENER?

YES SIR.

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CHAMPION: "LIEUTENANT 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 LIEUTENANT RASNICK THE MAGAZINE, I WAS TOLD TO PUT IT BACK AND LEAVE IT ALONE. SINCE MY SHIFT AT STATION FOURTEEN, THE BATHROOM HAS BEEN CHANGED FROM A WOMEN'S BATHROOM TO A MALE / FEMALE BATHROOM. THE PUBLIC CAN USE THIS BATHROOM AT ANY TIME."

TELL ME A LITTLE BIT ABOUT THAT.

: EACH LIEUTENANT IS SUPPOSED TO GO OVER THEIR EXPECTATIONS WITH THE CREW. SO, THAT'S WHAT I'M REFERENCING TO IS ONE OF THE EXPECTATIONS FROM MY LIEUTENANT, AND THAT'S PRINTED OUT ON ONE OF HIS EXPECTATION LISTS. UM, THE BATHROOM AT STATION FOURTEEN IS CONSTANTLY USED BY PEOPLE STOPPING BY, GOING IN THE BACK GATES OF NAS. THAT BATHROOM – I WAS CLEANING THAT NIGHT, AND FOUND THE MAGAZINE. UM, I BROUGHT IT TO THE ATTENTION OF LIEUTENANT BECAUSE I WAS GONNA THROW IT AWAY, AND THAT'S WHEN HE TOLD ME TO JUST LEAVE IT ALONE AND PUT IT BACK. MY CONCERN WAS SOMEBODY COMES IN FROM THE PUBLIC, SEES WHAT THE FIREFIGHTERS ARE LOOKING AT IN THE BATHROOM, AND THEN WE HAVE AN ISSUE.

CHAMPION: SO, IN THE BATHROOM – WHERE, WHERE DO YOU... YOU KNOW, HAVING NOT SEEN THIS BATHROOM, THE LAYOUT OF THE BATHROOM – WHERE DO YOU FIND THIS MAGAZINE SITUATED?

EH, THEY HAVE A MAGAZINE RACK TO THE LEFT OF THE TOILET.

CHAMPION: SO THIS IS A, UM, SINGLE SERVICE RESTROOM?

YES SIR.

CHAMPION: ONE, ONE PERSON AT A TIME . . .

YES SIR.

CHAMPION: . . . TYPE RESTROOM?

: YES SIR.

CHAMPION: OKAY, AND THEN WE HAVE, UM, THE STATEMENT, "THE PUBLIC CAN USE THE BATHROOM AT ANY TIME," AND YOU ACTUALLY HAVE A, UM – WITHIN ESCAMBIA COUNTY FIRE RESCUE, YOU HAVE STANDARD OPERATING GUIDELINES, AND IT'S STATION SECURITY – AND THERE IS A SECTION HERE WHICH READS:

"THE STATION IS A PUBLIC BUILDING FOR THE PURPOSE OF CONDUCTING FIRE DEPARTMENT BUSINESS ON A TWENTY FOUR HOUR BASIS. NO PERSON SHALL BE DENIED ENTRY INTO THE FIRE STATION AT ANY TIME FOR THE PURPOSE OF CONDUCTING SUCH BUSINESS."

SO – WE REALLY DON'T HAVE IT... THE STATION OPEN AS A PLACE THAT PEOPLE CAN JUST STOP IN TO USE A PUBLIC RESTROOM, BUT YOU ARE RIGHT IN ESSENCE THAT YOU CAN HAVE A . . .

RIGHT.

CHAMPION: . . . VISITOR TO THE STATION THAT IS A CIVILIAN CONDUCTING BUSINESS . . .

MMHM.

CHAMPION: . . . THAT COULD HAVE BEEN SUBJECT TO SEEING THIS MATERIAL

YES SIR.

CHAMPION: AND UH, MAXIM – UH, A KNOWN MEN'S MAGAZINE, AND... YOU'RE NODDING YES?

YES SIR.

CHAMPION: UM, WHAT TYPE OF ARTICLES, PICTURES DO YOU ASSUME THIS TYPE MAGAZINE TYPICALLY . . .

: I'VE NEVER READ IT, BUT I REMEMBER SEEING GIRLS WITH NOT MUCH CLOTHING ON IT, AND THAT'S AS FAR AS I GOT WITH THAT MAGAZINE.

CHAMPION: AND IS THAT YOUR FIRST IMPRESSION OF THE COVER OF THIS MAGAZINE?

YES – THAT WAS MY IMPRESSION WITH THE MAGAZINE.

CHAMPION: AND YOU FELT THAT WAS NOT A PROFESSIONAL, UH, EXHIBITION, IN YOUR OPINION, WHEN YOU SAW THIS IN THE RESTROOM?

YES SIR.

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CHAMPION: AGAIN – YOU WERE TOLD TO PUT IT BACK?

YES SIR.

CHAMPION: WERE YOU GIVEN ANY REASON WHY?

I WAS JUST TOLD TO LEAVE IT ALONE AND PUT IT BACK.

CHAMPION: AND YOU DID AS YOU WERE TOLD?

I DID AS I WAS TOLD.

CHAMPION: WOULD YOU AGREE WE ARE TO – IN THESE PUBLIC SERVICE PROFESSIONS, WE ARE TO EXHIBIT A PROFESSIONAL APPEARANCE?

YES SIR.

CHAMPION: DO YOU FEEL THAT'S ENFORCING THAT PROFESSIONAL APPEARANCE, HAVING SUCH MATERIALS IN THE RESTROOM?

I FEEL IT'S UNPROFESSIONAL, HAVING THOSE.

CHAMPION: ALRIGHT – THE TIME IS 0956 HOURS, AND WE ARE GOING TO TURN THE RECORDER OFF FOR A SHORT RECESS.

[FIRST RECESS]

CHAMPION: THE DATE IS SEPTEMBER 27, 2017. THE TIME IS 1011 HOURS, AND WE ARE CONTINUING, UH, WITH THE INTERVIEW AT THE CONCLUSION OF OUR FIRST BREAK. DURING THE – DURING THE BREAK, DID I COACH, THREATEN, OR COERCE YOU IN ANY MANNER?

NO SIR.

CHAMPION: DID I ASK YOU ANY QUESTIONS ABOUT THESE ALLEGATIONS OFF THE RECORD?

NO SIR.

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CHAMPION: WE ARE CONTINUING AT THE VERY BOTTOM OF PAGE TWO – STATION SEVEN, 01/04/2016 THROUGH 01/13/2016, PAGE NUMBER THREE:

“AT THIS TIME, LIEUTENANT ALLEN OFFERED ME TWO WEEKS OF TRAINING AT STATION SEVEN. LIEUTENANT ALLEN AND CHIEF HOLLINGSWORTH WERE MADE AWARE OF THE ISSUES AT STATION NINETEEN. I WAS THEN MOVED TO STATION ELEVEN, 01/16/2016.”

SO YOU, YOU’VE BEGAN YOUR CAREER AT STATION NINETEEN?

YES SIR.

CHAMPION: YOU’RE OFFERED TWO WEEKS OF TRAINING AT STATION SEVEN. ARE YOU GOING TO BE REASSIGNED, OR JUST TWO WEEKS OF TRAINING AND BACK TO STATION NINETEEN?

ORIGINALLY, IT WAS JUST – I WAS GOING FOR TWO WEEKS OF TRAINING, BUT AFTER THEY FOUND OUT, THEY DIDN’T WANT TO MOVE ME BACK TO NINETEEN, SO THEY LEFT ME AT SEVEN UNTIL ELEVEN OPENED UP.

CHAMPION: DID YOU RECEIVE TWO WEEKS OF TRAINING?

YES.

CHAMPION: OKAY – AND YOU STATED THAT YOU, UM, MADE LIEUTENANT ALLEN AND CHIEF HOLLINGSWORTH, UH, AWARE OF THE ISSUES AT STATION NINETEEN – TELL ME A LITTLE BIT ABOUT THAT.

: LIEUTENANT ALLEN, WHEN HE OFFERED – HE CALLED ME, BECAUSE HE DIDN’T WANT TO STEP ON ANYBODY... MY CURRENT LIEUTENANT, HE DIDN’T WANT TO STEP ON HIS TOES, AND HE DIDN’T WANT TO APPROACH HOLLINGSWORTH – CHIEF HOLLINGSWORTH – WITH THE IDEA OF ME COMING TO SEVEN... UM, IF I WASN’T INTERESTED. SO, HE CALLED ME ON MY CELL PHONE. WHEN I TALKED TO HIM, I TOLD HIM I WAS DEFINITELY INTERESTED. ONE OF HIS FIREFIGHTERS WAS GOING OUT OF TOWN FOR TWO WEEKS. UM, WHEN I GOT TO SEVEN, WE STARTED TRAINING AND IT WAS AWESOME. IT WAS EXACTLY WHAT I HAD BEEN WANTING THE WHOLE ENTIRE TIME, AND HE WAS GOING OVER THE FUNDAMENTAL STUFF TO ADVANCED THINGS. UM, I STARTED TELLING LIEUTENANT ALLEN ABOUT THINGS I HAD BEEN EXPERIENCING SINCE I HAD BEEN HIRED ON FROM THE BEGINNING OF WHEN I WAS HIRED TO NOW, AND LIEUTENANT ALLEN IS ACTUALLY WHO WENT TO CHIEF HOLLINGSWORTH WITH THE INFORMATION.

CHIEF HOLLINGSWORTH THEN SAT ME DOWN, AND HE HAD ALREADY HAD NOTES FROM WHAT ALLEN HAD TOLD HIM, BUT HE WANTED TO HEAR IT FROM ME. SO, THEN WE WENT OVER EVERYTHING. HOLLINGSWORTH APOLOGIZED, BUT HE TOLD ME FROM NOW ON HE WANTED TO MAKE SURE I WAS REPORTING EVERYTHING DIRECTLY TO MY LIEUTENANT, AND HE SAID I WOULD NOT BE GOING BACK TO NINETEEN AND HE WAS GOING TO MOVE ME TO STATION ELEVEN.

CHAMPION: OKAY, UM – AND AMONGST THE ISSUES THAT WERE REPORTED, UM, WAS THE INCIDENT WITH LIEUTENANT REED?

YES, REED WAS THE, THE BIG CONCERN THAT WAS, UM, TALKED ABOUT. UM, MY ISSUES WITH WATSON WERE TALKED ABOUT, UM... AKERMAN WAS TALKED ABOUT, AND THE FACT THAT – ESPECIALLY THE COMMENT THAT NONE OF THE BATTALION CHIEFS WANTED ME AND THAT I HAD BEEN STUCK WITH, AND THEN THE LACK OF TRAINING WAS DISCUSSED, AND THAT I WAS JUST BEING MADE TO PUT DOCUMENTS IN THAT WERE NOT TRUE.

CHAMPION: THE, THE TRAINING DOCUMENTS?

MMHM, THAT WAS ALL DISCUSSED.

CHAMPION: MMHM, YES?

YES, SORRY.

CHAMPION: DID CHIEF HOLLINGSWORTH SEEM TO BE RECEPTIVE?

: YES. HE WAS VERY UPSET, UM – HE WAS ALSO CONCERNED THOUGH, HOW IT WOULD BE TAKEN WITHIN THE DEPARTMENT, WITH HOW HE HANDLED PEOPLE. UM, SO... HE FELT THAT MOVING ME WAS GONNA BE THE BEST BET.

CHAMPION: DID HE TELL YOU IF HE WAS GOING TO REPORT YOUR CONCERNS FURTHER THROUGH HIS CHAIN?

I DID NOT... I WAS, I HAVE NO IDEA. HE DID NOT TELL ME ANYTHING LIKE THAT.

CHAMPION: OKAY, THE NEXT TITLE IS BEYOND MINIMUM STANDARDS CLASS (BMSC). NICK SEGNER?

YES SIR.

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CHAMPION: "NICK SEGNER PUNCHED JASON CRABBE IN HIS PRIVATE AREA. SEGNER IS 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 MATCH BEHIND STATION TWELVE DURING A BREAK. THE GUYS IN CLASS, SENIOR FIREFIGHTERS FROM STATION TWELVE, 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."

OKAY, SO – NICK SEGNER PUNCHES JASON CRABBE IN THE GROIN AREA.

YES SIR.

CHAMPION: WAS THIS, UH – HORSEPLAY? WAS . . .

NO SIR. I WAS – WE ALL WERE IN A CLASSROOM. UM, BEYOND MINIMUM STANDARDS CLASS IS BASICALLY ACADEMY AFTER YOU'VE BEEN HIRED, WHERE YOU GO OVER SKILLS YOU NEED FOR THAT DEPARTMENT. SO, YOU DO HANDS ON TRAINING, YOU GO TO LECTURES. THIS SPECIFIC DAY, WE WERE IN A LECTURE. SO, WE WERE IN THE CLASSROOM. IT WAS LUNCH TIME, SO WE WERE ALL HANGING AROUND IN THE CLASSROOM. SOME WOULD BE OUTSIDE, SOME WERE INSIDE, AND SOMEBODY HAD A WHITE BOTTLE CAP FROM A WATER BOTTLE AND WAS FLICKING IT AROUND THE ROOM – AND IT HIT SEGNER. I DON'T REMEMBER WHERE IT HIT SEGNER, BUT IT HIT SEGNER. NOT ANYTHING HARD, NOT ANYTHING BAD, BUT IT PISSED SEGNER OFF – AND HE CAME RUNNING ACROSS THE ROOM AND PUNCHED CRABBE AS HARD AS HE COULD... LIKE, RUN AND LUNGE AND PUNCH. UM, CRABBE WAS LIKE, DOWN ON THE FLOOR. LIKE, IT WAS BAD. LOTS OF PEOPLE WITNESSED IT, NO INSTRUCTORS MADE ANY COMMENTS ABOUT IT. I DON'T THINK ANY INSTRUCTORS WERE IN THE ROOM, BUT EVERYBODY WITNESSED IT, EVERYBODY WAS TALKING ABOUT IT, INSTRUCTORS WERE AWARE OF THE SITUATION – BUT NOBODY TALKED TO SEGNER ABOUT IT.

SO, AS THE CLASS PROGRESSED, THOSE TWO WERE CONSTANTLY GETTING INTO IT. LITTLE THINGS, UNTIL EVENTUALLY THIS EVENT HAPPENED. SO, IT'S JUST LIKE YOU IMAGINE ON TV SHOWS. IT'S SCHOOL YARD. EVERYBODY'S AROUND THESE TWO, WHO ARE JUST CUSSING EACH OTHER'S FACES, GETTIN' AS CLOSE AS THEY CAN UNTIL SOMEBODY THROWS A PUNCH, AND EVERYBODY'S EGGING IT ON. AND, I WENT AND GOT IN THE MIDDLE OF IT. I GRABBED CRABBE, AND I JUST PUSHED HIM OUT INTO THE PARKING LOT.

CHAMPION: SO, WE'RE TALKING ABOUT THE, UM, THE BOTTLE CAP THAT'S GETTING KNOCKED AROUND. UM, DOES JASON CRABBE – IS HE THE ONE WHO HITS NICK SEGNER WITH THE BOTTLE CAP?

I THINK SO; I THINK THAT'S WHY SEGNER WENT AFTER HIM. IT WAS EITHER HE THOUGHT CRABBE WAS? I JUST – I DID NOT WITNESS WHO DID THE BOTTLE CAP, I JUST REMEMBER SEGNER GOT HIT WITH THE BOTTLE CAP, AND I REMEMBER SEGNER BEING UPSET AND THAT WAS WHERE I WITNESSED FROM THERE.

CHAMPION: SO AS THIS CAP'S GETTING FLICKED AROUND THE ROOM . . .

MMHM.

CHAMPION: . . . IT'S JUST LIKE A, IS IT BEING TAKEN AS LIKE A LITTLE GAME?

IT WAS, IT WAS JUST A GAME. IT WAS NO BIG DEAL.

CHAMPION: NOBODY'S TRYING TO INFLICT HARM; IT'S JUST GETTING THUMPED AROUND?

IT WAS NO BIG DEAL, YES SIR.

CHAMPION: WHEN NICK SEGNER PUNCHES JASON CRABBE – IN YOUR PROFESSIONAL OPINION, WAS NICK SEGNER BATTERING JASON CRABBE?

YES.

CHAMPION: UM, WITH WHAT WOULD MEET STATUTE AS A BATTERY?

YES.

CHAMPION: SO, THIS CONDUCT TAKES PLACE IN THE CLASSROOM.

YES SIR.

CHAMPION: THEN, WE HAVE A BREAK OR A LUNCH, AND WE'RE OUT, OUTSIDE NOW?

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A FEW DAYS, MAYBE A WEEK LATER – BUT WE’RE STILL IN CLASS.

CHAMPION: OKAY – OKAY.

THIS IS LIKE A THREE WEEK PERIOD.

CHAMPION: OKAY, SO . . .

RIGHT.

CHAMPION: SO, THIS DOESN’T – OUT BACK DOESN’T IMMEDIATELY FOLLOW WHAT’S HAPPENING IN THE CLASS.

NO SIR, THIS IS OVER A THREE WEEK PERIOD.

CHAMPION: SO, NOW WE HAVE ANOTHER DAY.

MMHM.

CHAMPION: WE’RE OUT BACK, AND THEN THEY’RE AT EACH OTHER.

MMHM.

CHAMPION: WHERE THIS PARTICULAR, UM, FIRE STATION IS SITUATED – THOUGH IT’S OUT BACK, IS THERE... IS IT WOODED? IS IT . . .

THIS IS STATION TWELVE.. I DON’T KNOW IF I – YES, STATION TWELVE. UM, IT HAS A VERY BIG BAY AREA, YOU ACTUALLY CAN FIT TWO FIRE TRUCKS IN THE BAY, AND A PICKUP TRUCK. UM, AND THAT WAS THE AREA WHERE EVERYBODY WAS, AND IT HAS A FULL CIRCLE DRIVE AROUND THE STATION, AND THEN IT’S ALL WOODED BEHIND IT. THIS IS OSCEOLA, OVER IN THAT AREA.

CHAMPION: OKAY.

AND THE CLASSROOM IS ALSO CONNECTED TO THAT SAME STATION.

CHAMPION: [pause] IS THIS AN INCIDENT THAT WOULD HAVE WARRANTED DISCIPLINARY ACTION?

YES.

CHAMPION: IS THIS AN INCIDENT THAT SHOULD HAVE BEEN REPORTED TO THE CHAIN OF COMMAND?

YES.

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CHAMPION: DO YOU KNOW IF IT WAS REPORTED TO THE CHAIN OF COMMAND?

: NO. I KNOW NOBODY EVER TALKED TO SEGNER, SO I DO NOT THINK ANYBODY EVER . . .

CHAMPION: ALRIGHT, THE NEXT TOPIC IS, UH, STATION ELEVEN – UH, MOLD ISSUES. FIRE ADMINISTRATION; FIRST BULLET:

"MOLD WAS DISCOVERED DURING THE FIRST FEW WEEKS OF THE CAREER CREWS MOVING INTO MYRTLE GROVE. I DO NOT HAVE THOSE DATES OR EMAILS. LIEUTENANT MCGUFFEY HANDLED NOTIFYING ADMINISTRATION."

SO, MOLD IS DISCOVERED AND IT IS REPORTED. YOU'RE NODDING YES?

YES SIR.

CHAMPION: NEXT BULLET – STATION ELEVEN CLOSED ON 06/24/2016 – AND THIS IS BECAUSE OF THE MOLD ISSUE?

YES SIR.

CHAMPION: NEXT BULLET:

"LIEUTENANT MCGUFFEY NOTIFIED ADMIN. I WAS HAVING A BECAUSE MY WERE EXTREMELY ; AND OTHER MEMBERS AT STATION ELEVEN WERE ALSO DID EVENTUALLY CLEAR UP THE DURING MY WORK PHYSICAL (09/22/2016), I WAS SENT BACK TO MY FOR . FROM THERE, I WAS SENT TO AN (10/31/2016) AND (10/20/2016). I WAS HAVING FROM THE PROLONGED , AND THE I WAS IN THE STATION. . MEDICAL RECORDS ARE AVAILABLE FROM COUNTY HEALTH CLINIC AND ALL MY DOCTORS."

[clears throat] EXCUSE ME. NEXT BULLET, 07/13/2016:

"ADMINISTRATION TRIED TO MOVE CREWS BACK INTO STATION ELEVEN WHILE I WAS ON ADMIN LEAVE AT THE PEDIATRIC BURN CAMP I VOLUNTEER AT. I WAS TOLD BY LIEUTENANT MCGUFFEY RISK MANAGEMENT EVENTUALLY DENIED FIRE ADMIN THE O.K. TO MOVE BACK IN."

I HAD ADMIN LEAVE – IS THAT ANNUAL LEAVE, OR ADMIN LEAVE?

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AD-, UH, IT IS ANNUAL LEAVE.

CHAMPION: ANNUAL LEAVE, OKAY. [pause] NEXT BULLET, 08/17/2017:

"LIEUTENANT MENDA WAS WORKING AT STATION FOUR ON A SHIFT. DURING PASS DOWN, LIEUTENANT MENDA MENTIONED THAT THEY HAD MOVED BACK TO STATION ELEVEN, AND THERE WAS STILL MOLD IN THE WINDOWS. HE CALLED THE BATTALION CHIEF TO COME SEE IT. THE BATTALION CHIEF SAID BECAUSE OF A FATAL FIRE CLOSE TO STATION ELEVEN, THEY WERE TOLD TO CONTINUE LIVING IN THE STATION. THEY WOULD NOT BE MOVED AGAIN."

SO, THE POINT HERE BEING?

IT WAS JUST, UH, KEEPING TALLY OF EVERYTHING THAT WENT ON WITH THE MOLD ISSUES, JUST IN CASE SOMETHING DIDN'T HAPPEN, OR I GOT SICKER – ANYTHING . . .

CHAMPION: OKAY.

. . . CONTINUED TO HAPPEN.

CHAMPION: OKAY, BUT NOTHING IN PART TO DO WITH ANY OF THESE . . .

NOPE.

CHAMPION: . . . OTHER ISSUES? JUST DOCUMENTATION?

YES SIR.

CHAMPION: ALRIGHT, BOTTOM OF PAGE THREE – TITLE "HOSTILE WORK ENVIRONMENT: WATSON 06/20/2015 – PRESENT."

"DURING MY TIME AT STATION ELEVEN, WATSON MADE THREE TRIPS BY IN THE MORNING. THE FIRST TRIP WAS TO GIVE A SPEECH TO B WATCH CREW ABOUT WHY HE'D BE A GREAT UNION VICE PRESIDENT."

IS THAT CORRECT, VP?

YES SIR.

CHAMPION: OKAY.

"IT WAS LIEUTENANT BRASK..."

FATHEREE?

YES.

CHAMPION: "AND HARRISON. HE ASKED WHY I HADN'T BEEN TO UNION MEETINGS, NOT ASKING FATHEREE 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 ME 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."

SO, UH – READING, READING THIS, AM I TO UNDERSTAND NOW THAT OUR, UM, OUR SECOND OCCUPATION AND OUR PRIMARY... SO OUR PRIMARY AND OUR SECONDARY ARE STARTING TO GET INTERTWINED BECAUSE OF RELATIONS – THE HUSBAND / WIFE RELATIONSHIP?

: YES.

CHAMPION; AND IT'S IMPACTING YOU NEGATIVELY?

YES.

CHAMPION: AND JUST EXPOUND ON THAT FOR ME.

UM, I KNOW THIS IS KIND OF CONFUSING. UM, MY BOSS – MY CHARGE, UH, MY CHARGE NURSE AT BAPTIST – I WORK NEURO-TRAUMA AT BAPTIST.

CHAMPION: STILL EMPLOYED THERE?

STILL EMPLOYED THERE. UM, MICHELLE BROOKS. SHE'S NOT CURRENTLY IN THE SAME POSITION, SHE'S GOTTEN A NEW POSITION AT BAPTIST – BUT, SHE STILL DOES WORK AT BAPTIST. BUT, MICHELLE BROOKS – HER HUSBAND WORKS AT SACRED AS A NURSE, AT SACRED. ALICIA WATSON IS A NURSE MANAGER AT SACRED. SHE WAS THE BOSS OF MICHELLE'S HUSBAND.

SO, ALICIA STARTED COMING IN, AND HOW SHE FOUND OUT THAT HE WAS MICHELLE'S HUSBAND, I HAVE NO IDEA, AND THAT THOSE TWO WOULD KNOW EACH OTHER. BUT, MICHELLE CAME TO ME AND PULLED ME IN THE OFFICE ONE DAY, AND SAID "ARE YOU OKAY?" I WAS, I WAS LIKE, "WHAT'S GOING ON?" BECAUSE ALI-, "ALICIA WATSON RING ANY BELLS," AND I GOT "OH MY GOODNESS, WHAT ARE YOU TALKING ABOUT?" THAT SHE IS SAYING SOME "CRAZY STUFF TO MY HUSBAND." SHE'S LIKE, "I KNOW YOUR REPUTATION. WE'VE WORKED TOGETHER FOR TWO YEARS NOW, SO I'M NOT WORRIED ABOUT THAT, BUT THE STUFF SHE'S TRYING TO SAY... ARE YOU OKAY AT THE FIRE DEPARTMENT?" I SAID, "I'VE HAD SOME ISSUES, BUT I'M OKAY."

MONTHS LATER IS WHEN THIS BIRTHDAY PARTY OCCURRED. UH, NOT THE BIRTHDAY PARTY, THE UM, PARTY FOR HER HUSBAND. HE GOT LIKE, NURSE OF THE YEAR AT SACRED. SO, MICHELLE WENT TO SUPPORT HER HUSBAND, AND ALICIA PULLS MICHELLE TO THE SIDE AND STARTS IN ON, YOU KNOW, JUST RANDOM THINGS ABOUT ME. JUST TRYING TO STIR UP STUFF, AND MICHELLE'S THE TYPE OF PERSON THAT'S JUST NOT EVEN GONNA PLAY INTO THAT, AND SHE TOLD HER "I'M HERE FOR MY HUSBAND'S PARTY, AND THIS IS THE INAPPROPRIATE PLACE TO DISCUSS ANY OF MY COWORKERS," AND SHUT IT DOWN IMMEDIATELY. BUT, SHE LET ME KNOW THAT SHE WAS STILL TRYING TO STIR UP STUFF, EVEN THAT MUCH LATER. UM, SO – LUCKILY, BECAUSE OF MY REPUTATION ALREADY AT BAPTIST, IT DIDN'T HAVE ANY NEGATIVE IMPACT... BUT HAD PEOPLE NOT KNOWN ME AT MY HOSPITAL, I WOULD HAVE HAD TO HAVE BEEN DEFENDING MYSELF TO MY BOSSES FROM WHAT SOME OTHER BOSS AT A DIFFERENT ORGANIZATION WAS TRYING TO SAY ABOUT ME.

CHAMPION: AND THE PLAYERS THAT ARE INVOLVED HERE – ARE THEY IN POSITIONS THAT CAN IMPACT YOUR CAREER?

YES, AT BAPTIST. YEAH, THAT WAS MY BOSS AT BAPTIST, AND THEN SHE WAS, UH, A BOSS AT ANOTHER HOSPITAL, BUT THEY ALL TALK.

CHAMPION: FOR THE SAKE OF TIMELINES – YOUR PRIMARY JOB IS ESCAMBIA COUNTY FIRE RESCUE?

YES.

CHAMPION: YOUR SECONDARY JOB IS BAPTIST HOSPITAL.

MMHM.

CHAMPION: YOU'RE STILL CURRENTLY EMPLOYED THERE – WHEN DID YOU BEGIN YOUR EMPLOYMENT WITH BAPTIST?

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BEFORE. I ACTUALLY WORKED FULL TIME AS AN R.N. AT BAPTIST HOSPITAL UNTIL I GOT A FULL TIME POSITION WITH ESCAMBIA COUNTY. WHEN I GOT A FULL TIME POSITION WITH ESCAMBIA COUNTY, I DROPPED DOWN TO PRN NURSE, SO I COULD JUST WORK ONE DAY A WEEK THERE. UM, AND FIREFIGHTING WAS MY FULL TIME POSITION.

CHAMPION: OKAY.

SO, IT WAS ABOUT A YEAR LONGER AT THE OTHER.

CHAMPION: SO, YOU START ESCAMBIA COUNTY FIRE RESCUE OCTOBER 2015 – YOU’VE ALREADY BEEN WITH BAPTIST FOR APPROXIMATELY A . . .

A YEAR.

CHAMPION: . . . A YEAR?

YES SIR. [pause] I THINK IT WAS MARCH OF ’14, JUST ROUGHLY. [pause] BUT, TO ADD TO THIS – THE BIG RUMOR THAT WATSON HAD STARTED BECAUSE, UM, THE WHOLE ARGUING WITH ME NOT HAVING A SECOND JOB, IS WATSON WAS GOING AROUND SAYING THAT I GOT FIRED FROM BAPTIST BECAUSE I HAD BEEN FUCKING A MARRIED DOCTOR, AND I GOT FIRED. SO, I JUST HAD TO GET A JOB AT THE FIRE DEPARTMENT.

CHAMPION: DO YOU KNOW ANYONE HE SPECIFICALLY TOLD THAT TO?

NO, BUT PEOPLE JUST KEPT COMING UP AND LIKE, “I HEARD THIS...” AND I CAN’T REMEMBER ALL THE PEOPLE THAT KEPT – I JUST REMEMBERED I KEPT HAVING TO DEFEND, THAT NO, I STILL WORK AT BAPTIST.

CHAMPION: SO, WE’RE IN THE REALM OF HEARSAY, YOU DON’T KNOW ANYONE SPECIFIC . . .

I CAN’T, I CAN’T THINK OF THE EXACT PEOPLE THAT WERE ASKING ME, BUT I REMEMBER WHEN HE STARTED ARGUING ME, I’M LIKE “OH, OKAY – THIS IS, THIS IS WHERE THIS IS COMING FROM.”

CHAMPION: OKAY, AND THIS STARTS OUT WITH, UH, WATSON MADE THREE TRIPS IN THE MORNING AND STATED THE FIRST TRIP, UM – GAVE A SPEECH TO B WATCH CREW . . .

MMHM.

CHAMPION: . . . ABOUT WHY HE WOULD MAKE A GREAT UNION . . .

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: MMHM.

CHAMPION: ... VP.

RIGHT.

CHAMPION: SO, THIS IS AN APPROVED FORUM FOR THE UNION?

I DON'T KNOW IF IT'S APPROVED. UH, WHEN THEY'RE RUNNING, THEY JUST GO AROUND FROM STATION TO STATION. HE REALLY WAS THE ONLY ONE THAT WENT STATION TO STATION TO TALK TO THE GUYS – EVERYBODY ELSE JUST SENT OUT EMAILS... WHICH ARE ON OUR PERSONAL EMAILS, NOT OUR COUNTY. BUT, I DO REMEMBER BOTH HARRISON AND FATHEREE MAKING THE STATEMENT THAT IT WAS WEIRD THAT HE DIRECTLY WENT AFTER ME ABOUT NOT GOING TO UNION MEETINGS WHEN FATHEREE HAD BEEN THERE ABOUT A YEAR LONGER THAN I HAD, AND HE'D BEEN ROUGHLY THE SAME AMOUNT IF NOT LESS, AND THEN HARRISON HAD BEEN TO MAYBE ONE THE WHOLE TIME HE'D BEEN THERE – AND HE'D BEEN THERE LONGER THAN ME AS WELL. SO, WHY I WAS THE ONLY ONE BEING ATTACKED ABOUT NOT GOING TO MEETINGS . . .

CHAMPION: AND THEN AGAIN, JUST FOR CLARITY, UH – WHEN YOU MADE REFERENCE TO YOUR BOSS, THAT WAS YOUR BOSS AT BAPTIST?

YES SIR.

CHAMPION: OKAY.

: YEAH, MICHELLE.

CHAMPION: OKAY, SO NEXT, UH, BULLET IS:

"THE SECOND WAS JUST TO TALK TO ME ABOUT WHY GIRLS SHOULD NOT BE FIREFIGHTERS. AFTER THAT, I TOLD LIEUTENANT MCGUFFEY, HARRISON, AND MY WE ALL AGREED I WOULD NOT BE ALONE WITH HIM ANYMORE."

SO AGAIN, THIS IS WATSON?

YES SIR.

CHAMPION: AND WATSON'S A FIREFIGHTER?

: YES SIR.

CHAMPION: WHERE WAS THIS CONVERSATION?

AT STATION ELEVEN. UH, WATSON WORKED ON A WATCH. I WORKED ON B WATCH. UM, SO FOR HIM TO SHOW UP AT ELEVEN WAS VERY STRANGE. HE DIDN'T WORK AT A STATION NEARBY, HE DIDN'T WORK AT MY STATION. SO, FOR HIM TO JUST SHOW UP WAS NOT NORMAL.

CHAMPION: AND HE'S COME TO SPECIFICALLY SPEAK TO YOU?

YES. HE WASN'T CHIT CHATTING WITH THE OTHER GUYS. HE WAS SINGLING ME OUT, AND HE HAD STRONG OPINIONS FROM DAY ONE ABOUT HOW I – HOW FEMALES SHOULD NOT BE IN THE FIRE SERVICE, IN THE MILITARY, UM... AND THAT WAS WHAT THAT CONVERSATION WAS ABOUT.

CHAMPION: WHO – WHO WAS YOUR BOSS ON THIS DAY?

LIEUTENANT MCGUFFEY.

CHAMPION: OKAY, SO – LIEUTENANT MCGUFFEY BEING YOUR CHAIN, THE APPROPRIATE THING TO HAVE DONE WOULD HAVE BEEN WATSON TO ASK LIEUTENANT MCGUFFEY TO SPEAK WITH YOU?

YEAH, BUT HE'S JUST COMIN' BY PRETENDING LIKE HE'S JUST CHIT CHATTING WITH THE GUYS, BEING ONE OF THE GUYS, COMIN' TO SEE EVERYBODY ELSE.

CHAMPION: SO, HE HAS THIS CONVERSATION WITH YOU – AND IT'S SPECIFIC TO WHY GIRLS SHOULD NOT BE FIREFIGHTERS?

: MMHM.

CHAMPION: MMHM, YES?

: YES SIR.

CHAMPION: AND, WHY SHOULDN'T GIRLS BE FIREFIGHTERS?

HE DOESN'T REALLY HAVE A REASON, OTHER THAN HE JUST DOESN'T THINK WOMEN SHOULD BE FIREFIGHTERS. HE DOESN'T THINK THEY CAN DO THE JOB, AND THAT'S WHERE HE ABOUT LEAVES IT.

CHAMPION: AND YOU STATED HE EXPOUNDED THAT THAT, UH, ALSO INCLUDED THE MILITARY?

YES. HE'S UH – HE DID, UH, SOME TIME IN THE MILITARY. I DON'T KNOW HIS EXACT BACKGROUND.

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CHAMPION: OKAY, AT THIS TIME I'M SHOWING YOU A COPY OF THE BOARD OF COUNTY COMMISSIONERS ESCAMBIA COUNTY FLORIDA EQUAL EMPLOYMENT OPPORTUNITY PLAN POLICY, SECTION TWO, PART C, POINT EIGHT – ARE YOU FAMILIAR . . .

I AM NOT.

CHAMPION: . . . WITH THIS POLICY? [pause] THIS PARTICULAR COUNTY POLICY WITH THE BOARD OF COUNTY COMMISSIONERS – WHICH YOU WOULD ALSO FALL UNDER THE SCOPE OF THIS POLICY AS AN ESCAMBIA COUNTY FIRE RESCUE EMPLOYEE – COVERS THE SECTION OF UNLAWFUL HARASSMENT POLICY. IT HAS A SECTION THAT COVERS TYPE OF UNLAWFUL HARASSMENT – VERBAL HARASSMENT, PHYSICAL HARASSMENT, VISUAL HARASSMENT, SEXUAL HARASSMENT.

AT THIS POINT, INSTEAD OF – INSTEAD OF TAKING A BREAK SO SOON FOR YOU TO BECOME FAMILIAR WITH THIS POLICY, PERHAPS THE NEXT BREAK YOU CAN TAKE AN OPPORTUNITY TO REVIEW THIS POLICY WITH YOUR COUNSEL, AND THEN WE'LL DO SOME FOLLOW UP ON THIS PARTICULAR POLICY. OKAY?

YES SIR.

CHAMPION: DO YOU FEEL THAT MISTER WATSON SINGLED YOU OUT ON THIS PARTICULAR DATE?

YES SIR.

CHAMPION: SPECIFICALLY TO ADDRESS YOU BY GENDER?

YES SIR.

CHAMPION: AND NOT READING THIS POLICY, NOT BEING FAMILIAR WITH THIS POLICY – DO YOU FEEL THAT THAT WOULD FALL WITHIN THE REALM OF HARASSMENT?

: YES SIR.

CHAMPION: [pause] HOW DOES THIS CONVERSATION END, AND YOU PART COMPANY WITH HIM THAT DAY?

: WITH HIM, I WOULD JUST STAY QUIET. I TRIED NOT TO ARGUE, ESPECIALLY AT THE BEGINNING. I DIDN'T KNOW HOW TO HANDLE HIM. UM, HE'S A VERY BIG GUY. HE'S VERY INTIMIDATING – UM, SO... AND HE ALWAYS WOULD DO SOMETHING TO MAKE SURE I WAS CORNERED, THAT I COULDN'T WALK AWAY. UM, THAT IF I WAS TO WALK AWAY, I WOULD HAVE TO TOUCH HIM IN SOME

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WAY AND I WASN'T GOING TO DO THAT. SO, UM – I'M NOT AN AGGRESSIVE PERSON, I'M NOT SOMEBODY WHO CUSSES AT PEOPLE. UM, I DON'T YELL SO, AND THAT'S THE WAY THAT A LOT OF THE FIREFIGHTERS I WORK WITH HANDLE SITUATIONS WITH EACH OTHER – AND THAT'S NOT MY PERSONALITY. SO, I WOULD JUST REALLY QU-, QUIET, AND TAKE WHATEVER HE WOULD SAY. I WOULD EITHER DISAGREE WITH HIM... BUT IF IT RATTLED HIM ANY MORE, I WOULD JUST STAY QUIET UNTIL HE LEFT ME ALONE, AND HOPE SOMEBODY WOULD WALK AROUND THAT WOULD MAKE HIM LEAVE ME ALONE.

WHICH, NOBODY WOULD STOP WHAT HE WAS DOING, IT WAS MORE SOMEBODY WALKING AND SEEING HIM WOULD MAKE HIM UNCOMFORTABLE, AND HE'D WALK AWAY. THEN, I WOULD GET ON TO WHAT I WAS ALREADY DOING, AND THAT'S WHY I WENT TO MY LIEUTENANT. I WENT TO MY OTHER SENIOR FIREFIGHTER WHO I TRUSTED VERY MUCH, UM, FIREFIGHTER HARRISON – AND I TOLD HIM WHAT I HAD BEEN DEALING WITH, WITH WATSON AND REALLY MY DECISION WAS I DIDN'T WANT TO BE ALONE WITH HIM ANYMORE. I WAS VERY FEARFUL OF HIM.

CHAMPION: DO YOU FEEL HE WAS ATTEMPTING TO INTIMIDATE YOU?

YES.

CHAMPION: AND, OF COURSE WE GO WITH DEFINITIONS. UM, WHAT CRITERIA WOULD YOU SAY HIS ACTIONS MET FOR DEFINING INTIMIDATION?

UM, JUST THE FACT HE'S CORNERING ME. YOU KNOW, THE NEXT STORY HE LITERALLY GOT ME INTO A CORNER AND HE'S IN MY BUBBLE, PER SE – THAT I LITERALLY CAN NOT GET AWAY. AND, RAISING HIS VOICE WITH TELLING ME I SHOULDN'T BE THERE, UM – THERE WAS, I WAS LITERALLY POWERLESS.

CHAMPION: YOU STATED THAT HE IS A LARGE MAN?

YES.

CHAMPION: UM, WHAT AGE GROUP WOULD YOU PUT HIM IN?

UH, HE'S A COUPLE YEARS OLDER THAN I AM.

CHAMPION: AND YOU ARE HOW OLD?

: TWENTY EIGHT.

CHAMPION: TWENTY EIGHT? SO HE'S IN HIS EARLY THIRTIES?

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EARLY THIRTIES.

CHAMPION: OKAY, UH – APPROXIMATE HEIGHT FOR HIM?

6'2" TO 6'3", SOMEWHERE IN THERE.

CHAMPION: AND YOU ARE HOW TALL?

I'M 5'6".

CHAMPION: AND HIS WEIGHT, APPROXIMATE?

250?

CHAMPION: AND YOUR WEIGHT, APPROXIMATE?

UH, 120.

CHAMPION: SO, QUITE A SIZE DIFFERENCE.

YES.

CHAMPION: AGAIN, UH – WHAT WE'RE DISCUSSING IS CRITERIA DEFINING INTIMIDATION;
HIS, HIS ACTIONS THAT INTIMIDATED YOU – ANY, ANY MORE?

NOT THAT I CAN THINK OF OFF THE TOP OF MY HEAD RIGHT NOW.

CHAMPION: OKAY, SO YOU STATE:

"AFTER I TOLD LIEUTENANT MCGUFFEY, HARRISON AND MY FATHER, WE ALL
AGREED I WOULD NOT BE ALONE WITH HIM ANY MORE."

ARE THESE SEPARATE CONVERSATIONS?

YEAH – WELL, LIEUTENANT MCGUFFEY AND HARRISON WOULD HAVE BEEN
TOGETHER. HARRISON, UM... HE TOOK ON THE SENIOR FIREFIGHTER ROLE
EARLY. HE KIND OF ASSISTED ALSO WITH SOME OF THE LIEUTENANT DUTIES –
SO, HE WOULD BE IN ON A LOT OF THE CONVERSATIONS THAT I WOULD HAVE
WITH MY LIEUTENANT. BUT, YES – MY CONVERSATION WITH MY FATHER WAS A
COMPLETELY SEPARATE CONVERSATION.

CHAMPION: WHEN YOU SPOKE TO, UH, LIEUTENANT MCGUFFEY AND, UM – AND
HARRISON'S A FIREFIGHTER?

YES SIR.

CHAMPION: ARE THEY TOGETHER, THEY SEPARATE?

THEY'RE TOGETHER. HARRISON WOULD HAVE TALKED TO ME MORE ON IT LATER ON BY MYSELF.

CHAMPION: IS THIS CONVERSATION WITH THEM RIGHT AFTER YOU'VE SPOKE TO WATSON ON THIS DATE?

YES SIR.

CHAMPION: AND WHAT DID YOU TELL THEM?

I – I TOLD THEM, YOU KNOW, WHAT HAPPENED THAT DAY. I BROUGHT UP, YOU KNOW, THE UM, CONVERSATION FROM WHEN HE TALKED TO US AT THE UNION V-, THE UNION V-, VP SPEECH. I TALKED TO 'EM ABOUT WHAT HE HAD DONE AT THE PAT, UM... I BROUGHT UP, YOU KNOW, ALL THESE DIFFERENT INSTANCES. I HAD RUN INS WITH WATSON, AND I BROUGHT UP THE UNION MEETING.

CHAMPION: OKAY, NEXT BULLET:

"THE THIRD TIME LIEUTENANT 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 SCARED 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."

SO, YOU STATED YOU WERE RUNNING THE SAWS – IS THIS FIREFIGHTER EQUIPMENT?

IN THE MORNING, YOU CHECK OFF EVERYTHING IN YOUR SEAT POSITION – AND SO, THAT SPECIFIC DAY, MOST LIKELY I WAS ON NOZZLE. BUT, UM, RUNNING ALL THE SAWS WOULD HAVE BEEN PART OF MY MORNING CHECK OFFS. SO, WE DO THAT OUTSIDE OF THE GARAGE, BEHIND THE STATION – MAKE SURE ALL OF THEM ARE WORKING PROPERLY, UM, MAKE SURE THEY HAVE FLUIDS, THINGS LIKE THAT. SO, YOU KNOW, I'LL HAVE ON EAR MUFFS. I'LL BE RUNNING THE SAWS, IT'LL BE LOUD, AND THEN I TURN AROUND AND THERE'S WATSON AGAIN. UM, I REMEMBER THAT DAY MCGUFFEY WASN'T THERE.

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HE WAS COMING IN LATER – HE HAD TO DROP OFF THE KIDS OR SOMETHING THAT MORNING, SO SOMEBODY WAS HANGING OVER. SO, A LIEUTENANT THAT HAD NO IDEA WHAT WAS GOING ON, AND THEN HARRISON JUST WASN'T SOMEWHERE I COULD GRAB HIM, AND THAT'S WHEN HE CORNERED ME – LITERALLY IN TO A CORNER WHERE I COULDN'T GET AWAY – AND HE'S YELLING AT ME. HE'S SAYING, YOU KNOW, ALL THE SAME THINGS THAT HE NORMALLY DOES, AND SO THAT WAS THE FIRST TIME THAT I REALLY TRIED TO JUST TALK BACK TO HIM. I WAS MAD, HE'D GOT ME IN A CORNER, I DIDN'T WANNA BE THERE AND UM, YOU KNOW.

BRANNING: BE AS DETAILED AS YOU CAN ON . . .

: YEAH.

BRANNING: . . . THE THINGS HE WAS SAYING TO YOU. LIKE, GIVE – GIVE . . .

[sigh] YEAH.

BRANNING: . . . THE DETAIL THAT YOU CAN REMEMBER.

: YEP.

BRANNING: SPECIFICALLY, WHERE YOU WERE, WHO SAID WHAT SO THAT HE'S GOT AN ACCURATE PICTURE OF EXACTLY WHAT OCCURRED.

OKAY, UM – SO, IT WAS STATION ELEVEN, BEHIND THE STATION... RIGHT THERE BETWEEN THE STATION AND THE SHED. UM, YOU KNOW – HE'D GOT ME BEHIND THERE, AND... I, I REMEMBER THINGS – THE THINGS THAT STICK OUT ARE, YOU KNOW, "YOU DON'T BELONG IN THIS DEPARTMENT," UM, "YOU CAN'T DO THIS JOB, YOU CAN'T DRAG ANYBODY OUT," UM... YOU KNOW, "GIRLS DON'T BELONG IN THE FIRE SERVICE, GIRLS DON'T BELONG IN THE MILITARY."

CHAMPION: ARE THESE ALL POINTS THAT YOUR TRAINING IS CONTRARY TO? "YOU CAN'T PULL ANYONE OUT;" DURING YOUR PHYSICAL AGILITIES TEST, DO YOU NOT HAVE TO . . .

-- PULL SOMEONE OUT? YES.

CHAMPION: SO YOUR, YOUR TRAINING – YOU HAVE TO GO THROUGH, YOU HAVE TO GO THROUGH THESE TIERS TO PROVE THAT YOU ARE CAPABLE OF DOING SUCH DUTIES, CORRECT?

: YES SIR.

CHAMPION: DO YOU POINT THESE MATTERS OUT TO HIM?

: YES, I – I STARTED... AND, THAT'S ACTUALLY HOW I STARTED IT. I STARTED TELLING HIM THAT I PASSED THE SAME TEST – PHYSICAL AGILITY TEST – THAT ALL THE OTHER GUYS DID. AND, UM... I, WHAT ELSE DID I TALK TO HIM ABOUT? I, I TOLD HIM THAT I WAS TIRED OF HIM CONSTANTLY COMING BY THE STATION, UM, AND CORNERING ME, AND HE WAS MAKING ME VERY UNCOMFORTABLE. UM, I TOLD HIM I REALLY DIDN'T CARE WHAT HIS OPINION WAS OF ME. UM, I TOLD HIM I HAD ALREADY GONE TO MY LIEUTENANT ABOUT THIS, AND THAT HE NEEDED TO LEAVE ME ALONE. I TOLD HIM THAT HE NEEDED TO STOP SINGLING ME OUT IN UNION MEETINGS.

CHAMPION: AND WHAT IS HE SAYING TO THESE THINGS?

AND – HE LET ME TALK, WHICH I WAS SURPRISED HE LET ME TALK – AND BY THE TIME... AND THEN I BROUGHT UP THE WIFE, AND I SAID "I'M TIRED OF YOUR WIFE TRYING TO MESS UP MY OTHER JOB," AND WHEN I BROUGHT UP THE WIFE, HE ACTED LIKE HE HAD NO IDEA WHAT I WAS TALKING ABOUT, THE WIFE. HE SAID THAT THEY KEEP EVERYTHING SEPARATE, SO HE WANTED ME TO EXPAND ON THAT. SO, I TOLD HIM WHAT I KNEW ABOUT THE HOSPITAL AND WHAT ALICIA HAD BEEN DOING, AND HE SAID HE WOULD TALK TO HER. BUT, HIS BIG THING WAS, UM, YOU KNOW – HE HONESTLY WAS VERY SCARED OF ME, AND HE KEPT SAYING THOSE WORDS; HE WAS "VERY SCARED" OF ME BECAUSE OF HIS PAST MILITARY EXPERIENCE, AND HE KNEW GIRLS LIKE ME COULD JUST PULL THE SEXUAL HARASSMENT CARD WHENEVER THEY WANTED TO.

CHAMPION: AND SPECIFICALLY TO SEXUAL HARASSMENT – HAD HE DONE ANYTHING THAT WOULD CONCERN HIM? HAD HE DONE ANYTHING SPECIFICALLY TO YOU THAT WOULD CONCERN HIM WITH THAT TOPIC?

NOT – NOT SEXUAL HARASSMENT, NOT... AND I DON'T KNOW EVERYTHING ABOUT THE LAW, BUT, UH... AT THAT POINT, IT SEEMED LIKE IT WAS JUST HARASSMENT AT THAT POINT.

CHAMPION: AND DURING YOUR CONVERSATION WITH HIM ABOUT HIS WIFE, HE ACKNOWLEDGES THAT THERE MAY BE AN ISSUE THERE?

HE SAID HE WAS GOING TO CALL HER, AND HE WANTED ME TO TALK TO HER – WHICH I SAID I DID NOT WANT TO, AND UM, I GOT A... I HAD A FEW RANDOM PHONE CALLS THAT DAY. I REMEMBER I WAS WAITING ON A PHONE CALL, AND I ANSWERED ONE OF 'EM BECAUSE I HAD BEEN WAITING ON THE PHONE CALL, AND IT ENDED UP BEING HER. AND SO, I TALKED IT THROUGH WITH HER, WHICH SHE AGAIN TWISTED THE STORY AND DENIED SOME OF IT, AND I WAS WILLING TO LET EVERYTHING GO. I WAS – I TOLD HER, I SAID, UM, "I'M WILLING TO AGREE TO DISAGREE, AND JUST START OVER."

CHAMPION: HER EMPLOYER IS?

SACRED HEART.

CHAMPION: YOUR EMPLOYER?

BAPTIST.

CHAMPION: DOES SHE HAVE ANY REASON TO BE INTERACTING WITH YOU?

NO.

CHAMPION: WHEN SHE WOULD INTERACT WITH YOU, WAS THE TOPIC MEDICAL OR FIRE FIGHTING?

OTHER THAN THAT PHONE CALL, I'VE REALLY NEVER SEEN ALICIA.

CHAMPION: SO, SHE'S AFFECTING YOU THROUGH OTHER PEOPLE?

THROUGH OTHER PEOPLE.

CHAMPION: IN REFERENCE TO MEDICAL, OR FIRE FIGHTING?

FIRE FIGHTING AND MY CHARACTER.

CHAMPION: OKAY, WE'RE GOING TO MOVE ON TO THE NEXT BULLET.
BEFORE WE DO THAT . . .

MMHM.

CHAMPION: . . . UM, ONE MORE QUESTION, UH, PERTAINING TO MISTER WATSON. DO YOU THINK HIS ACTIONS WERE PROFESSIONAL?

NO.

CHAMPION: APPROPRIATE?

· NO.

CHAMPION: NOW, THE NEXT BULLET:

"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."

TELL ME A LITTLE BIT ABOUT THAT.

: UM, WHEN VO-, WHEN WATSON WAS ELECTED VP – THEY ALL HAVE TO DO A SPEECH. UM, HE CAME INTO THE ROOM. WE HAD ALL TRIED TO START RESOLVING SOME ISSUES OR WHATEVER, AND YOU KNOW, EVERYBODY THAT COMES TO THE ELECTION – EVERYBODY'S SHAKING HANDS, AND I EVEN TRIED TO SHAKE HIS HAND. I PUT MY HAND OUT, AND HE JUST WALKED ON BY ME, AND A COUPLE OF GUYS JUST KINDA WENT, "WHAT WAS THAT ABOUT?" AND SO, I SAT ON THE FRONT ROW AND HE CONTINUED TO SAY THINGS LIKE, "BROTHERS, GUYS, MEN, FIREMEN," THE WHOLE SPEECH, AND THEN THAT ONE SPECIFIC THING STUCK OUT THE MOST, WHEN HE WAS LIKE "I WILL DO EVERYTHING I CAN FOR THE *MEN* OF THIS DEPARTMENT," AND HE LOCKED EYES THE WHOLE TIME HE SAID THAT.

CHAMPION: NOW, WHEN WE – WHEN WE SAY THINGS.

: MMHM.

CHAMPION: UM, FIREMAN, FIREMEN . . .

MMHM, YEP.

CHAMPION: . . . AND TITLES.

MMHM.

CHAMPION: DO YOU FEEL HE WAS PUTTING EMPHASIS SPECIFICALLY ON THE MAN AND MEN?

· YES.

CHAMPION: THOSE WORDS WERE EXAGGERATED?

: YES.

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CHAMPION: SO, MUCH AS WE TAKE A PIECE OF PAPER AND I TAKE THIS YELLOW HIGHLIGHTER AND I HIGHLIGHT A WORD IN MY TEXT – IF WE COULD HIGHLIGHT A WORD THAT WE VERBALLY STATED . . .

: MMHM.

CHAMPION: . . . WAS IT HIGHLIGHTED?

YES SIR.

CHAMPION: YOU STATED OTHER PEOPLE POINT THIS OUT TO YOU. UM, THAT PEOPLE – “PEOPLE NOTICED BOTH THE SPEECH, AND THE DELIBERATELY AVOIDING ME.” WHO ARE THOSE PEOPLE?

: I WENT TO UNION MEETINGS WITH DIFFERENT PEOPLE, SO I DON’T WANT TO SAY A CERTAIN NAME AND GET UNION MEETINGS CONFUSED WITH WHO I WENT WITH.

CHAMPION: AND AGAIN . . .

: YEAH.

CHAMPION: . . . AS, AS I’VE TOLD YOU, UM – THIS INVESTIGATION IS ADMINISTRATIVE IN, IN NATURE.

RIGHT.

CHAMPION: UM, I GATHER FACTS, UM – AND I BASE FINDINGS UPON PREPONDERANCE OF EVIDENCE.

: RIGHT.

CHAMPION: AND THROUGHOUT MY INVESTIGATION, I TRY TO IDENTIFY POTENTIAL WITNESSES TO, UH, ALLEGED BEHAVIORS.

RIGHT.

CHAMPION: UH, AND THAT’S WHY I ASK YOU, YOU KNOW, WHO CAN . . .

: RIGHT.

CHAMPION: . . . UM, WITNESS HIM?

: I JUST – I CAN’T REMEMBER WHO WOULD’VE BEEN AT THAT UNION MEETING.

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BRANNING: DO YOU SIGN IN?

YEAH. WE SIGN IN AT UNION MEETINGS, SO THEY SHOULD HAVE A SIGN IN SHEET OF WHO WAS THERE.

CHAMPION: OKAY, AND AS WE, YOU KNOW, AGAIN AS WE PROGRESS THROUGH, ANYTHING THAT YOU HAPPEN TO, UM, RECALL . . .

: **RIGHT.**

CHAMPION: . . . YOU KNOW, CERTAINLY, UM, AND – AT THE END OF TODAY’S INTERVIEW, I’LL ALSO BE LETTING YOU KNOW THAT, UM, I HAVE GIVEN BOTH YOU AND YOUR REPRESENTATIVE MY CONTACT CARD, SO ANY SUCH, UH, ADDITIONAL INFORMATION, UH, IF WE NEED TO GIVE ANOTHER RECORDED STATEMENT FOR ADDITIONAL INFORMATION, OR UH, HARD ITEMS OF, UH, EVIDENTIARY PURPOSE, UM, CAN BE SUBMITTED THEREAFTER, OKAY?

YES SIR.

CHAMPION: OKAY, NEXT – NEXT BULLET:

“WATSON PULLED ME ASIDE AFTER THE UNION MEETING. HE CONTINUED TO DENY EVERYTHING HE HAD DONE. I EVEN MENTIONED 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 ANYWAY. WE ALL AGREED TO DISAGREE AND TO START OVER.”

SO WE – WE TOUCHED ON, WE TOUCHED ON THIS A LITTLE BIT ABOUT THE PHONE CALL AND EVERYTHING. UM, AND YOU STATE IN THIS STATEMENT THAT, UM, WHEN YOU POINTED OUT THE, THE HANDSHAKE AND THE SPEECH, AND HE TRIED TO BLAME IT ON “JUST NERVES” – WHAT WAS SAID THERE?

: **OH, JUST NERVES? IT WAS KINDA – HE WAS TRYING TO BLOW EVERYTHING OFF. LIKE, UM, HE CONTINUED TO TRY TO TALK ABOUT STUFF AND BRING THE OLD STUFF UP, AND I JUST REMEMBER WHEN... I WAS LIKE, “SEE? YOU’RE NOT CHANGING AT ALL. YOUR SPEECH, YOU’RE SINGLING ME OUT, YOU’RE SAYING ‘MEN,’ YOU’RE NOT SHAKING MY HAND,” AND I JUST REMEMBER HIM GOING, “SERIOUSLY?” LIKE, MAKING A BIG DEAL AND, UM, HE’S LIKE, “IT, IT WAS JUST NERVES. YOU HAVE NO IDEA HOW BIG OF A DEAL MAKING A SPEECH LIKE THAT IS. IT WAS, IT WAS JUST NERVES,” AND THEN HE WAS LIKE “I TALKED TO MY WIFE,” AND WANTED TO GET INTO THE WIFE STUFF. BUT... HE, HE KEPT TRYING TO DOWNPLAY EVERYTHING AFTER HE HAD DONE IT.**

CHAMPION: OKAY, THE NEXT BULLET – IT'S THE LAST BULLET ON PAGE FOUR:

"THE NEXT DAY, HE WENT ON TO THE FPF."

FLORIDA PROFESSIONAL FIREFIGHTERS.

CHAMPION: "FLORIDA PROFESSIONAL FIREFIGHTERS CONFERENCE TRIP WITH MY LIEUTENANT. LIEUTENANT MCGUFFEY WAS AWARE OF THE WHOLE SITUATION AT THIS POINT. LIEUTENANT 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 LIEUTENANT THROUGHOUT THE CONFERENCE NOT TO TRUST ME, AND I WASN'T CAPABLE OF DOING MY JOB. LIEUTENANT MCGUFFEY SAID HE STOOD UP FOR ME AND TOLD HIM TO SHUT UP."

UM, THEY DO THE CONFERENCE ONCE A YEAR. IT'S BASICALLY THE UNION FOR FLORIDA, IS THE CONFERENCE. UM, THIS WAS LIEUTENANT GRADIA, WATSON, JP OWENS, AND UH, LIEUTENANT MCGUFFEY THAT WENT THIS PARTICULAR YEAR. UM, WATSON AND I HAD SQUASHED EVERYTHING – SO I HAD THOUGHT. MCGUFFEY IS LIKE TEXTING ME, UM, AT THE BEGINNING OF THE TRIP, AND THEN AT THE – WHEN HE GETS BACK, HE DECIDES TO TELL ME EVERYTHING. HE JUST, BASICALLY DURING THE TRIP HE'S LIKE, "EVERYTHING'S FINE, EVERYTHING'S GOOD," YOU KNOW, AND AT THE END OF THE TRIP IS WHEN HE PULLS ME INTO THE OFFICE. HE'S LIKE, "WATCH YOUR BACK WITH WATSON." AND, UM, HE EVEN BROUGHT UP TO WATSON, "I THOUGHT Y'ALL JUST SQUASHED THIS. WHY ARE YOU TELLING EVERYBODY," 'CUZ GRADIA WASN'T AWARE OF EVERYTHING GOING ON, NOR WAS, UM, JP OWENS AWARE OF EVERYTHING THAT WAS GOING ON. AND, UM, AND I REMEMBER MCGUFFEY JUST KEPT SAYING , "HE KEPT BRINGING UP HOW YOU COULDN'T DO YOUR JOB AND HOW YOU WEREN'T PHYSICALLY CAPABLE," AND HE'S LIKE, "YOU'VE BEEN WORKING FOR ME AND GOING TO STRUCTURE FIRES, AND YOU'VE DONE PERFECTLY FINE FOR ME, SO."

CHAMPION: SO, THE OTHER GENTLEMAN YOU MADE REFERENCE TO – UH, GRADIA AND OWEN?

: JP OWENS.

CHAMPION: THEY'RE ALSO PRIVY TO THESE COMMUNICATIONS?

: THEY'RE, THEY'RE – YES SIR. THEY'RE IN A CAR ON THE CAR RIDE DOWN THERE, AND THEN THEY'RE GOING TO DINNER, THEY'RE GOING TO THE CLASSES TOGETHER.

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CHAMPION: YOU MADE REFERENCE TO THE TEXTS THAT YOU HAD RECEIVED – UM, DO THE TEXTS GO IN TO ANY SUBSTANCE . . .

NO.

CHAMPION: . . . OF THESE CONVERSATIONS?

UM, HE JUST BASICALLY, UM, FROM THE BEGINNING WAS, UM, WHEN HE LEFT – UM, JUST CHECKING IN WITH US AND THINGS LIKE THAT; KEEPING UP WITH US WHILE HE WAS GONE. I DIDN'T REALLY FIND OUT, UM, HOW MUCH WATSON HAD SAID UNTIL LIEUTENANT MCGUFFEY GOT BACK.

CHAMPION: ALRIGHT, TOP OF PAGE NUMBER FIVE:

"LIEUTENANT MCGUFFEY ALSO MENTIONED THAT WATSON MENTIONED LOOKING TO START A FIGHT IN THE BAR WHILE HE WAS AT THE CONFERENCE. WATSON MADE THE COMMENT THAT HE ENJOYED FIGHTING."

: JP OWENS IS ALSO QUOTED THIS COMMENT – THAT, UM, WATSON WAS MAKING WHILE HE WAS DOWN THERE. BUT UM, MCGUFFEY HAD TO KEEP WATSON FROM PHYSICALLY GETTING IN A FIGHT DOWN THERE, JUST FOR FUN.

CHAMPION: HE HAD TO INTERVENE?

MMHM – AND, HE WAS JUST TRYING TO TALK ONE UP. IT WASN'T EVEN, LIKE, THAT GUY'S DOING SOMETHING, I WANNA GO HIT HIM – IT WAS, LIKE, "HEY, TONIGHT I THINK WE SHOULD GO JUST PUNCH SOME GUY FOR FUN."

CHAMPION: OKAY, SO JUST GENERAL CONVERSATION . . .

MMHM.

CHAMPION: . . . NOT AN ACTUAL, NOT AN ACTUAL SUBJECT THAT . . .

MMHM.

CHAMPION: . . . THERE WAS AN ARGUMENT WITH.

YEAH, THERE WAS NO ARGUMENT. LIKE, WATSON WAS LITERALLY AT THE BAR, UM, AND WAS TALKING TO THEM ABOUT HOW HE WANTED TO "GET IN A FIGHT TONIGHT."

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CHAMPION: OKAY, NEXT BULLET:

"WATSON LATER HIT HIS CURRENT BEST FRIEND AT THE TIME AND BROKE HIS JAW (OFF DUTY), PUTTING JOE MARTIN OUT OF WORK FOR SIX WEEKS. THE FIGHT WAS OVER AND I QUOTE THE FIRE CHIEF GRACE WHEN HE WAS EXPLAINING THE SITUATION AT STATION THIRTEEN – JOE CALLED WATSON 'FAT.'"

: **YES.**

CHAMPION: AND WHAT WERE YOU TOLD ABOUT THIS INCIDENT?

UM, WATSON AND JOE HAD GONE OUT ONE DAY.

CHAMPION: AND WHO – WHO'S TELLING YOU THIS?

UM, I HAVE HEARD IT AT THE STATION FROM LOTS OF PEOPLE. THIS IS ONE OF THOSE THAT IT'S BEEN THE RUMOR MILL – BUT AT TWELVE, UM, LIEUTENANT MILLS WAS ACTUALLY PRESENT FOR THE ACTUAL FIGHT. AND I'VE HEARD MILLS SAY IT, AND I'VE ALSO HEARD JOSH ROE TELL THE STORY, AND JOSH ROE GOT IT STRAIGHT FROM JOE MARTIN. BUT, UM – WATSON AND JOE WENT OUT DRINKING ONE DAY, AND WATSON AND JOE ENDED UP AT TIN COW IN PACE. JOE GOT UPSET AND WALKED OUTSIDE AND WATSON FOLLOWED HIM. WATSON HIT JOE ONCE AND JOE WENT UNCONSCIOUS ON THE GROUND, AND WATSON CONTINUED HITTING HIM. LIEUTENANT MILLS HAD TO GO OUTSIDE AND PHYSICALLY TACKLE, UM, WATSON TO GET WATSON OFF OF JOE, AND THE POLICE WERE CALLED. UM, I ALSO GOT A FIRST HAND STORY FROM, UM, SIMS – WHO WAS THE PARAMEDIC ON SCENE. SIMS DIDN'T REALIZE WHO ALL WAS INVOLVED, BUT HE GOT CALLED TO TAKE CARE OF JOE. HE LET JOE SIGN A REFUSAL AS LONG AS HE WOULD GO TO THE HOSPITAL, BUT HE SAID IT WAS OBVIOUS HE HAD A BROKEN JAW, AND HE WAS WORRIED ABOUT HIM HAVING A CONCUSSION ON SCENE. HE WAS WORKING AS A PARAM-, PARAMEDIC FOR LIFEGUARD AT THE TIME. UM, THIS BECAME A BIG INVESTIGATION WITHIN THE DEPARTMENT – UM, JOE... JOE WAS NOT QUESTIONED, NOR WERE, UM, MILLS.

CHAMPION: DID JOE TELL YOU HE WAS NOT QUESTIONED?

UM, JOE TOLD ROE HE WAS NOT QUESTIONED. GRADIA AND WATSON WERE THE ONE THAT TOLD THEIR SIDE OF THE STORY, AND IT WAS SQUASHED.

CHAMPION: UM, MILLS?

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: MILLS DID NOT GET INTO THE INVESTIGATION AT THAT TIME. THE INVESTIGATION HADN'T HAPPENED WHEN I HEARD THE STORY, BUT WATSON IS NOT ALLOWED TO WORK FOR MILLS.

CHAMPION: SO, YOU STATE THIS HAPPENS – THIS INCIDENT HAPPENS AT THE TIN COW.

MMHM.

CHAMPION: MMHM, YES?

YES.

CHAMPION: [pause] SO, AGAIN – JUST FOR, SO I'M UNDERSTANDING THE RANKS; WATSON IS ...

: FIREFIGHTER.

CHAMPION: JOE MARTIN ...

AFTER THE INCIDENT, GOT PROMOTED TO LIEUTENANT – BUT AT THE TIME, HE WAS A FIREFIGHTER.

CHAMPION: AND THERE'S ANOTHER COWORKER PRESENT?

LIEUTENANT MILLS.

CHAMPION: AND LIEUTENANT MILLS WAS A LIEUTENANT AT THE TIME?

YES.

CHAMPION: LAW ENFORCEMENT IS SUMMONED TO ...

: YES.

CHAMPION: DO YOU KNOW CRIMINAL CHARGES?

I DO NOT KNOW WHAT HAPPENED WITH ALL THAT.

CHAMPION: HE'S OUT OF WORK FOR SIX WEEKS?

: YES.

CHAMPION: AND IT'S REPORTED THROUGH WORK AS A, UM, OFF DUTY ...

: I DON'T KNOW HOW IT ENDED UP GETTING REPORTED AND EVERYTHING ...

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CHAMPION: OKAY.

. . . I KNOW THERE WAS AN INVESTIGATION.

CHAMPION: AND WHEN WE SAY "INVESTIGATION," IS THIS INTERNAL WITHIN THE, UH, FIRE DEPARTMENT?

I DON'T KNOW THE OFFICIAL – I KNOW THAT WATSON AND GRADIA HAD TO REPORT TO GRACE TO TALK TO THEM ABOUT EVERYTHING, BUT I DON'T KNOW THE SPECIFICS ON THE INVESTIGATION.

CHAMPION: [pause] AS PUBLIC SERVANTS, ARE WE HELD TO A STANDARD EVEN WHEN WE'RE OFF DUTY?

YES SIR.

CHAMPION: DOES THIS TYPE OF BEHAVIOR STAND UP TO THAT EXPECTATION?

NO SIR.

CHAMPION: AND EVEN THOUGH IT WAS AN OFF DUTY OCCURRENCE, IS THIS THE TYPE OF BEHAVIOR THAT WOULD LIKELY RESULT IN DUTY RELATED DISCIPLINE?

YES SIR.

CHAMPION: [pause] DID JOE MARTIN BEING OUT OF WORK FOR SIX WEEKS IMPACT THE, UM, SHIFT IN A NEGATIVE MANNER?

I WAS NOT AT HIS STATION, BUT THEY HAD TO HIRE OVERTIME. UM, JOE HAD TO EITHER USE HIS SICK LEAVE OR HAVE PEOPLE WORK FOR HIM. UM, IT PUT A FINANCIAL BURDEN ON JOE – JOE THEN HAD MEDICAL BILLS HE WOULDN'T HAVE HAD.

CHAMPION: ALRIGHT, THE NEXT TOPIC IS TITLED "SOLO DRAGS: LIEUTENANT MCGUFFEY," UH – I'M ASSUMING UNKNOWN DATE?

YES.

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CHAMPION: UH, DATE CAN BE VERIFIED BY TRAINING RECORDS IN FIREHOUSE. OKAY:

"THE FIRST SHIFT LIEUTENANT MCGUFFEY RETURNED FROM THE FLORIDA PROFESSIONAL FIREFIGHTERS 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 VIDEOTAPE, BUT THE OTHER TWO FIREFIGHTERS WERE ONLY MADE TO DRAG LIEUTENANT MCGUFFEY USING PARTNER TECHNIQUES. I WAS THE ONLY ONE MADE TO DRAG ANYONE SOLO."

READING THAT STATEMENT, UM, AND WITH WHAT WE'VE DISCUSSED – DO YOU THINK LIEUTENANT MCGUFFEY WAS JUST TRYING TO MAKE A STATEMENT TO LIEUTENANT WATSON, THAT YOU COULD DO A SOLO DRAG?

.. I THINK HE WAS. I THINK AFTER BEING AROUND WATSON FOR THE WHOLE CONFERENCE, THAT, UM – HE WAS TRYING TO PROVE A POINT TO WATSON.

CHAMPION: SO, EVEN THOUGH NO ONE ELSE WAS MADE TO DO A SOLO DRAG, UH, YOU DON'T THINK LIEUTENANT MCGUFFEY WAS TRYING TO SINGLE YOU OUT, PICK ON YOU IN ANY MANNER?

I THINK IT WAS... WATSON HAD GOTTEN IN HIS HEAD A LITTLE BIT. I THINK HE WANTED TO SEE THAT I COULD DO IT HIMSELF AS WELL. UM, MCGUFFEY IS ABOUT THE SAME SIZE WATSON IS. UM, AND SO, UM – I WAS THE ONLY ONE TESTED. UM, FATHEREE'S A LITTLE BIT BIGGER THAN ME AND WORKS OUT LESS THAN I DO, UM... BUT I WAS THE ONLY ONE THAT PHYSICAL TRAINING WAS BEING QUESTIONED AT THE TIME.

CHAMPION: OKAY, THE NEXT TITLE IS "HOSTILE WORK ENVIRONMENT: LIEUTENANT GRADIA:"

DURING SHIFT CHANGE ONE MORNING, LIEUTENANT GRADIA CAME IN ON A RANT. DURING HIS RANT I HEARD MY NAME GET DRUG INTO IT. HE COMPARED MYSELF TO FIREFIGHTER JOHNSON AND FIREFIGHTER 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, (02/22/2017) LIEUTENANT GRADIA ASKED IF HE HAD EVERY 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.' HE THEN NAMED ONE LIEUTENANT IN PARTICULAR, BEING LIEUTENANT BUSH."

SO, JUST TELL ME ABOUT THIS ONE NOW.

: I MEAN, REALLY SINCE THE BEGINNING I HAD STAYED AWAY FROM GRADIA. I HADN'T HAD A LOT OF INTERACTION, UM - HE WAS THE LIEUTENANT ON C WATCH, BUT, UM... WE REALLY STAYED OUT OF EACH OTHER'S WAY. HE WAS A LIEUTENANT, I WAS A FIREFIGHTER, THERE WASN'T REALLY ANY REASON FOR HIM TO TALK TO ME. UM, SO - TO HEAR HIM COME IN, IN FRONT OF TWO WATCHES... SO THAT'S EIGHT GUYS TOTAL, AND JUST THROWING MY NAME - AND THESE OTHER TWO FIREFIGHTERS ARE OFTEN TALKED ABOUT NEGATIVELY. SO, THROWING MY NAME IN WITH TWO OTHER FIREFIGHTERS THAT ARE TALKED ABOUT NEGATIVELY WHEN, YOU KNOW, I WAS DOING A LOT OF, YOU KNOW, EXTRA TRAINING AND UM, I DIDN'T SEE MYSELF BEING IN THE SAME CATEGORY. I DIDN'T UNDERSTAND WHAT I HAD DONE TO HIM TO - FOR HIM TO BE TALKING ABOUT ME THAT WAY. AND UH, YOU KNOW, THE FACT EVEN WHEN I TALKED ABOUT IT, YOU KNOW, AT FIRST HE DENIED IT BUT THEN HE WAS LIKE, "YOU KNOW, YEAH - I PROBABLY DID SAY THAT. BUT YOU KNOW, I WOULD HAVE ALSO FOLLOWED IT UP WITH HALF OF THE DEPARTMENT CAN'T DO IT EITHER." SO . . .

CHAMPION: ONCE AGAIN, YOU WERE SINGLED OUT. HOW DID THAT MAKE YOU FEEL AS A PROFESSIONAL?

: I'M TIRED OF IT.

CHAMPION: YOU, UH, MADE REFERENCE TO FIREFIGHTER JOHNSON, FIREFIGHTER FAIRLY . . .

MMHM.

CHAMPION: . . . UM, BEING SPOKE OF, UM, NEGATIVELY.

: MMHM.

CHAMPION: UM - REPUTATION? UH, ARE THEY UNDERPERFORMERS, OR . . .

YES. THEY BOTH HAVE BEEN UNDERPERFORMERS, UM – THEY HAVE BEEN SENT TO, UM, THE SAME, UM, LIEUTENANT WHO ACTUALLY GOT THE NICKTA-, NICKNAME “RETARD WHISPERER,” UM, AFTER HAVING DIFFERENT – THESE DIFFERENT FIREFIGHTERS. UM, JOHNSON HAD TO GO BACK THROUGH THE BEYOND MINIMUM STANDARDS CLASS. UM, FAIRLY BARELY PASSED FIREFIGHTER 2, AND HE CAN’T SWIM – YET THEY HAVE HIM AT A BEACH STATION WHERE WE DO WATER RESCUE. UM, BUT – FAIRLY CURRENTLY IS WITH A LIEUTENANT THAT HAS WORKED VERY HARD WITH HIM, AND HE HAS DONE SOME AWESOME THINGS, AND REALLY REACHED HIS POTENTIAL. AND JOHNSON TOO HAS DONE A LOT BETTER THAN WHEN HE FIRST CAME ON, BUT AT THAT TIME THOSE WERE JUST TWO NAMES YOU DIDN’T WANNA BE ASSOCIATED WITH.

CHAMPION: OKAY – WE’RE AT UM, ONE HOUR AND EIGHT MINUTES. UM, YOU GUYS GOOD WITH COMPLETING THIS PAGE AND TAKING ANOTHER BREAK?

BRANNING: YEP, ABSOLUTELY – OR, IT’S 11:20ISH. WOULD YOU BE GOOD ON JUST GOING THROUGH UNTIL ABOUT A NOON BREAK? ARE YOU OKAY WITH THAT?

CHAMPION: THAT’S FINE.

BRANNING: ARE YOU OKAY WITH THAT, . . .?

YES SIR.

BRANNING: I SAY LET’S JUST GO ON THROUGH IT, TO – TO THE LUNCH BREAK.

CHAMPION: ALRIGHT.

BRANNING: COOL.

OKAY.

CHAMPION: OKAY, WE ARE NOW AT, UM – THE TITLE OF “FAMILY TIME: 06/14/2016 AND 06/19/2016:”

“ON TWO OCCASIONS, I WORKED SHIFT SWAPS FOR . . . THE FIRST SHIFT, . . . WIFE BROUGHT FOOD AND I HAD A BOTTLE THAT SHE JOKED WITH CHARLES BAILEY WAS ROOT BEER AND OFFERED HIM ONE.”

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BRANNING: SHE HAD A BOTTLE.

CHAMPION: OKAY -

"THE SHIFT LIEUTENANT'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 THE 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 LIEUTENANT SHAW DISAPPEARED TO HIS BUNK ROOM FOR OVER AN HOUR WHILE WE BABYSAT THEIR CHILDREN. LIEUTENANT SHAW'S 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.' LIEUTENANT SHAW DID NOT CONFIRM OR DENY IT."

OKAY, UH – WITH THE BOTTLE, YOU STATE THAT SHE LATER REVEALS THE BOTTLE FROM THE COOZIE, AND WHAT DID YOU SEE?

IT WAS A BEER BOTTLE. I DON'T REMEMBER THE EXACT BRAND, BUT IT WAS A BEER BOTTLE.

CHAMPION: YOU'RE CERTAIN IT WAS AN ALCOHOLIC BEVERAGE?

YES. YES SIR.

CHAMPION: AND IS, UH – ALCOHOL ALLOWED IN YOUR STATION?

NO SIR.

CHAMPION: AND UM – MADE REFERENCE TO THE BUNK ROOM. UH, TELL ME ABOUT THE BUNK ROOM.

UM, AT THAT SPECIFIC STATION, UM – ALL THE FIREFIGHTERS SLEEP IN THE SAME BUNK EXCEPT FOR THE LIEUTENANT, AND THE LIEUTENANT'S IS SEPARATE IN THE VERY FRONT OF THE STATION, SO UM . . .

CHAMPION: IS IT PRIVATE?

YES.

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CHAMPION: [pause] ESCAMBIA COUNTY FIRE RESCUE STANDARD OPERATING GUIDELINES
1205.025 -- PERSONAL VISITS AND PHONE CALLS:

**"PERSONAL VISITS AND BUSINESSES SHALL BE CONDUCTED IN A MANNER THAT
DOES NOT INTERFERE WITH THE CONDUCT OF COUNTY BUSINESS OR
PERFORMANCE OF DUTIES."**

**MAKING REFERENCE TO BABYSITTING CHILDREN -- UH, DOES THIS INTERFERE
WITH YOUR DUTIES?**

YEAH.

CHAMPION: ANYWHERE IN YOUR PRESCRIBED DUTIES, BABYSITTING?

: NO SIR.

CHAMPION: "EMPLOYEES OR MEMBERS WORKING ON A TWELVE OR TWENTY FOUR HOUR
SHIFT," -- AND YOU EXPLAINED THESE ARE TWELVE HOUR SHIFTS?

TWENTY FOUR.

CHAMPION: TWENTY FOUR HOURS.

TWENTY FOUR ON, FORTY EIGHT OFF.

CHAMPION: "WILL BE ALLOWED VISITORS AND TO CONDUCT PERSONAL BUSINESS DURING
LUNCH TIME AND AFTER NORMAL BUSINESS HOURS, AND / OR AFTER
STANDARD DAILY DUTIES AND TRAINING HAVE BEEN COMPLETED. PERSONAL
VISITS IN TIMES OTHER THAN THOSE LISTED ABOVE WILL BE KEPT TO AN
ABSOLUTE MINIMUM, AND ARE AT THE DISCRETION OF THE COMPANY OFFICER,
DISTRICT CHIEF, OR BATTALION CHIEF. VISITORS, INCLUDING STUDENTS, ARE
NOT PERMITTED TO BE ON THE DEPARTMENT PREMISES AFTER 10:00 PM
UNLESS PRIOR APPROVAL HAS BEEN GIVEN TO THE COMPANY OFFICER, DISTRICT
CHIEF, OR BATTALION CHIEF."

ARE YOU FAMILIAR WITH THIS, UH, STANDARD OPERATING GUIDELINE?

I HAVEN'T READ THAT SPECIFIC ONE.

CHAMPION: IT'S FAIRLY SHORT IN ITS CONTENT, A SINGLE PAGE -- TAKE JUST A MOMENT
AND READ THAT OVER. [pause] ALRIGHT, YOU'VE HAD THE OPPORTUNITY TO
READ IT -- DID YOU READ IT IN ITS ENTIRETY?

· YES SIR.

CHAMPION: AND BASED UPON WHAT YOU READ, WERE THESE ACTIONS A VIOLATION OF THIS STANDARD OPERATING GUIDELINE?

YES.

CHAMPION: SPECIFICALLY?

: UM, WELL IT WAS LATE AND, UM, THE BABYSITTING CHILDREN WOULD HAVE BEEN INTERFERING WITH OUR DAILY ACTIVITY.

CHAMPION: YOU WROTE, "WHEN THEY LEFT, THE OTHER GUYS MADE JOKES ABOUT HIM GETTING SOME." [pause] AND I WOULD TAKE THAT TO ALLUDE TO ENGAGING IN SEXUAL ACTS?

: THAT'S WHAT I TOOK IT AS.

CHAMPION: AND YOU STATE LIEUTENANT DID NOT CONFIRM OR DENY IT. UH, WHAT BEHAVIORS DID HE EXHIBIT WHEN THIS WAS STATED?

: UH, HE JUST SMILED AND HE WENT ON ABOUT WHAT HE WAS GONNA DO.

CHAMPION: SO, THEN SHE AND THE – IS IT CHILD OR CHILDREN?

UH, IT WAS CHILDREN. UM, AND THEY LEFT BEFORE THAT COMMENT WAS MADE.

CHAMPION: DO YOU RECALL HOW MANY CHILDREN?

UM, I KNOW THAT IT'S, UH – HIS AND HERS CHILDREN. I BELIEVE IT WAS TWO – I BELIEVE IT WAS BOTH OF THEM THAT NIGHT. THEY WOULD VISIT FROM TIME TO TIME.

CHAMPION: AND AGAIN, JUST FOR A COMPLETE PICTURE . . .

: MMHM.

CHAMPION: . . . APPROXIMATE AGE, SEX ON THE CHILDREN?

UM, AROUND EIGHT TO TWELVE, SOMEWHERE AROUND THERE – AND IT'S A BOY AND A GIRL.

CHAMPION: AND WITHOUT THE APPROPRIATE SUPERVISION, ARE THERE THINGS THAT COULD BE ACCESSED THERE THAT WOULD BE, UM, POTENTIALLY DANGEROUS?

YEAH, I MEAN – I MEAN IT’S A KITCHEN, AND YOU KNOW, THEY’RE PLAYING ON RECLINERS AND THINGS LIKE THAT, BUT WE... WE TOOK IT TO WATCH THEM, TO MAKE SURE THEY DIDN’T GET HURT. BUT, THAT WASN’T OUR JOB.

CHAMPION: WAS THIS A SINGULAR OCCASION, OR DID THIS HAPPEN . . .

: THAT WAS THE ONLY TIME HE LEFT THE CHILDREN WITH US TO WATCH.

CHAMPION: OKAY, AND YOU SAY THE ONLY TIME HE LEFT THE CHILDREN – UH . . .

RIGHT.

CHAMPION: . . . WERE THERE OTHER TIMES THAT SHE HAD VISITED?

YES. I MEAN, THEY – THEY STOPPED BY TO SEE US FROM TIME TO TIME TO VISIT. THE FATHER, WHICH WAS NORMAL FOR FAMILIES TO STOP BY TO SEE, YOU KNOW, THE DAD AT THE STATION FROM TIME TO TIME, BUT THAT WAS A VERY UNPROFESSIONAL OCCURRENCE.

CHAMPION: WAS IT NORMAL TO RETIRE TO A BUNKING QUARTERS?

NO, THAT WAS NOT NORMAL.

CHAMPION: AND, THIS STATES FOR OVER AN HOUR?

YES SIR.

CHAMPION: WHO WOULD HAVE BEEN THE OTHER BABYSITTERS DURING THIS INCIDENT?

UM, WELL CHARLES BAILEY NORMALLY WORKED FOR HIM, BUT I DON’T REMEMBER WHO THE FOURTH PERSON WAS THAT DAY. BUT, IF WE LOOKED IN TELESTAFF ON THE NINETEENTH, IT WOULD TELL YOU WHO ALL FOUR OF US WERE WORKING THAT DAY – WHICH IS OUR, UM, SHIFT ROSTER.

CHAMPION: OKAY, AND UH – TELESTAFF, IS THAT ANOTHER COMPUTER PROGRAM?

: YES, THAT’S OUR – WHERE IT KEEPS ALL OF OUR SHIFT ROSTERS, WHAT DAY WE WORK, WHEN.

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CHAMPION: ALRIGHT, BOTTOM OF PAGE FIVE – “CITY OF PENSACOLA APPLICATION, DATE UNKNOWN:”

“AFTER THE MOVE TO STATION TWELVE, 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.”

YOUR BUNKING QUARTERS, UH – OPEN BAY? UH, UH, PRIVATE ROOM – WHAT WAS YOUR BUNKING SITUATION?

AT THIS STATION – STATION TWELVE – AND MINE WERE AT THE VERY END BY THE BATHROOM, AND SO ALL OUR DOORS STAY OPEN DURING THE DAY. AND SO, YOUR STUFF’S IN THERE BUT YOUR DOOR IS OPEN. UM, MY BED WAS MADE UP, BUT MY BAG IS BLACK AND WHITE STRIPED WITH PINK – LIKE, HOT PINK OUTLINE. UM, BUT IT’S VERY OBVIOUS IT’S MY STUFF.

CHAMPION: SO, THE BUNKING QUARTERS THERE – JUST, JUST SO I CAN GET A VISUAL IN MY MIND; EVERYBODY HAS A, A DOOR TO – AND IT’S A SINGLE BUNK IN EACH ONE OF THE CAVITIES?

YES SIR.

CHAMPION: OKAY, SO YOU DO HAVE A PRIVATE SPACE, UH, WHEN YOU’RE SLEEPING, YOU CAN CLOSE YOUR DOOR?

YES SIR.

CHAMPION: OKAY – AND YOU HAD MADE REFERENCE, UM, EARLIER TO THE LIEUTENANT WHO HAD PRINTED THE . . .

FIREFIGHTER – FIREFIGHTER REED.

CHAMPION: . . . WAS FIREFIGHTER REED; HE WAS, HE WAS NOT A MEMBER, UH, ASSOCIATED TO THIS TIMEFRAME?

NO SIR.

CHAMPION: OKAY, SO THIS IS JUST ANONYMOUS, SOMEBODY PUT IT THERE?

COMPLETELY UNKNOWN.

CHAMPION: NO MESSAGE WITH IT, JUST AN APPLICATION?

THINGS HAD BEEN GOING REALLY WELL AT TWELVE, TOO. ELEVEN AND TWELVE HAD MOVED IN TOGETHER, AND I WAS COMPLETELY CAUGHT OFF GUARD BY THAT.

CHAMPION: AND AGAIN, FOR A SHIFT – THERE’S FOUR OF YOU?

BECAUSE STATION ELEVEN HAD TO MOVE IN TO STATION TWELVE, BECAUSE ELEVEN WAS SHUT DOWN BECAUSE OF THE MOLD ISSUES, IT WAS ACTUALLY FOUR AT ELEVEN, THREE ON, UH, LADDER TWELVE, AND THEN A BATTALION CHIEF. SO, THERE’S ACTUALLY EIGHT PEOPLE AT THAT STATION – AND THEN IF THERE’S AN INJURED FIREFIGHTER, THEY RIDE WITH THE BATTALION CHIEF. SO, IT’S A POSSIBILITY TO BE NINE.

CHAMPION: BUT NOBODY MADE ANY STATEMENTS, INNUENDOS TO . . .

: NO – AND TWELVE IS ONE OF THOSE STATIONS THAT PEOPLE COME IN AND OUT OF ALL THE TIME.

CHAMPION: WHEN WE SAY PEOPLE – OTHER EMPLOYEES?

OTHER EMPLOYEES, AND EVERYBODY’S GOT THE DOOR CODES. SO, ANYBODY COULD HAVE COME BY AND PUT IT ON MY . . .

CHAMPION: [pause] DO YOUR STATIONS HAVE A VIDEO SURVEILLANCE SYSTEM?

UH, TWELVE HAS ONE. ELEVEN HAD ONE, BUT THE VOLUNTEERS CONTROLLED IT AND DIDN’T ALLOW US TO SEE ANY OF THAT. UM, WE ALSO HAD NO IDEA WHAT THEY WERE VIDEOTAPING. UM . . .

CHAMPION: SO, THIS INCIDENT OCCURRED STATION TWELVE.

IT DID, UM – I DON’T KNOW WHERE ELSE, AND I DON’T KNOW HOW LONG THEY KEEP THAT STUFF, IF IT’S EVEN ONE OF THOSE THINGS THEY RECORD.

CHAMPION: ALRIGHT, WE’RE ON, UH – PAGE SIX, TITLE “COMMON PRACTICE: MAJORITY OF MEMBER (CURRENTLY BEING PRACTICE):”

“THE COMMON PRACTICE AT ESCAMBIA COUNTY FIRE RESCUE IS IF YOU ARE DORNING 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'S OKAY TO CONTINUE THIS PRACTICE OR ASK IF IT'S GOING TO OFFEND ME."

SO, THIS IS THE FIRST BULLET; DO YOU HAVE ANY, UM, ST-, STANDARD OPERATING GUIDELINES THAT SPECIFICALLY ADDRESS YOUR ATTIRE WITHIN THE STATION?

YES.

CHAMPION: BEING?

: I HAVE ONE THAT SPECIFICALLY ADDRESSES THE BUNKER GEAR AND THE UNDERWEAR SITUATION.

CHAMPION: [lengthy pause] DOES THIS FALL WITHIN THE, UH, PERSONAL PROTECTIVE EQUIPMENT? OR IS IT A COMPLETE OTHER TITLE?

: I'M NOT SURE WHERE IT IS.

CHAMPION: WHAT DO YOU SPECIFICALLY, UM, RECALL ABOUT THAT STANDARD OPERATING GUIDELINE?

IT'S FROM 2011 AND IT'S STILL ACTIVE, AND THEY SAY THAT IT WILL NOT BE PRACTICED AT THE DEPARTMENT.

CHAMPION: WHAT WILL NOT BE PRACTICED?

UM, THAT THEY WILL TAKE OFF THEIR PANTS TO PUT ON THEIR BUNKER GEAR. THEY WILL WEAR PANTS AT ALL TIMES.

BRANNING: MAY REFERENCE TO THE ACTUAL – THE, AN EMAIL WAS SENT OUT.

CHAMPION: ALRIGHT.

BRANNING: IT REFERENCED THE POLICY.

CHAMPION: ALRIGHT.

BRANNING: OR THE, THE GUIDELINE.

CHAMPION: ALRIGHT. [pause] TELL YOU WHAT, IT'S, UH . . .

ARE YOU GETTIN'... [unintelligible]

CHAMPION: ... 11:37, UM – WHAT DO YOU THINK ABOUT JUST, UH, TAKING A, A BREAK EARLY? I'LL PROVIDE YOU WITH THE, UM, THE PREVIOUS COUNTY POLICY AND YOU CAN TAKE A MOMENT TO RESEARCH THIS PARTICULAR ...

YEAH.

CHAMPION: ... UM, SUBJECT.

YEAH.

BRANNING: YOU GOT IT?

YEAH.

BRANNING: : FOUND IT.

CHAMPION: OKAY.

WOO – SORRY. IT'S... IT'S ACTUALLY AN EMAIL, WHEN THEY BROUGHT IT UP AGAIN AFTER I HAD TALK-, UM, BROUGHT IT UP TO THE CHIEFS IN MY FATHER'S MEETING, AND THIS IS ACTUALLY THAT OPERATIONAL DIRECTIVE.

CHAMPION: [lengthy pause] OKAY, AND THIS IS SOMETHING I WOULD LIKE TO, UH – WITH THE MEMORANDUM, UM ...

: OKAY.

CHAMPION: ... BUT I DO HAVE A COPY OF THE, UH ...

MMHM.

CHAMPION: ... 1205.015.

MMHM.

CHAMPION: UM, WHICH THE ACTUAL, UM – THIS IS A RULES, POLICIES AND GUIDELINES. I DO NOT SEE A SPECIFIC REFERENCE TO WHAT IT ...

MMHM.

CHAMPION: ... MAKES SPECIFIC TO IN THIS MEMORANDUM.

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OKAY.

CHAMPION: UM, SO – UM, LATER MAY I . . .

YES SIR.

CHAMPION: . . . GET A COPY OF THIS? AND, WE’LL JUST SET THIS TO THE SIDE, BUT FOR THE RECORD I WILL, I WILL READ IT AS OPERATIONAL DIRECTIVE 11-07 FOR ALL PERSONNEL FROM PAUL WILLIAMS, DEPUTY CHIEF. IT’S DATED NOVEMBER 10, 2011, REFERENCE PROPER DRESS:

“IT HAS COME TO MY ATTENTION THAT A PRACTICE OF REMOVING OUTER CLOTHING AND WEARING ONLY UNDERGARMENTS UNDER BUNKER GEAR HAS BEEN A COMMON PRACTICE WITH SOME PERSONNEL. THIS PRACTICE IS INAPPROPRIATE, AND SHALL TERMINATE IMMEDIATELY. ALL PERSONNEL SHALL WEAR SOME TYPE OF OUTER GARMENT, EITHER AUTHORIZED BY ECFR, SOG 1205.015 UNIFORM REGULATIONS, OR DAILY OUTER WEAR FOR VOLUNTEER PERSONNEL RESPONDING FROM A LOCATION OTHER THAN THE FIRE STATION WHILE ON DUTY. SOME EMPLOYEES AND MEMBERS, BOTH MALE AND FEMALE, HAVE EXPRESSED THEIR DISPLEASURE WITH THIS PRACTICE. THEREFORE, IT WILL TERMINATE IMMEDIATELY.”

I’M JUST GOING TO SET THIS DOCUMENT TO THE SIDE.

BRANNING: [unintelligible]

MM, YEAH.

CHAMPION: DID YOU ADDRESS THESE CONCERNS WITH YOUR LIEUTENANT?

YES, AND THEY ALSO HAD MEETINGS WITH ME, TELLING ME THAT THAT WOULD BE OKAY, BUT ANOTHER GIRL HAD WORKED THERE BEFORE THAT WORE SPORTS BRAS AND WHAT THEY CALLED “BOOTY SHORTS.” I DON’T KNOW ABOUT THAT, BECAUSE I WASN’T AROUND WHEN SHE WAS THERE. BUT, UM – TWO SPECIFIC LIEUTENANTS, MCGUFFEY AND RASNICK, BOTH BROUGHT THAT UP TO ME AND THAT THAT WOULD NOT BE TOLERATED BEHAVIOR ON MY BEHALF; THAT I WOULD ALWAYS, UM, BE FULLY DRESSED. SO, THERE WAS DOUBLE STANDARDS AT THEIR STATION, THAT THE GUYS COULD EITHER SLEEP WITHOUT A SHIRT OR BE ONLY IN THEIR UNDERWEAR. UM, BUT I ALWAYS HAD TO BE FULLY CLOTHED.

CHAMPION: WAS THE LIEUTENANT OBSERVING THIS, THIS DRESS?

UM, YES. THE LIEUTENANTS ARE ALSO PART OF IT. ONE OF THE BATTALION CHIEFS RIGHT NOW IS ONE WHO WEARS REALLY HOLEY, UM – BRIEFS? THAT YOU CAN SEE HIS MALE ANATOMY.

CHAMPION: HIS PENIS?

YES – YOU CAN SEE HIS PENIS.

CHAMPION: UM, AND THAT BEING WHO?

: UH, CHIEF BRASK.

CHAMPION: [pause] AND YOU HAVE WORKED WITH HIM?

YES.

CHAMPION: AND . . .

.. AND SEEN IT.

CHAMPION: DID YOU ADDRESS HIS ATTIRE?

: I DIDN'T SAY ANYTHING TO HIM – AT THAT POINT, I HAD HAD PEOPLE, UM, THAT WERE WEARING IT, AND THEY WEREN'T CHANGING IT... AND I JUST WOULD NOT LOOK. BUT, I WAS CONSTANTLY HAVING PEOPLE THAT WERE ONLY WEARING UNDERWEAR. SO, THAT'S WHY I EVENTUALLY HAD TO GO TO THE HEAD OF THE DEPARTMENT, AND THEY SENT OUT THAT EMAIL AGAIN, AND CITED THAT IT WAS FROM 2011, BUT... IT'S STILL BEING PRACTICED.

CHAMPION: SO, IRREGARDLESS OF THE MATTER BEING ADDRESSED – THE PRACTICE CONTINUED?

YES.

CHAMPION: AND – ULTIMATELY, WE'RE HELD... WE HAVE TO HOLD OURSELVES RESPONSIBLE FOR OUR INDIVIDUAL DEEDS. BUT, AS SHIFT LIEUTENANTS IN A SUPERVISOR CAPACITY, WE'RE RESPONSIBLE FOR EVERYBODY AND THEIR ACTIONS. IS THAT A FAIR STATEMENT?

YES SIR.

CHAMPION: SO, ARE THE SUPERVISORS FAILING TO ENFORCE?

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YES.

CHAMPION: OKAY, THE NEXT BULLET IS JEFF HOWARD, 01/28/2017:

"I SLEEP ONLY IN MY UNDERWEAR. IS THAT GOING TO OFFEND YOU?' HOWARD AND I HAVE BEEN STATIONED TOGETHER SINCE I HAVE BEEN AT STATION THIRTEEN. HE IS ONE OF THE FIREFIGHTERS THAT WEARS BRIEFS AND HAS NEVER THOUGHT TO ASK IF THAT OFFENDS ME."

I WROTE THIS BECAUSE THIRTEEN WAS INDIVIDUAL SLEEPING QUARTERS, AND WHEN WE MOVED TO EIGHT, WE WERE IN A COMMON BUNK.

CHAMPION: SO, AN OPEN DORM?

: YES, YES – AND SO HE HAD WALKED AROUND AT THIRTEEN IN HIS BRIEFS. OR, HE HAD TAKEN OFF HIS PANTS TO PUT ON HIS, UM, BUNKER PANTS... AND THAT AT THIRTEEN HAD NEVER CROSSED HIS MIND TO WONDER IF THAT BOTHERED ME. BUT, ONCE WE MOVED TO EIGHT, HE WONDERED IF THAT WAS SOMETHING THAT MIGHT BOTHER ME NOW THAT WE WERE SLEEPING IN BEDS RIGHT NEXT TO EACH OTHER.

CHAMPION: AND DID HE STOP HIS PRACTICE?

UM, THE FIRST NIGHT HE – HE WENT TO TAKE 'EM OFF, AND THEN DECIDED TO STOP. AND SO, HE WOULD JUST... SOMETIMES HE'D SLEEP WITHOUT HIS SHIRT. UM, BUT HE DID START WEARING SHORTS.

CHAMPION: OKAY, NEXT BULLET, 03/08/2017:

"I TALKED WITH MY SOON TO BE NEW CREW AT STATION THIRTEEN ABOUT THINGS THAT HAD HAPPENED."

UM, YOU HAVE, UM . . .

: EXAMPLE.

CHAMPION: "EXAMPLE: FIREFIGHTER 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. LIEUTENANT KING, AFTER OUR CONVERSATION, MENTIONED HE ONLY WEARS UNDERWEAR, BUT HE'S BEEN VERY DISCREET 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, THEN THAT'S FINE; I JUST DON'T WANT TO SEE YOU RUNNING AROUND IN YOUR UNDERWEAR.'"

SO, WITH – WITH THIS PARTICULAR ONE, IT, UM... YOU'VE HAD AN OPEN CONVERSATION, UM, WITH THE CREW.

MMHM.

CHAMPION: IT SEEMS LIKE THEY'VE BEEN RECEPTIVE . . .

YES.

CHAMPION: . . . TO THE CONVERSATION?

: THEY WERE.

CHAMPION: UH, CONFORMITY?

: MMHM.

CHAMPION: UH, EVERYBODY'S, UH, RESPECTFUL?

YES SIR. WE WERE DOING VERY WELL AT THIRTEEN.

CHAMPION: UM, SO YOU TELL THE GUYS AT – AND, I SAY "GUYS" BECAUSE EVERYBODY THERE IS MALE, CORRECT? YOU'RE THE ONLY FEMALE?

OTHER – THEY JUST HIRED ANOTHER FULL TIME FEMALE A COUPLE MONTHS AGO. SHE WORKS AT STATION FIVE IN CENTURY.

CHAMPION: BUT SHE WASN'T HERE?

SHE WAS NOT THERE DURING THAT . . .

CHAMPION: OKAY.

. . . POINT IN TIME, AND THEN WE DO HAVE A PART TIMER. SO, A COUPLE GIRLS HAVE COME INTO THE PICTURE.

CHAMPION: OKAY.

BUT PRIOR TO – I MEAN, AFTER THIS, BUT NOT AT THIS SPECIFIC TIME.

CHAMPION: OKAY, SO THIS SPECIFIC MEETING IS YOU WITH YOUR MALE COUNTERPARTS.

YES.

CHAMPION: UM, AND YOU'VE – WE'RE IN, UM, MARCH OF 2017. UM, SO YOU'RE TELLING THEM ABOUT THE THINGS THAT'S HAPPENED. ARE – IS THIS ALL ENCOMPASSING BACK TO 2015, WHEN YOU STARTED?

: NOT EVERYTHING. IT WAS HITTING KIND OF THE HIGH POINT?

CHAMPION: OKAY.

∴ I WASN'T TELLING THEM EVERYTHING, BUT IT WAS BASICALLY "I'M NOT TOLERATING IT, DON'T PUSH ME." HERE'S YOUR LINE.

CHAMPION: RAPE JOKES?

IT'S IN HERE.

CHAMPION: OKAY.

WE'LL GET TO IT.

CHAMPION: ALRIGHT, SO – AND THIS IS THE, THIS IS THE FIRST REFERENCE TO RAPE JOKES. SO, WE'LL GET IN DEPTH WITH THAT AT A LATER TIME. [pause] ALRIGHT, NEXT BULLET:

"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 LIEUTENANT MCGUFFEY AND LIEUTENANT RASNICK, THEY BOTH BROUGHT THIS UP, AND THAT THIS WOULD NOT BE TOLERATED AT THEIR STATION. THERE WAS A DOUBLE STANDARD IN BOTH OF THOSE FIRE HOUSES BECAUSE THE GUYS SLEPT WITHOUT SHIRTS ON, AND ONLY WORE THEIR UNDERWEAR UNDER WITH BUNKER PANTS."

SO, WE'D ACTUALLY SPOKE ABOUT THIS JUST A LITTLE BIT EARLIER.

: YES SIR.

CHAMPION: [pause] SO, YOU MAKE REFERENCE TO THIS IS YOUR, UH, EXPECTS-, EXPECTATIONS MEETINGS WITH THESE TWO LIEUTENANTS.

: YES SIR.

CHAMPION: SO, IT'S ADDRESSED WITH YOU THAT YOUR ATTIRE WILL MEET A SPECIFIC STANDARD?

YES SIR.

CHAMPION: IS THE OTHER STANDARD DISCUSSED?

: WHAT THE GUYS ARE WEARING?

CHAMPION: YES.

NO.

CHAMPION: DO YOU BRING IT UP?

NOT AT THAT TIME, 'CUZ THAT'S AT THE VERY BEGINNING. I DIDN'T EVEN KNOW WHAT THEY WOULD – HOW THEY WOULD ACT, AT THAT POINT IN TIME.

CHAMPION: ALRIGHT, NEXT TOPIC: "HAZMAT CLASS 07/18/2016 THROUGH 08/28/2016."

"08/20/2016, SPRISLER 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 LIEUTENANT RICHARDSON. HE TOLD ME HE SPOKE WITH SPRISLER, AND TOLD HIM 'NO TOUCHY.' THAT WAS A SERIOUS AS LIEUTENANT RICHARDSON TOOK IT. 02/05/2017, LIEUTENANT RICHARDSON AND I WERE HAVING A CONVERSATION ABOUT AN EMS MEDIC, JASON," SHPILLER?

MMHM, YES SIR.

CHAMPION: "NEITHER OF US COULD THINK OF HIS LAST NAME. I INCORRECTLY SAID SPRISLER. LIEUTENANT RICHARDSON LAUGHED, AND MADE THE JOKE ABOUT HOW HE WAS ON MY MIND BECAUSE THAT WAS MY BOYFRIEND.

OKAY – SO, SPRISLER GRABS YOU BY YOUR HIPS; ANY SPECIFIC REASON FOR GRABBING YOU?

WE WERE, UM, HAZMAT, UM, CLASS TRAINING. WE WERE ALL GETTING CERTIFIED AS HAZMAT TECHNICIANS. WE WERE IN AN EVOLUTION WHERE WE WERE STOPPING A LEAK – WE WERE DOING LEAK CONTROL, AND I WAS ON A STEP THAT WAS LITERALLY ONE OF THOSE LITTLE PLASTIC FOOT STOOLS THAT’S NO MORE THAN... NOT EVEN A FOOT. AND IT WASN’T REALLY EVEN BY MY HIPS. HE CAME UP BEHIND ME AND HE GRABBED ME LIKE THIS.

CHAMPION: OKAY, AND AT THIS TIME – BECAUSE WE ARE AUDIO RECORDING, I WANT TO . . .
RIGHT, YOU CAN’T SEE THAT.

BRANNING: VERBALIZE, VERBALIZE IT.

: OKAY, UM – SO, HE COMES UP BEHIND ME AND HE GRABS ME, UM, ON THE FRONT DOWN TOWARDS... I DON’T KNOW HOW TO SAY THAT.

CHAMPION: OKAY, SO . . .

BRANNING: YOU SAID BELOW YOUR HIPS?

BELOW MY HIPS.

BRANNING: ON THE FRONT SIDE OF YOUR . . .

ON THE FRONT SIDE.

BRANNING: . . . LOWER ABDOMEN.

: OF MY PELVIS?

CHAMPION: OKAY, AND I’M JUST GOING – I’M GOING TO ADD. SO, WITH WHERE YOU HAVE YOUR HANDS DISPLAYED . . .

YEP.

CHAMPION: . . . RIGHT NOW – ARE HIS THUMBS MORE TO THE REAR, OR ARE HIS HANDS EXACTLY THE WAY YOU HAVE YOUR HANDS DISPLAYED?

HE CAME BEHIND, AND – YEAH. SO, IT’S MORE LIKE THAT.

CHAMPION: JUST LIKE YOU HAVE EXHIBITED?

YEAH.

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CHAMPION: OKAY, SO FOR THE RECORD – YOU HAVE YOUR HANDS EXPOSED. YOUR, YOUR – THE TIPS OF YOUR FINGERS ARE WITHIN INCHES OF . . .

RIGHT.

CHAMPION: . . . OF YOUR GROIN, UM, UM – AND AGAIN, WE’RE ADULTS SO . . .

RIGHT.

CHAMPION: . . . WITHIN INCHES OF YOUR VAGINA?

RIGHT.

CHAMPION: OVER YOUR CLOTHING?

RIGHT.

CHAMPION: YOU’RE DRESSED IN WHAT ATTIRE?

WE WERE IN P.T. CLOTHING, SO I WOULD HAVE BEEN IN SHORTS AND A T-SHIRT.

CHAMPION: THE HANDS ARE OPEN?

MMHM.

CHAMPION: SO, UM – WHEN WE USE THE, WHEN WE USE THE TERM, UH, TERM “GRABBED,” UM... IS IT MORE OF A PLACING OF THE HANDS? IS HE PULLING INTO YOU? IS HE BEHIND YOU?

HE WAS BEHIND ME AND HE CLAIMED HE WAS PREVENTING ME FROM FALLING, WHICH I WASN’T FALLING – AND NORMALLY A PERSON WOULD PUT YOUR HAND ON YOUR BACK TO KEEP YOU FROM FALLING. SO, TO GRAB ME LIKE THAT WAS VERY UNSETTLING TO ME, UM, AND REALLY UPSET ME. UM, BUT I DON’T KNOW HOW THAT WAS TO KEEP ME FROM FALLING.

CHAMPION: SO, YOU’RE STANDING ON A STEP STOOL.

MMHM.

CHAMPION: APPROXIMATE HEIGHT?

IT, IT WAS LITERALLY LIKE, NOT EVEN A FOOT. IT WAS ONE OF THOSE LITTLE PLASTIC, 4x4 FLAT STEP STOOLS.

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CHAMPION: IS IT IN THE MIDDLE OF A ROOM? IS IT, UH, NEXT TO A WALL?

WE'RE OUTSIDE ON A CONCRETE SLAB, AND I AM STOPPING A LEAK ON A PVC PIPE. I'M NOT ON MY TIPPY TOES, I'M FLAT FOOTED. WE'RE NOT DRESSED OUT IN OUR HAZMAT SUITS. WE WERE JUST WORKING.

CHAMPION: IF YOU HAD FALLEN FORWARD, WHAT WOULD YOU HAVE FALLEN INTO?

THE PVC PIPES – I WOULDN'T HAVE GOTTEN HURT AND IT WOULD HAVE NOT EVEN BEEN THAT MUCH OF A FALL. IT WOULD HAVE BEEN MORE OF A STUMBLE, BECAUSE I WASN'T EVEN... I WASN'T EVEN A FOOT OFF THE GROUND.

CHAMPION: THE, UH, NEXT SENTENCE THERE WAS "I GOT OFF AND TOLD HIM NOT TO TOUCH ME," AND – WAS HE RECEPTIVE TO THAT?

HE REALLY DIDN'T SAY ANYTHING TO THAT, AND I WAS SO UPSET I HAD TO GO OFF BY MYSELF FOR A LITTLE BIT. I PHYSICALLY WAS UPSET ABOUT IT, AND SO I WENT AND TOOK SOME TIME BY MYSELF – AND THEN LATER IN THE CLASS I PULLED LIEUTENANT RICHARDSON BY HIMSELF. I TOLD HIM WHAT HAD HAPPENED. NOW, SPRISLER IS A VOLUNTEER. HE'S NOT A CAREER FIREFIGHTER. HE'S A VOLUNTEER AT STATION ELEVEN, WHERE I HAD WORKED. SO, I KNEW THE GUY PRETTY WELL FROM RUNNING CALLS HERE AND THERE. UM, AND SO... LIEUTENANT RICHARDSON, UM, CAME BACK UP TO ME AND WAS LIKE, "YEAH, I TALKED TO HIM!" HE WAS ALL EXCITED ABOUT IT. IT WAS LIKE, UH, OKAY – THANK YOU... AND HE WAS LIKE, "YEAH! I TOLD HIM NO TOUCHY," AND HE GAVE THE LITTLE HAND GESTURE WITH IT AND EVERYTHING.

CHAMPION: AND YOU'RE WAVING YOUR INDEX FINGER . . .

: YEAH.

CHAMPION: . . . UH, LEFT TO RIGHT.

AND, I JUST – I'VE ALSO KNOWN JOEL A GOOD AMOUNT OF MY LIFE, AND EXPECTED HIM TO TAKE IT A LITTLE MORE SERIOUSLY THAN THAT AS WELL, AND I WAS VERY DISAPPOINTED IN LIEUTENANT RICHARDSON – JOEL RICHARDSON, SORRY. UM, FOR NOT TAKING THAT MORE SERIOUSLY THAN THAT... AND THEN, OUR LATER CONVERSATION WHEN HE MADE THE JOKE ABOUT HIM BEING THE BOYFRIEND, I WAS JUST... THAT HAD REALLY UPSET ME, HAVING SOMEBODY GRAB ME.

I'M OKAY WITH DRAGS, THAT'S PART OF THE JOB, BEING DRUG HERE AND THERE. I EXPECT THAT, BUT TO BE IN A VULNERABLE SITUATION WHERE YOU'RE JUST SITTING THERE PLUGGING A LEAK AND HAVING SOMEBODY GRAB YOU THERE WITH PEOPLE AROUND YOU, AND NOBODY EVEN SAW THAT AS BEING AN ISSUE OR SAYING ANYTHING.

CHAMPION: WAS LIEUTENANT RICHARDSON PRESENT FOR THE TRAINING?

LIEUTENANT, UM, SMITH AND LIEUTENANT RICHARDSON WERE THERE. I DON'T KNOW THAT THEY WERE SPECIFICALLY WATCHING ME. IT'S KIND OF, UM, THIS SPECIFIC TRAINING WE WERE DOING, IT'S LIKE A PUZZLE. THERE'S A MULTIPLE OF LEAKS GOING ON, AND... SO THE WHOLE CLASS, AS A WHOLE, IS TRYING TO STOP THE LEAKS.

CHAMPION: OKAY, SO YOU'RE NOT – YOU'RE NOT . . .

IT'S NOT . . .

CHAMPION: . . . PERFORMING A TASK IN FRONT . . .

. . . ME ALL BY MYSELF, IT'S ALL OF US WORKING AS A TEAM TO STOP THE LEAKS.

CHAMPION: ARE THESE, UH, TWO MEMBER TEAMS?

NO, IT WAS LITERALLY – I DON'T REMEMBER HOW MANY WE HAD IN OUR CLASS, BUT IT WAS MORE THAN TEN. SO, IT WAS TEN PLUS PEOPLE AROUND THIS PVC PIPE CONTRAPTION TRYING TO FIX THE LEAK.

CHAMPION: DID ANYONE SAY ANYTHING TO YOU ABOUT THE INCIDENT?

NO, NOT OTHER THAN LIEUTENANT RICHARDSON AFTER I HAD TOLD HIM.

CHAMPION: DID, UH, MR. SPRISLER EVER SAY ANYTHING TO YOU FOLLOWING THE INCIDENT?

I DON'T REMEMBER IF HE TALKED TO ME AFTER JOEL TALKED TO HIM.

CHAMPION: ALRIGHT, UH – BOTTOM OF PAGE SIX, 08/27/2016:

"YOU WANT TO PLAY TO RAPE GAME?"

A RAPE GAME – THAT WAS A TYPO.

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CHAMPION: OKAY – “YOU WANNA PLAY A RAPE GAME? WATSON WAS ON E16 AT THE TIME. E16 WAS ASSISTING THE HAZMAT INSTRUCTORS ON A BREAK. WE WERE ALL STANDING AROUND 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.”

TELL ME ABOUT THIS.

SO, WE WERE TAKING A BREAK FROM OUR TRAINING OUT AT ASCEND, ACTUALLY. UM, AND WATSON COMES UP WHERE ALL OF US IN THE CLASS ARE JUST STANDING AROUND ALL THE EQUIPMENT, ALL THE TRAILERS. AND, UM – HE GRABS... PAGE WOULD HAVE BEEN ON THE OPPOSITE SIDE OF ME, LIKE WHERE I COULD FACE HIM IN THE CIRCLE, AND HE GRABS PAGE FROM BEHIND, AND HE’S LOOKING AT ME WHILE HE SAYS TO PAGE, “YOU WANNA PLAY THE RAPE GAME,” AND PAGE IS LIKE STRUGGLING AND FIGHTING TO GET OUT OF WATSON’S GRIP. PAGE IS A TALL SKINNY GUY, BUT HE’S STILL NOT AS TALL AS WATSON IS, AND HE’S DEFINITELY NOT AS BIG AS WATSON IS. LIKE I SAID, HE’S SKINNY WHERE WATSON IS A *BIG* GUY. SO, HE’S JUST SITTIN’ THERE STRUGGLING TO GET AWAY FROM HIM, AND HE’S GOING “NO!” HE’S LIKE, “GOOD, YOU KNOW HOW TO PLAY,” AND WATSON’S JUST STARING AT ME, JUST SNICKERING AND LAUGHING. AND, UM – HE SAID, “GOOD, YOU KNOW HOW TO PLAY,” AND I AM JUST DISGUSTED. I AM JUST... I’M UPSET BY IT, I’M DISGUSTED AND, UM – HE STARTS TO... WHERE HE’S GONNA START HUMMING HIM FROM THE BACK, AND YOU KNOW, PAGE IS STILL PHYSICALLY TRYING TO GET AWAY FROM HIM.

CHAMPION: IS – IS WATSON GOING INTO, UM... FOR LACK OF A BETTER DESCRIPTION, GOING INTO ANY RHYTHM?

YEAH, HE’S TRYING TO HUMP HIM. YEAH, HE’S LIKE GOING INTO THE PHYSICAL ACT OF TRYING TO HUMP . . .

CHAMPION: AS HE’S – KIND OF A BEAR HUG?

. . . PAGE. HE’S LIKE, HOLDING ON TO ‘EM, LIKE HE’S GOT HIS ARMS AROUND PAGE WHERE HE CAN’T GET AWAY.

CHAMPION: SO, HE’S INSINUATING FROM BEHIND THAT . . .

: YES.

CHAMPION: . . . HE'S HAVING INTERCOURSE WITH HIM.

: YES, AND SO HE'S JUST LAUGHING AND STARING AT ME, AND THAT'S WHEN I – I'D HAD ENOUGH, I'M NOT GONNA LET EVERYBODY ELSE SEE ME GET UPSET, BUT I'M NOT GONNA SIT THERE AND WATCH THAT. AND I SAY I GOT IN THE AMBULANCE – WE HAVE AN OLD RETIRED AMBULANCE THAT WE USE AS ONE OF OUR HAZMAT TRUCKS, AND THAT'S WHAT WE HAD ON SCENE THERE, THAT WE HAD RIDDEN OVER IN. SO, I WENT AND GOT IN THE BACK OF THE HAZMAT TRUCK JUST TRYING TO CALM MYSELF DOWN. AND SO, I WENT OVER AND I JUST SAT IN THERE. I, I HEARD WATSON MAKE THE REMARK THAT "I WAS TOO GOOD TO HANG OUT WITH THEM," OR "I WAS TOO COOL FOR THEM," AND SO, UM, I SAT IN THERE AND, UM, YOU KNOW... WHEN THEY ALL GOT IN, THEY'RE LIKE "HEY, WHY'D YOU LEAVE?" LIKE, THEY DIDN'T SEE IT AS BEING A BIG DEAL, BUT IT WAS – IT WAS A BIG DEAL TO ME.

CHAMPION: ARE THERE ANY INSTRUCTORS PRESENT?

: I DO NOT REMEMBER ANY INSTRUCTORS BEING PRESENT. I REMEMBER IT BEING THE CLASS AND WATSON.

CHAMPION: WERE THE BEHAVIORS REPORTED?

NO. I – THEY WERE NOT REPORTED THAT DAY. I'VE TOLD PEOPLE SINCE THEN.

CHAMPION: AND WHEN WE SAY "PEOPLE," UH . . .

UM . . .

CHAMPION: . . . SUPERVISORS?

. . . YES, I'VE TOLD, AND IT'S IN HERE WHEN I'VE TOLD THE DIFFERENT SUPERVISORS.

CHAMPION: OKAY.

I'VE TOLD LIEUTENANTS, AND THEN IT WAS REPORTED TO, UM, THE CHIEFS IN THE MEETING.

CHAMPION: PRIOR – PRIOR TO THIS INCIDENT, HAD THERE EVER BEEN ANY, UH, REFERENCE TO THE RAPE GAME?

NO.

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CHAMPION: HAD YOU EVER HEARD OF THE RAPE GAME?

NO, I HAD NOT.

CHAMPION: SINCE THIS, HAS ANYONE EVER TOLD YOU WHAT THE RAPE GAME IS?

NO. I STARTED LOCKING MY DOOR AFTER THAT, THOUGH. WHEN I WAS NOT – WHEN I WAS AT HIS STATION... THAT, UM – I SLEPT IN MY OWN ROOM, NOT A COMMON ROOM. I WAS LOCKING MY DOOR AT NIGHT.

CHAMPION: WAS WATSON WITH YOU?

I'VE NEVER BEEN STATIONED WITH WATSON, BUT WITH HIS HISTORY AND NOW DOING THAT? I HAVE NO IDEA WHAT WATSON WOULD DO. SO, I LOCK MY DOOR EVERY NIGHT THAT I SLEEP AT THE FIRE STATION.

CHAMPION: DID YOU HAVE A SENSE OF FEAR FOR YOUR OWN SAFETY?

YEAH – YEAH, I STILL DO.

CHAMPION: [lengthy pause] HAVE THESE INCIDENTS IMPACTED YOUR WORK PERFORMANCE?

I DON'T THINK THEY AFFECT ME BEING A FIREFIGHTER. I STILL AM – I MAKE GOOD DECISIONS ON THE FIRE GROUND, AND UM, I'M A GOOD PARAMEDIC. I DON'T THINK IT AFFECTS THAT, BUT I DON'T BOND WITH THE GROUP LIKE I FEEL I COULD. I DON'T TRUST THE GUYS, I'M CONSTANTLY HAVING TO LOOK BEHIND MY BACK. UM, YEAH – I BELIEVE THIS STATION LIFE IS NOT THE WAY IT COULD BE.

CHAMPION: AND YOU JUST TOUCHED ON WHAT MY NEXT QUESTION WAS GOING TO BE – IF THIS HAS, UH, IMPACTED THE LEVEL OF TRUST THAT YOU HAVE WITH YOUR COWORKERS AND YOUR SUPERVISORS?

THERE ARE VERY FEW I TRUST.

CHAMPION: ALRIGHT, UM . . .

BRANNING: IT'S AFTER NOON.

CHAMPION: YES, AND WE ARE ON PAGE SEVEN, SO I WILL – I WILL MARK THIS NEXT BULLET WHERE WE WILL, UH, PICK UP AT, UM, 08/28/2016 WHEN WE COME BACK. SO, THE TIME IS, UH, 1205 HOURS, AND WE WILL BREAK AT THIS TIME FOR LUNCH.

[SECOND RECESS]

CHAMPION: THE DATE IS SEPTEMBER 27, 2017, AT 1320 HOURS. WE HAVE RETURNED FROM OUR LUNCH. AGAIN I'LL ASK YOU – WHILE WE WERE AWAY, DID I THREATEN, COERCE, OR COACH YOU IN ANY MANNER?

NO SIR.

CHAMPION: AND DID I ASK YOU ANY QUESTIONS, UM, ABOUT THE PENDING MATTER WHILE OFF THE RECORD?

NO SIR.

CHAMPION: OKAY, BOTTOM OF PAGE NUMBER SEVEN: "FIRST DAY STATIONED AT STATION THIRTEEN; CHIEF GRACE 08/22/2016."

: WE SKIPPED – WE SKIPPED TWO BULLETS.

BRANNING: YEAH, WE SURE DID.

CHAMPION: THANK YOU – WE'RE AT 08/28/2016, MORE TOWARDS THE TOP OF THE PAGE. OKAY:

"PAGE AND I WERE SITTING IN HIS TRUCK AT STATION SIXTEEN 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 LIEUTENANT RICHARDSON, BUT WENT ON TO EXPLAIN THEY GOT BACK LATE IN THE DAY, SO THEY JUST ATE DINNER AND CLEANED THE STATION."

: SATURDAYS ARE NORMALLY THE DAY YOU CUT GRASS, SO – THAT'S WHAT HE WAS REFERRING TO, WITH THEY DIDN'T CUT THE GRASS.

CHAMPION: OKAY, AND PAGE IS?

: JONATHAN PAGE.

CHAMPION: ALSO A FIREFIGHTER?

: ALSO A FIREFIGHTER.

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CHAMPION: OKAY, DID YOU THINK, UH, WATSON'S REPLY WAS APPROPRIATE?

NO.

CHAMPION: DID IT HAVE RACIAL OVERTONES?

YES.

CHAMPION: WAS ANYTHING SAID IN REPLY TO THE STATEMENT?

NO.

CHAMPION: OKAY, NEXT BULLET:

"I HAVE ONE WORD IN MY VOCABULARY I DO NOT TOLERATE – THE 'N' WORD."

UM, AGAIN – WE'RE REFERRING TO THE WORD "NIGGER?"

YES.

CHAMPION: "I CAN NOT BELIEVE HOW OFTEN IT IS USED IN EVERYDAY LANGUAGE AT WORK. I'VE HEARD IT USED BY DRIVERS WITH ROAD RAGE, YELLING IT ANOTHER VEHICLE. SOMETIMES IT'S 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," YOU HAVE, UH, "N" KNOCKING – "A NIGGER KNOCKING. MULTIPLE MEMBERS OF THE DEPARTMENT WERE PRESENT, BUT TWO STOOD OUT – JOHN LONGSWORTH, AN AFRICAN-AMERICAN FIREFIGHTER FROM STATION SEVENTEEN, AND PHILLIP HOFFMAN, A FIREFIGHTER FROM STATION THREE WHO STEPPED IN AND TOLD STEPHENS HIS STORY WAS INAPPROPRIATE."

AND, TELL ME ABOUT THIS.

WE WERE ALL STANDING OUTSIDE OF STATION SIXTEEN. UH, STATION SIXTEEN IS OUR HAZMAT STATION. UM, THAT'S WHERE THE MAJORITY OF THE HAZMAT TRAINING TOOK PLACE. WE WERE ON A BREAK, UM, IT WAS STEPHENS, LONGSWORTH, HOFFMAN, MYSELF, AND A FEW OTHER FIREFIGHTERS THAT I DO NOT REMEMBER, UM – BUT WE WERE ALL JUST SITTING THERE TALKING ON BREAK. UM, STEPHEN STARTS TALKING ABOUT THIS STORY, BUT IT JUST ROLLS OF HIS TONGUE LIKE IT'S NO BIG DEAL. HE DOESN'T EVEN BAT AN EYE, HE DOESN'T SEE IT AS BEING A BIG DEAL SAYING IT IN FRONT OF ANYBODY'S PRESENCE, MUCH LESS IN FRONT OF LONGSWORTH.

IT WAS OBVIOUS IT MADE LONGSWORTH UNCOMFORTABLE, AND UM, I WAS VERY PROUD OF HOFFMAN TO SEE HIM STEP UP BEFORE I COULD SAY ANYTHING OR ANYBODY ELSE, THAT HE TOLD STEPHENS IT WAS INAPPROPRIATE. WHICH, STEPHENS ACTED SHOCKED BECAUSE, LIKE I SAID, HE HADN'T EVEN BATTED AN EYE AT SAYING IT. IT WAS SOMETHING NORMAL TO USE IN HIS VOCABULARY, BUT THE CONVERSATION STOPPED AT THAT POINT AND EVERYBODY KINDA DISPERSED.

CHAMPION: DO YOU REMEMBER – DO YOU REMEMBER THE STORY?

UM – SOMETHING ABOUT THEM GOING UP TO A DOOR, AND KNOCKIN' ON THE DOOR AND THEN RUNNING AWAY. BUT, THAT'S – THAT'S ABOUT ALL I REMEMBER, THE CONTENTS OF THE STORY.

CHAMPION: ALRIGHT, SO MISTER LONGSWORTH IS AN AFRICAN-AMERICAN.

YES.

CHAMPION: UH, PHILLIP HOFFMAN?

CAUCASIAN.

CHAMPION: OKAY – AND PHILLIP TOO, TOLD HIM IT WAS OFFENSIVE?

HE WAS THE ONE THAT TOLD HIM IT WAS OFFENSIVE. HE WAS THE ONLY ONE THAT STOOD UP AND REALLY SAID ANYTHING, BUT HE GOT STEPHENS TO QUIT.

CHAMPION: ANY RANKING MEMBERS AT . . .

: NO . . .

CHAMPION: . . . THIS CONVERSATION?

: . . . EVERYBODY WAS AT THE FIREFIGHTER LEVEL THAT WAS TAKING THAT CLASS.

CHAMPION: AND DO YOU RECALL IF THIS INCIDENT WAS REPORTED?

NO, NOT TO MY KNOWLEDGE.

CHAMPION: ALRIGHT, CONTINUING ON PAGE NUMBER SEVEN. UH, "FIRST DAY STATIONED AT STATION THIRTEEN. CHIEF GRACE, 08/22/2016:"

"IT WAS MY FIRST DAY AT STATION THIRTEEN. CHIEF GRACE PULLED UP A THREE PART YOUTUBE SERIES BEFORE HE LEFT ON THE UPSTAIRS COMPUTER. HE INFORMED ME AS I WAS CHECKING OFF THE TRUCK TO WATCH IT SOME TIME 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 1970s, 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'S A LOT BETTER THAN WHEN THEY STARTED.' AT THAT POINT, I JUST SMILED AND NODDED.

ALRIGHT, SO – YOU WATCHED THE, UM, YOU WATCHED THE THREE PART SERIES. UM, WHAT TYPE OF TIME DO YOU THINK YOU HAD VESTED IN THAT?

UM, THEY WERE ANYWHERE FROM THIRTY MINUTES TO AN HOUR. I DON'T REMEMBER THE EXACT LENGTH OF EACH OF 'EM. UM, BUT IT WAS, UH... I WATCHED IT, AND ALSO WE HAVE A, UH, SPECIAL NEEDS GUY THAT COMES UP TO THE STATION, AND HE SAT THERE AND WATCHED ALL OF THEM WITH ME AS WELL; HIS NAME'S JEFF SHELL. AND, UH – WE WATCHED ALL THREE OF THEM, LIKE I WAS INSTRUCTED TO. CHIEF, UH, COMES BY THE STATION QUITE OFTEN. HE LIVES ON THE OTHER SIDE OF GULF BREEZE – UM, UP THE BRIDGE COMING OVER TO THE BEACH. UM, SO HE STOPS BY QUITE OFTEN JUST TO SAY HEY TO THE GUYS. SO, THIS PARTICULAR MORNING, HE STOPS BY. I'M CHECKING OFF THE TRUCK. DOESN'T SAY HI TO ME, TALKS TO SOME OF THE OTHER GUYS; I'M DOING MY MORNING DUTIES. HE GOES UPSTAIRS, LOGS THIS ON TO THE COMPUTER UPSTAIRS. HE COMES BACK DOWNSTAIRS AND INFORMS ME, "HEY, I PUT SOMETHING ON THE COMPUTER. YOU NEED TO WATCH IT." I DIDN'T EXPECT HIM TO COME BACK BY LATER TODAY – THAT DAY. UM, HE DOES AT TIMES COME BACK BY TO WORK OUT, AND SOMETIMES HE JUST COMES BY TO GET AWAY FROM THE HOUSE, TO COME TALK TO PEOPLE AT THE STATION.

THAT DAY, HE CAME BACK BY AND HE WANTED TO GO OVER THE DOCUMENTARY. HE WAS LIKE, "DID YOU WATCH WHAT I TOLD YOU TO WATCH?" I SAID, "YES SIR, I DID," AND THAT'S WHEN WE GOT INTO THAT. SO, HE SAT DOWN AND WANTED TO GO THROUGH IT, AND HE WAS LIKE "MAN," AND I DON'T REMEMBER THE EXACT NAME OF THE MAIN LADY IN THE DOCUMENT – THE DOCUMENTARY. BUT, HE WAS LIKE, "MAN, I ALWAYS KNEW THAT CHICK WAS A LESBIAN," AND UM, THEN HE MADE THE OTHER COMMENT.

CHAMPION: [pause] WAS THERE AN ESSENCE OF HOMOPHOBIA TO THE STATEMENT THAT YOU PERCEIVED? [pause] OR JUST AN OBSERVATION?

I – I DON'T KNOW.

CHAMPION: DID IT MAKE YOU UNCOMFORTABLE?

: I THOUGHT IT WAS STRANGE THAT THAT WAS WHAT HE TOOK FROM ALL OF THAT.

CHAMPION: WAS THERE ANY INSINUATION THAT YOU TOO WERE A LESBIAN?

NO.

CHAMPION: SO, NOT PERCEIVED IN THAT MANNER. THE VIDEO – WAS IT, WAS IT CONSIDERED PART OF YOUR TRAINING?

I WAS INSTRUCTED BY MY CHIEF TO WATCH IT, BUT I DON'T KNOW THAT IT WAS LOGGED AS TRAINING BY MY OFFICER. NOBODY ELSE AT THE STATION WAS INSTRUCTED TO WATCH IT.

CHAMPION: THROUGH YOUR CAREER THERE, HAVE YOU HEARD ANYONE MAKE REFERENCE TO THIS VIDEO SERIES?

: NO.

CHAMPION: DO YOU FEEL THERE WAS ANY LESSON OF VALUE FOR YOU TO WATCH THIS? UH, DO YOU THINK IT WAS IN YOUR BEST INTEREST THAT HE WAS HAVING YOU, UH, WATCH THIS? DO YOU THINK THERE WAS ANY VINDICTIVENESS IN HAVING YOU WATCH THIS? YOU KNOW, HOW DO YOU THINK HE MEANT FOR YOU TO TAKE THIS, UH . . .

I HONESTLY DON'T KNOW WHAT HE WANTED TO ACCOMPLISH BY MAKING ME WATCH THIS.

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CHAMPION: [pause] "YOU SHOULD BE GRATEFUL FOR WOMEN LIKE THAT AND WHAT THEY WENT THROUGH SO YOU DON'T HAVE TO."

HOW'D THAT MAKE YOU FEEL?

UH, IT – IT SHOCKED ME THAT THEY THOUGHT IT WAS SO GREAT FOR WOMEN NOWADAYS.

CHAMPION: LOOKING AT THE – LOOKING AT THE OTHER SIDE OF IT. UM, IS THERE A LESSON IN THE PIONEERING; THAT THESE WOMEN DID HAVE TO PERSEVERE THESE PREJUDICES THAT WE WOULD EXPECT TO BE GONE IN THE TIME THAT WE'RE LIVING IN TODAY? UM, THAT YES, IN FACT, THEY DID PERSEVERE THINGS THAT THOSE NOW SHOULD NOT BE HAVING TO FACE?

YES, THERE'S A LESSON IN OUR HISTORY.

CHAMPION: AND DO YOU FEEL THAT PERHAPS THAT WAS HIS LESSON, OR SOMETHING ALTERNATE; DID HE GIVE YOU ANY – DID HE GIVE YOU ANY REASON WHY HE WANTED YOU TO WATCH THIS VIDEO?

NO.

CHAMPION: SO, HE DID NOT TELL YOU WHAT HE WANTED YOU TO LEARN?

NO.

CHAMPION: JUST WATCH IT?

JUST WATCH.

CHAMPION: PAGE NUMBER EIGHT – "COULD NOT WORK AT ANY OTHER ALS STATION: CHIEF HOLLINGSWORTH / LIEUTENANT RASNICK," AND UNKNOWN DATE?

YES, UM – THERE, SOME OF THESE, LIKE THE DATE WOULD BE SMUDGED IN MY JOURNAL OR I JUST FORGOT TO PUT A DATE OR SOMETHIN', THAT'S WHY THAT'S THERE. BUT, I RAN A CALL THAT DAY WHERE A LADY WAS STUNG BY A STINGRAY, AND I ONLY RAN ONE OF THOSE, SO THAT WOULD BE IN THE PCR.

CHAMPION: OKAY, UM – AND "ALS," WHAT IS THAT ACRONYM?

UM, ADVANCED LIFE SUPPORT. WE ONLY HAVE FIVE TRUCKS THAT RUN ALS. THAT MEANS YOU HAVE A PARAMEDIC ON THE FIRE ENGINE.

CHAMPION: "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 STATION THIRTEEN INDEFINITELY, NOT JUST FOR THE AGREED ONE MONTH. HE SAID THERE WERE NO OTHER ALS STATIONS TO SEND ME. LIEUTENANT RASNICK SAID, IN A PRIVATE MEETING IN HIS OFFICE, TO KEEP IT BETWEEN HIM AND I, BUT CHIEF HOLLINGSWORTH'S HANDS WERE TIED. HE CAN'T SEND ME TO STATION FOUR 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 THAT WOULD NOT BE AN ISSUE. I ALSO KNOW THE EMS PARAMEDIC, AND I WATCHED HER GRAB MY LIEUTENANT'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 STATION FOURTEEN HAD RECENTLY BEEN SENT FOR PARAMEDIC REMEDIATION."

ALRIGHT, SO – LET'S START WITH, UM, THE "AGREED ONE MONTH."

HOLLINGSWORTH HAD DECIDED AT THAT TIME TO SEND ME TO THIRTEEN FOR ONE MONTH TO WORK WITH A PARAMEDIC, BUT THEN I WOULD BE COMING BACK TO ELEVEN. I WOULDN'T BE STAYING OUT THERE FOR MORE THAN ONE MONTH.

CHAMPION: AND THE PURPOSE FOR YOU BEING WITH THE OTHER PARAMEDIC?

WAS JUST TO GET SOME MORE HANDS ON TRAINING BECAUSE THEY HAD CHANGED THE GREEN BAGS RECENTLY, AND WE WERE GONNA BE OPENING UP STATION EIGHT IN THE FUTURE, AND THEY WERE GOING TO NEED TO MOVE ME TO AN ALS STATION.

CHAMPION: OKAY, SO THEN YOU SPEAK OF THE PRIVATE MEETING IN HIS OFFICE – UM, ARE YOU SUMMONED TO HIS OFFICE?

YES.

CHAMPION: AND DID HE ELABORATE ON WHY THE CHIEF'S HANDS WERE TIED?

THAT'S WHAT HE WAS REFERRING TO, THEIR HANDS BEING TIED, BECAUSE MEREDITH – HIS ISSUES, AND THEN HALFACRE HAD GONE TO PARAM-, PARAMEDIC, UH, REMEDIATION. SO, THE FOUR PARAMEDICS WE HAD ON SHIFT, HE COULDN'T SEND ME TO NINETEEN BECAUSE I HAD ALREADY WORKED AT NINETEEN AND REED WAS THERE.

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SO, I COULDN'T WORK WITH REED, AND THEN THE TWO OTHER PARAMEDICS ARE THE TWO REFERENCED THERE, SO I HAD TO BE AT THIRTEEN WITH THE NEWEST MEDIC, WHO HAD BEEN HIRED AFTER ME.

CHAMPION: OKAY, GUY MEREDITH – FIREFIGHTER?

FIREFIGHTER, YES.

CHAMPION: OKAY, AND STATED HE HAD, UH, BEEN SUSPENDED FOR SEXUAL ASSAULT.

YES.

CHAMPION: IS THIS SOMETHING THAT WAS JUST HEARD VIA THE RUMOR MILL?

NO. HE WAS SUSPENDED.

CHAMPION: SO, YOU KNEW PER HIM THAT HE HAD BEEN SUSPENDED?

IT WAS ON TELESTAFF – HE WAS SUSPENDED.

CHAMPION: OKAY. SO, IT'S A – AND IT'S A SEXUAL ASSAULT?

: I WAS TOLD SEXUAL ASSAULT BY THE LIEUTENANT.

CHAMPION: OKAY.

UM, AND THAT WAS BECAUSE HE USED A, UM, CLIPBOARD TO HIT A PARAMEDIC ON THE BUTT IN FRONT OF A PATIENT.

CHAMPION: SO, UM – THIS IS LIEUTENANT RASNICK WHO . . .

YES.

CHAMPION: . . . TOLD YOU THIS?

USED THOSE WORDS, YES.

CHAMPION: OKAY, SO A FIREFIGHTER IS, UH, DISCIPLINED FOR SEXUAL ASSAULT.

MMHM.

CHAMPION: FOLLOWING THAT, IS THERE ANY WORD PUT OUT TO THE TROOPS, UH, IN REFERENCE TO BEHAVIOR WITH THE, WITH THE VARIOUS GENDERS PERTAINING TO SEXUAL ACTS? UH, INNUENDOS?

I DON'T REMEMBER. I DON'T REMEMBER ANY MAIL OR ANYTHING.

CHAMPION: ALRIGHT, CONTINUING – “PRIVATE MEETING WITH LIEUTENANT RASNICK ABOUT WATSON, 09/27/2016:”

“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. LIEUTENANT RASNICK HAS MADE COMMENTS ABOUT AN ENCOUNTER WATSON HAD WITH HIS WIFE SUMMER AT THE HROC...”

UH, WHAT DO WE HAVE? HROC?

HROC IS A FIREFIGHTING CONFERENCE WE HAVE IN DECEMBER OUT AT PENSACOLA BEACH THAT ONE OF THE BATTALION CHIEFS PUTS ON. UM, SO WE CALL IT “H-ROCK.” HIGH RISE SOMETHING CONFERENCE. SO, 2015 IS WHEN THAT HAPPENED.

CHAMPION: OKAY, UM – SO:

“... HROC ’15 DINNER SOCIAL WITH 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. LIEUTENANT RASNICK, UH, FINALLY JUST TOLD WATSON TO GO AWAY.”

ALRIGHT, SO THAT’S THE FIRST BULLET – TELL ME A LITTLE BIT ABOUT THAT.

: UM, RASNICK HAS ACTUALLY REFERENCED THIS CONVERSATION WITH SUMMER ON MULTIPLE OCCASIONS, BUT THIS IS THE FIRST TIME HE WENT IN A LOT OF DETAIL WITH IT. UM, YOU KNOW, IT WAS EVERYTHING FROM, YOU KNOW, TALKING TO SUMMER ABOUT HOW I WOULD BE, UM, IN THE STATION TRYING TO SLEEP WITH HER HUSBAND, AND UM, HOW I COULDN’T DO MY JOB AND HOW DID THAT MAKE HER FEEL, AND HOW GIRLS SHOULDN’T BE IN THE FIRE DEPARTMENT, AND JUST KEPT TALKING TO HER ABOUT THINGS LIKE THAT. AND SO, RASNICK CAME UP AND HEARD WHAT SUMMER WAS – WHAT WATSON WAS SAYING TO SUMMER, AND HE WAS JUST LIKE, “STOP IT,” AND TOLD THEM TO GO AWAY, GET AWAY FROM BOTH OF THEM.

CHAMPION: OKAY, SO SUMMER IS LIEUTENANT RASNICK’S WIFE?

YES.

CHAMPION: HAVE YOU EVER HAD ANY CONVERSATION WITH SUMMER?

I HAVE ACTUALLY NEVER MET SUMMER.

CHAMPION: SO THIS WAS JUST TOLD TO YOU . . .

BY LIEUTENANT RASNICK.

CHAMPION: OKAY, NEXT BULLET:

"AFTER I STARTED WORKING WITH LIEUTENANT RASNICK, HE TOOK IT UPON HIMSELF ON A SWAP OR OVERTIME SHIFT TO APPROACH WATSON ABOUT THE ISSUE."

UM, I'M SORRY – AND WHEN I SAY "NEVER MET," I MIGHT HAVE LIKE, IN PASSING, LIKE "HI, THIS IS MY WIFE," BUT I HAVEN'T LIKE, HUNG OUT TO A POINT WHERE I CAN TELL YOU RIGHT NOW I'VE HUNG OUT WITH SUMMER. UM, SO WHEN I SAY "I'VE NEVER MET," I MIGHT HAVE SHOOK HER HAND AT ONE POINT AND MET HER IN THAT BRIEF INSTANCE, BUT I'VE NEVER SAT DOWN AND ACTUALLY TALKED TO SUMMER.

CHAMPION: SO, A POSSIBLE CORDIAL INTRODUCTION?

YES, BUT THAT'S THE MOST IT'S EVER BEEN.

CHAMPION: NO IN DEPTH CONVERSATION?

: NO SIR.

CHAMPION: "AFTER I STARTED WORKING WITH LIEUTENANT RASNICK, HE TOOK IT UPON HIMSELF ON A SWAP OR OVERTIME SHIFT TO APPROACH WATSON ABOUT THE ISSUE. LIEUTENANT RASNICK TOLD ME ON 09/27/2016 IN A PRIVATE MEETING IN HIS OFFICE AFTER DINNER THAT HE HAD TALKED TO WATSON. HE SAID THE 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 NO ELABORATE IN ANY DETAILS. LIEUTENANT 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." LIEUTENANT 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. LIEUTENANT RASNICK ASKED ME TO DROP THE ISSUE AND MOVE FORWARD, AGAIN STATING OUR STORIES WERE VERY DIFFERENT, AND HE HAD NOW SPOKEN WITH HIM.

ALRIGHT, SO – UM, HAVING READ THIS, UH – IS LIEUTENANT RASNICK TRYING TO PLAY REFEREE BETWEEN THE TWO OF YOU? WHAT'S THE, UM . . .

AT THIS POINT, I HAD NEVER ASKED HIM TO HANDLE THE WATSON ISSUE. UM, I HADN'T BEEN RUNNING INTO WATSON. I REALLY HAD NO IDEA WHY LIEUTENANT RASNICK FELT THE NEED TO GO BRING UP EVERYTHING WITH WATSON. UM, BUT HE DID, AND HE TOOK THAT COMPLETELY ON HIS OWN, WHICH KIND OF OPENED THE BAND-AID, PER SE. UM, THIS ALSO IS... WHEN A LIEUTENANT EITHER SAYS "COME TO MY OFFICE," THEY DO THAT VERY PUBLICLY, OR THEY'RE USING THE INTERCOM SYSTEM AND SAYING "COME TO MY OFFICE." HIS OFFICE IS ALSO HIS BUNKROOM, WITH ONE CHAIR. SO, HE'S SITTING THERE IN HIS CHAIR AND HAVING ME SIT ON HIS BED AND TALK TO HIM THERE, OR STAND UP IN FRONT OF HIM. SO, I'M IN A CLOSED ROOM WITH MY LIEUTENANT – IN HIS BEDROOM. SO THAT'S THE, THAT'S THE SITUATION I'M IN WHILE WE'RE HAVING THESE CONVERSATIONS.

CHAMPION: DO YOU BELIEVE THAT CAN CREATE A PERCEPTION?

: YES, I DO – BECAUSE HE WAS CONST-, A LOT OF THESE LIEUTENANTS WERE CONSTANTLY HAVING LATER AFTER DINNER CONVERSATIONS WITH ME, BY MYSELF, IN THEIR BEDROOMS WITH THE DOOR CLOSED; SAYING, CALLING ME TO THEIR OFFICE AND HAVING CONVERSATIONS.

CHAMPION: IS THERE A – IS THERE AN ACTUAL DESIGNATED OFFICE SPACE?

NO, THOSE ARE THEIR OFFICES – THAT IS THE LIEUTENANT'S OFFICE.

CHAMPION: SO, IF – IF A MEMBER OF THE PUBLIC COMES TO THE FIRE STATION . . .

: TO TALK TO THE LIEUTENANT? THAT'S WHERE HIS COMPUTER AND HIS WORK SPACE IS, SO . . .

CHAMPION: SO, A VISITOR, TOO, WOULD BE SEATED IN THE BUNKROOM WITH THE . . .

SEATED IN THE BUNKROOM – IT DEPENDS WHAT KIND OF BUSINESS THEY'RE DOING. UM, YOU KNOW THEY MIGHT SIT 'EM AT THE KITCHEN TABLE IF THEY DON'T NEED TO USE THE COMPUTER. UM, THEY MIGHT TELL US TO JUST GET LOST AND TELL US TO GO DOWNSTAIRS. BUT, HE'S NOT GONNA TELL THE SENIOR GUY TO STOP WATCHING TV, OR EVERYBODY ELSE TO GET LOST AT NINE O'CLOCK AT NIGHT. HE'S JUST GONNA TELL ME TO COME IN HIS BEDROOM.

CHAMPION: DID THESE MEETINGS EVER MAKE YOU FEEL UNCOMFORTABLE?

I DIDN'T LIKE – NO. I DIDN'T LIKE BEING IN THEIR BEDROOMS, SITTING ON THEIR BEDS. I DIDN'T LIKE BEING ALONE, WHERE IT WAS MY WORD AGAINST HIS. UH, I WAS UNCOMFORTABLE.

CHAMPION: DID YOU EXPRESS THESE CONCERNS WITH THEM?

UM... IT'S A LOT OF LIEUTENANTS. NOT ALL LIEUTENANTS ACTED LIKE THAT EITHER, SO I DIDN'T HAVE TO. UM... I CAN'T THINK OF ANYTHING SPECIFICALLY RIGHT NOW.

CHAMPION: [lengthy pause] OKAY – AND WHEN YOU SAY YOU CAN'T THINK OF ANYTHING SPECIFICALLY RIGHT NOW, AS FAR AS... AGAIN, THE ROOT QUESTION IS: DID YOU EVER INDICATE THAT YOU WERE UNCOMFORTABLE HAVING THESE CLOSED DOOR MEETINGS IN THEIR BUNKROOM?

MMHM, MMHM. [lengthy pause] YEAH, I CAN'T THINK OF ANYTHING.

CHAMPION: ALRIGHT – JUST A LITTLE BIT LOUDER.

: I CAN'T THINK OF ANYTHING

CHAMPION: OKAY, AND YOU STATED THE, UH, SUBJECT OF THE, UH, MARTIN / WATSON, UM, FIGHT HAD COME UP AGAIN IN THIS PARTICULAR CONVERSATION? HOW DID, HOW DID THAT INTRODUCE ITSELF?

HE BROUGHT IT UP. HE BROUGHT UP ALL OF THIS. I HAD NO IDEA HE HAD WORKED WITH WATSON. SO, HE BROUGHT ME INTO HIS OFFICE TO TELL ME ABOUT HIM WORKING WITH WATSON. AND, UM – IT WAS THE FIRST TIME HE HAD WORKED WITH WATSON, SO HE HAD QUESTIONED HIM ABOUT THE BROKEN JAW, AND HE HAD GOTTEN WATSON'S SIDE OF THE STORY. THEN, HE ALSO TOLD ME THAT HE HAD BROUGHT ME UP TOO, AND GOT WATSON'S SIDE OF THE STORY.

**CHAMPION: PAGE NUMBER NINE: "INAPPROPRIATE COMMENTS, STATION THIRTEEN
09/30/2016:"**

**"LIEUTENANT RASNICK, FIREFIGHTER JACKSON, FIREFIGHTER 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."**

SO, WE'RE REFERRING BACK TO THE, UH, BLUE ANGEL . . .

MMHM.

**CHAMPION: . . . WHO HAD, UH, LOST HIS LIFE; SO, THIS WAS JUST A PERSONAL REFLECTION
ON WHAT OTHER PEOPLE WERE DOING TO COMMEMORATE SOMEONE'S LIFE?**

YEAH, IT WAS JUST A COMMENT MADE THAT I FELT WAS INAPPROPRIATE.

CHAMPION: OKAY, NEXT BULLET:

**"LIEUTENANT RASNICK THEN STARTED A CONVERSATION ABOUT..." BMSC?
BEYOND MINIMUM STANDARDS CLASS.**

**CHAMPION: "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?**

CAPTAIN AMMONS.

CHAMPION: "... FOR I DON'T KNOW HOW LONG ABOUT THIS SHIT."

SO, LIEUTENANT RASNICK IS JUST VOICING?

**: HE - CHIEF IKE HAS RUN, ACTUALLY DEVELOPED BEYOND MINIMUM
STANDARDS CLASS, AND HE HAS A GROUP OF INSTRUCTORS THAT TEACHES
BEYOND MINIMUM STANDARDS CLASS THAT HE TRUSTS, AND TEACH ALL THE
NEW FIREFIGHTERS THAT COME IN TO ESCAMBIA COUNTY. LIEUTENANT
RASNICK'S BEEN WANTING TO BE PART OF THAT GROUP OF INSTRUCTORS. I
ONLY KNOW THIS BECAUSE RASNICK'S BEEN VERY VOCAL ABOUT WANTING TO
BE ONE OF THOSE INSTRUCTORS, AND CHIEF IKE DOESN'T NEED ANY NEW
INSTRUCTORS. HE HAS SOME, AND HE HASN'T INVITED RASNICK TO COME BE
ONE OF THE INSTRUCTORS.**

SO, THIS WAS HIM HAVING A FIT THAT AFTERNOON, UM, ABOUT THE FACT THAT HE HAD HELPED KILL BEYOND MINIMUM STANDARDS CLASS, AND CHIEF IKE WAS NO LONGER GOING TO PUT ON BEYOND MINIMUM STANDARDS. AND, HE – AND NOW CHIEF BRASK, THEN LIEUTENANT BRASK, WERE STARTING A WHOLE NEW, UM, TRAINING PROGRAM BASED OFF OF THEM AND WHAT THEY HAD BEEN DOING.

CHAMPION: OKAY, SO THIS WAS JUST MORE OF A GRIPE SESSION . . .

MMHM.

CHAMPION: . . . NOTHING, NOTHING . . .

YEAH.

CHAMPION: . . . TO ATTAC-, THAT ATTACHES TO YOU PERSONALLY?

: NO.

CHAMPION: ALRIGHT, NEXT TITLE IS "MANDATORY OVERTIME: LIEUTENANT RASNICK 10/01/2016:"

"THE SHIFT BEFORE 09/27/2016, LIEUTENANT RASNICK HAD ASKED IF SIMS AND HOWARD WANTED OVERTIME ON 10/01 C WATCH, AND THEY BOTH AGREED. IT WAS FOR A TRIATHLON, AND FIRE WAS TO PROVIDE JET SKIS FOR SETUP AND POSSIBLE RESCUE. HOWARD CALLED IN SICK FOR THE TWENTY FOUR HOURS 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 OVERTHINKING IT, AND I WAS DOING IT."

OKAY, THE STATEMENT "I WAS UNPREPARED WITH THE PROPER WARM GEAR."

I JUST WANTED SOMETHING MORE THAN, UM, MY, UM – WHEN WAS THAT, THAT'S OCTOBER? SO, I SAID I DIDN'T HAVE ANYTHING. SO, I DOUBT I EVEN HAD A BATHING SUIT TO WEAR AT THAT TIME. SO, REALLY – IF I WAS GOING IN THE WATER ON A BEACH RESCUE DURING THIS TIME OF THE YEAR, I'D BE WEARING A T-SHIRT AND MY PANTS, UM... BUT, I WASN'T PREPARED TO BE SITTING ON A JET SKI FOR AN EXTENDED AMOUNT OF TIME.

CHAMPION: HAD YOU RECEIVED JET SKI TRAINING?

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YES.

CHAMPION: [lengthy pause] OKAY, REFERENCING ESCAMBIA COUNTY FIRE RESCUE RULES POLICIES AND GUIDELINES, 4100.055 – WATERCRAFT RESPONSE FOR SURF RESCUE; AND THERE’S A SECTION THAT ADDRESSES ATTIRE. UM, AND IT SPEAKS ABOUT, UH, SWIM TRUNKS – UM, ZIP UP BOOTS...

“SINCE THE WATER WE ENTER OFTEN HAS DIFFERENT TYPES OF SHARP OBJECTS THAT MAY CUT OR INJURE ONE’S FEET AND WEARING YOUR DUTY BOOTS IN THE WATER IS NOT PRACTICAL, IT IS HIGHLY RECOMMENDED THAT PERSONNEL WORKING AT STATIONS THAT PERFORM WATER RESCUE PURCHASE A PAIR OF HARD SOLE, ZIP UP DIVE STYLE BOOTS. THESE BOOTS SHOULD BE DONNED PRIOR TO ENTERING THE WATER. WETSUITS IN SEVERAL DIFFERENT SIZES AND STYLES ARE AVAILABLE AT SOME OF THE STATIONS, AND WILL ASSIST IN KEEPING PERSONNEL WARM IN TIMES OF COOLER WATER TEMPERATURES OR PROLONGED EXPOSURE.”

WERE YOU AWARE OF THESE, UH, WETSUITS?

AND NONE OF THOSE FIT ME.

CHAMPION: OKAY, AND THIS IS LIEUTENANT, UH, RASNICK THAT YOU’RE, UM . . .

YES.

CHAMPION: . . . WORKING WITH ON THIS DETAIL?

NO, I’M WORKING WITH SIMS, WHO’S BEEN THERE LESS TIME THAN I HAVE. SO, IT’S TWO NEW FIREFIGHTERS, LESS THAN... WELL, IT’S ‘16, SO – YEAR, BASICALLY? LESS THAN A YEAR ON THE JOB, THAT ARE DOING WATER RESCUE BY THEMSELVES.

CHAMPION: AND IT’S LIEUTENANT RASNICK THAT’S DIRECTING YOU TO THE DUTY?

YES.

CHAMPION: OKAY – AND YOU SHARED THESE CONCERNS WITH HIM?

: YES.

CHAMPION: AND IT’S “STOP OVERTHINKING IT?”

: AND, “I WAS DOING IT.”

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CHAMPION: AND YOU INFORMED HIM OF THE SITUATION OF THE WETSUITS?

YES.

CHAMPION: AND AGAIN . . .

: THERE IS PLENTY OF GEAR THAT DOES NOT FIT ME AT ESCAMBIA COUNTY, AND NOTHING HAS BEEN BOUGHT TO FIT ME. IT IS MY PROBLEM, THAT I AM TOO SMALL.

CHAMPION: [lengthy pause] ALRIGHT, SO IT SO MUCH WASN'T AN ISSUE OF – YOU STATE THAT YOU WERE TRAINED ON THE JET SKIS?

YES.

CHAMPION: ALRIGHT, SO YOU WERE CONFIDENT IN YOUR TRAINING?

YES.

CHAMPION: FOR THE JET SKIS?

YES.

CHAMPION: IT WAS JUST THE ATTIRE – THE LACK OF?

MMHM – AND THE VERY LATE NOTICE. I WAS BEING – I “HAD” TO DO IT.

CHAMPION: AND YOU DID IT?

I DID IT, I DID. I WENT AND I DID IT. I HAD PLANS TO DO THAT DAY, BUT I HAD TO DELAY MY PLANS, BECAUSE I WAS BEING REQUIRED TO WORK.

CHAMPION: AND SINCE THIS INCIDENT, HAS THE ISSUE, UM, OF THE WETSUITS . . .

NOPE.

CHAMPION: . . . EVER BEEN... AND SINCE THIS PARTICULAR DUTY, HAVE YOU HAD TO WORK IT AGAIN?

I HAVE NOT HAD TO DO ANYTHING THAT I WAS, UM – MANDATORY OVERTIME.

CHAMPION: BUT, INVOLVING THE JET SKIS?

UM, HAVE I WORKED ON JET SKIS?

CHAMPION: SINCE – SINCE THIS INCIDENT.

YES, BECAUSE I'VE BEEN AT EIGHT AND THIRTEEN, AND, UM – YEAH, EIGHT AND THIRTEEN I'VE WORKED ON JET SKIS. BUT, I'VE KNOWN WHEN IT WAS SUMMER TIME AND I'VE HAD MY OWN, UM, UH – EQUIPMENT THAT I BOUGHT TO WEAR ON THE JET SKIS.

CHAMPION: AND WHAT EQUIPMENT WAS THAT?

UM, I HAVE A BATHING SUIT, AND THEN I WEAR A RASH GUARD OVER THE BATHING SUIT WHEN I'M ON THE JET SKIS – A LONG SLEEVE RASH GUARD.

CHAMPION: AND WOULD IT HAVE BEEN LIEUTENANT RASNICK'S DUTY, AFTER YOU INFORMED HIM OF THE WETSUIT SITUATION, TO ADDRESS HAVING THAT ATTIRE ORDERED?

HAVING OTHER SIZES AVAILABLE? YES.

CHAMPION: BUT THAT HAS NOT BEEN DONE?

: NOPE.

CHAMPION: ALRIGHT – "BANDS ON THE BEACH – LIEUTENANT HUNSUCKER 10/18/2016:"

"LIEUTENANT 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 ECMS 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 LIEUTENANTS 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, 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 RETIRE. HE TOLD ME HE HAD AT ONE TIME TRIED TO FIGHT THE BATTLES FOR THE WHOLE DEPARTMENT, BUT GOT NOWHERE. NOW, HE JUST FIGHTS THE BATTLES FOR HIS MEN. HE ALSO COMMENTED I HAD A WHILE 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."

IS LIEUTENANT HUNSUCKER STILL IN EMPLOYMENT?

YES.

CHAMPION: DO YOU STILL TRUST HIM?

NO.

CHAMPION: SO, AT THE TIME – THE TIME YOU WERE WRITING THIS, WHEN YOU WROTE THE STATEMENT – “HE WAS ONE OF THE FEW LIEUTENANTS I TRUSTED IN THE ORGANIZATION.”

YES.

CHAMPION: UM, WHAT HAS HE SINCE DONE TO LOSE YOUR TRUST?

IT’S AT THE END – DO YOU WANT TO GO OVER IT NOW? OR DO YOU WANT TO GO OVER IT LATER?

CHAMPION: UH, YEAH LET’S GO AHEAD AND TOUCH ON IT, UH, JUST IN CASE.

THE WHOLE REASON I CAME TO JACK BROWN WAS THE SHORT – WELL, WE KINDA WENT OVER THE SHORTS COMMENT ALREADY, BUT HE WAS ACTUALLY THE ONE THAT, UM, MADE THE SHORTS COMPLAINT – UM, THAT I FOUND OUT LATER; ABOUT ME EXPOSING MYSELF.

CHAMPION: AND THAT’S WHAT I INQUIRED ABOUT – IF THERE HAD IN FACT BEEN AN INVESTIGATION OR NOT?

YES, THAT ONE.

CHAMPION: OKAY. [pause] OKAY, UM – THIS SECTION HERE: “HE BASICALLY SAID I WAS IN A ROCK AND A HARD PLACE. THE COUNTY HAS A CAP IF I DID SUE, AND I’D ONLY GET \$200,000.”

HOW’D THE ISSUE OF SUIT COME ABOUT?

UH, I WASN’T TALKING ABOUT SUING AT ALL. I NEVER WANTED TO SUE. UM, HE – FROM WHAT I HAD TALKED TO HIM ABOUT, HE BROUGHT UP SUING.

CHAMPION: AND HE INTRODUCES THIS CAP?

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HE INTRODUCES THAT CAP, AND HE INTRODUCES THE FACT THAT MY CAREER WOULD BE OVER IF I TALKED ABOUT IT, AND TO KEEP MY MOUTH SHUT.

CHAMPION: BUT HE AGREED THE THINGS IN THE ORG-, UH, GOING ON IN THE ORGANIZATION WERE WRONG? SO, HE . . .

YEAH.

CHAMPION: HE RECOGNIZES THERE'S PRACTICES HE FEELS ARE WRONG; HE'S FOUGHT THE BATTLES, BUT . . .

: HE'S GIVEN UP THE FIGHT.

CHAMPION: SO, HE'S DEFEATED AND THERE'S NO LONGER A WORTHY CAUSE TO FIGHT FOR? "NOW HE JUST FIGHTS THE BATTLES FOR HIS MEN."

IS THAT A QUESTION?

CHAMPION: DID HE ELABORATE ON THAT?

NO, HE DIDN'T ELABORATE ON WHAT EXACT BATTLES HE HAD FOUGHT. HE LITERALLY SAID THAT, THAT HE HAD FOUGHT BATTLES, AND UM, THAT HADN'T GOTTEN HIM ANYWHERE. SO, NOW HE LITERALLY JUST FOCUSES ON HIS COMPANY, BEING A COMPANY OFFICER.

CHAMPION: OKAY, AND THEN, "LATER I FOUND OUT HE DID SPEAK TO CHIEF HOLLINGSWORTH ON MY BEHALF ABOUT PARAMEDIC ORIENTATION." SO, HE SPEAKS TO THE CHIEF ABOUT THAT CONCERN, UM . . .

CHIEF HOLLINGSWORTH JUST SAID THAT CHIEF HUNSUCKER TALKED VERY HIGHLY OF ME, AND THAT I WOULD MAKE A GOOD PARAMEDIC.

CHAMPION: ALRIGHT, UM – NEXT TOPIC. "TRUCK CHECK OFFS: STATION THIRTEEN, 10/30/2016:"

"CURRENTLY, WE WERE A CREW OF FIVE. LIEUTENANT RASNICK BELIEVED SIMS SHOULD BE THE CONTROL PERSON. LIEUTENANT RASNICK BELIEVED THE RANK STRUCTURE WAS LIEUTENANT RASNICK, FIREFIGHTER HOWARD, FIREFIGHTER SIMS, FIREFIGHTER . . . FIREFIGHTER 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 FIREFIGHTER 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 THING 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."

OKAY, SO – WITH LIEUTENANT RASNICK'S BELIEF IN THE RANK STRUCTURE; IS THERE, IS THERE ANY, ANYTHING THAT ESTABLISHES HOW THE STRUCTURE WILL BE AT THAT LEVEL, OR IS IT AT THE DISCRETION OF THE LIEUTENANT?

NO, IT'S – IT'S ESTABLISHED FROM WHEN YOU'RE HIRED. YOUR SENIORITY – UH, SENIORITY IS BASED ON YOUR TIME IN THE DEPARTMENT.

CHAMPION: OKAY – AND WAS THIS QUESTIONED?

UM, HE KEPT SAYING IT BUT IT WAS NEVER QUESTIONED. I ASKED HOWARD ABOUT IT ONE DAY, BUT I WAS TOLD TO LEAVE IT ALONE.

CHAMPION: [pause] AND I ASK, PERTAINING TO THE TRAINING – DID YOU EVER RECEIVE THE TRAINING?

I GOT TO DRIVE THE LADDER TRUCK WITH LIEUTENANT RASNICK ONCE, AND I NEVER GOT TO GO OVER THE TRUCK CHECK OFFS WITH LIEUTENANT HOWARD.

CHAMPION: SO, THIS PARTICULAR ISSUE – WE'RE IN OCTOBER; OCTOBER 30, 2016. SO, YOU'VE BEEN IN EMPLOYMENT FOR A YEAR, APPROXIMATELY.

YES.

CHAMPION: WHEN DID YOU GET TO DRIVE THE TRUCK FOR THE FIRST TIME?

THE NEXT ONE, UH – 11/15/2016... 11/5.

CHAMPION: OKAY, SO 11/05/2016. SO, YOU'VE BEEN ON THE JOB – AGAIN, APPROXIMATELY A YEAR . . .

MMHM.

CHAMPION: MMHM, YES?

YES.

CHAMPION: [pause] YOU MADE REFERENCE TO, UH, HOWARD AND SIMS?

YES.

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CHAMPION: AND THEY WERE HIRED AFTER YOU?

HOWARD, NO. HOWARD WAS OUR DRIVER ALREADY. IT WAS ACTUALLY SIMS AND JOHNSON.

CHAMPION: SIMS AND JOHNSON WERE HIRED AFTER YOU – ARE THEY DRIVING TRUCKS?

UH, SIMS WAS. HE WAS ALREADY CHECKED OFF, BUT HE'S TAKEN A JOB IN SOUTH FLORIDA, IN CLEARWATER. HE'S NOT THERE ANYMORE, BUT YES – HE WAS DRIVING TRUCKS.

CHAMPION: SO, THE OTHER – THE OTHER WAS . . .

JOHNSON IS NOT.

CHAMPION: ALRIGHT – ALRIGHT, PAGE NUMBER TEN; "DRIVER'S TRAINING, LIEUTENANT RASNICK 11/05/2016:"

"ONLY TIME LIEUTENANT RASNICK LET ME BEHIND THE WHEEL OF A FIRE TRUCK. HE STARTED PUMP TRAINING, ONLY ON THE WHITEBOARD, WITH SIMS AND I WHEN I GOT TO STATION THIRTEEN. SIMS HAD BEEN HIRED MONTHS AFTER MYSELF AND HAD ZERO FIRE EXPERIENCE, BUT LIEUTENANT 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."

OKAY, SO YOU HAVE A, UM – A STANDARD OPERATING GUIDELINE, UH, FOR DRIVER'S TRAINING? AND, YOU ALSO HAVE A, UM, SOG FOR, UM, DEPARTMENT TRAINING PROGRAM. ARE THESE MATTERS THAT SHOULD HAVE BEEN ADDRESSED THROUGH . . .

THEY WERE TALKED ABOUT, AND THEY WERE ALSO TALKED ABOUT IN MY FATHER'S MEETING WITH THE CHIEFS – THAT THERE IS A SOG ON IT, AND IT IS NOT FOLLOWED. DEPENDING ON THE PERSON, DEPENDS ON WHETHER THAT GETS FOLLOWED OR NOT – AND EACH PERSON IS CATERED TO ON HOW THEY GET CHECKED OFF TO DRIVE.

CHAMPION: IT IS, UH – IS IT ESTABLISHED TO HAVE IT WITHIN AN ESTABLISHED PERIOD OF TIME?

NO. SOME WILL GET HIRED, AND WITHIN A COUPLE WEEKS BE DRIVING IF THEY HAVE EXPERIENCE FROM ANOTHER DEPARTMENT – WHICH I DID. BUT, I WAS NOT GIVEN THAT SAME OPPORTUNITY.

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UM, SOME WITHIN SIX MONTHS WILL BE DRIVING. UM, I THINK IF YOU REFERENCE THE SOG, IT'S WITHIN A YEAR. UM, AND THEN OTHERS DON'T – THEY JUST, THEY DON'T EVER GET THAT OPTION.

CHAMPION: OKAY, SO – AND LET'S GO WITH THE YEAR.

OKAY.

CHAMPION: SO, YOU DO FINALLY GET TO DRIVE A TRUCK.

MMHM.

CHAMPION: YOU DO RECEIVE THE TRAINING – IS THE CRITERIA OF THE YEAR MET?

NO, THE CRITERIA FOR THE DRIVER'S TRAINING WAS NOT MET – BUT I AM AT MY YEAR IF THEY, IF THEY'RE GOING OFF OF THE SOG.

CHAMPION: [pause] OKAY, AND THE DRIVER'S TRAINING IS, UH – RULES, POLICIES AND GUIDELINES 1215.010 . . .

MMHM.

CHAMPION: . . . DRIVER'S TRAINING?

YEP.

CHAMPION: AND, THAT'S FRONT AND BACK.

OKAY.

CHAMPION: SO, JUST, UH, PERUSE THAT AND UH, MAKE THE POINTS THAT ARE APPLICABLE.

"MUST HAVE ONE YEAR PRIOR FIRE EXPERIENCE," AND IT SAYS "PRIOR FIRE EXPERIENCE," IT DOESN'T SAY "WITH ESCAMBIA COUNTY." BUT, THEN SIMS DID NOT HAVE ONE YEAR PRIOR FIRE EXPERIENCE.

CHAMPION: ALRIGHT, AND, AND . . .

OH, I'M SORRY – AND SO, NONE OF THAT WAS BEING DONE WITH ME.

CHAMPION: OKAY, AND THAT – BEFORE THE, UM . . .

MMHM.

BRANNING: [unintelligible]

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UTILITY OR STAFF VE-, . . .

CHAMPION: AND, SPEAK UP FOR ME.

. . . OH, I'M SORRY. THAT'S THE UTILITY OR STAFF VEHICLE ONE. I HAD COMPLETED THAT, TO – WELL, TECHNICALLY I DID NOT COMPLETE THAT. THEY JUST CHECKED ME OFF SO I COULD DRIVE THE SQUADS AT NINETEEN, BUT THAT HAD ALREADY BEEN COMPLETED, SO I COULD DRIVE THAT. WHERE'S THE ONE FOR THE FIRE TRUCK? THIS IS FOR THE UTILITY VEHICLES AND THE SQUADS.

BRANNING: [unintelligible]

THIS IS WHERE I... [unintelligible]

BRANNING: EMERGENCY SITUATION... [unintelligible]

THEN WHY DOES THE BACK OF IT SAY . . .

BRANNING: THEY MAY JUST BE THAT SUBSECTION.

JUST FOR THOSE?

BRANNING: YEAH, THAT SUBSECTION.

OKAY.

BRANNING: SO, THIS – THIS MAY BE AN . . .

OKAY.

BRANNING: . . . THAT, THAT MAY BE, UH . . .

JUST THE OTHER LITTLE NOTES WERE ON A DIFFERENT TRUCK.

CHAMPION: OKAY, SO – ANY . . .

ON THAT, UM – I WAS FULLY QUALIFIED ON ALL THAT FROM DAY ONE. UM, BUT IF THEY'RE CHANGING IT TO BE ONE IN ESCAMBIA COUNTY – WHICH ISN'T HOW THAT READS – THEN I WAS AT MY ONE YEAR HERE, BUT FIREFIGHTER SIMS, WHO WAS BEING GIVEN PRIORITY, DID NOT HAVE ONE YEAR IN A FIREFIGHTER ORGANIZATION OR WITHIN ESCAMBIA COUNTY.

CHAMPION: [lengthy pause] ALRIGHT, NEXT TOPIC IS "SANTANA 11/17/2016:"

"SANTANA PULLED ME ASIDE IN STATION SEVENTEEN TRUCK STALL AND TOLD ME THERE WAS NO REASON FOR ME TO BE PISSED OFF AT HIM, BECAUSE HE'S AT ELEVEN. 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 ELEVEN.' 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.'"

SO, WHO IS – WHO IS SANTANA?

ANGEL SANTANA WAS THE FIREFIGHTER THAT WAS PLACED IN MY POSITION AT STATION ELEVEN WHEN I GOT MOVED TO STATION THIRTEEN. WE WERE JUST, UH – WE WERE AT STATION SEVENTEEN THAT DAY, UM, HELPING STATION SEVENTEEN SWAP OVER TRUCKS. I'M NOT SURE WHY I WAS THERE? UM, UNLESS THEY JUST MOVED ME IN TOWN, BUT ELEVEN AND SEVENTEEN... MAYBE I WAS ON SEVENTEEN? I'M NOT REALLY SURE WHY I WAS THERE; UM, BUT WE WERE SWAPPING OVER TRUCKS AND, UH – ANGEL SANTANA'S HIS NAME. UM, SANTANA PULLED ME ASIDE INTO THE TRUCK BAY AND STARTED INTO ME, AND SANTANA AND I HAVE ALWAYS BEEN NICE TO EACH OTHER. I HAD NO IDEA WHY HE WAS GOING OFF ON ME LIKE THAT, AND THEN THAT'S WHEN HE SAID THERE HAD BEEN RUMORS HE HAD BEEN HEARING. BUT, I TOLD HIM THE NEXT TIME HE WAS HEARING RUMORS THAT HE NEEDED TO COME TO ME LIKE AN ADULT INSTEAD OF BEING UGLY TO ME.

CHAMPION: ALRIGHT, SO – WHEN YOU, WHEN YOU WRITE THAT HE "PULLED YOU ASIDE," HE DIDN'T PHYSICALLY PULL YOU ASIDE?

NO, HE . . .

CHAMPION: REQUESTED TO?

. . . HE SAID, "HEY, LETS GO TALK," AND SO I DID, BUT . . .

CHAMPION: OKAY, SO.

YEAH.

CHAMPION: AND THIS, IT READS "CLEAR THE AIR."

YEP.

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CHAMPION: AND THAT'S – SO, HE ADDRESSED IT WITH YOU, UM – THIS A NON-ISSUE TO YOU?

YEAH, UM... NON-ISSUE.

CHAMPION: OKAY – "BEHAVIOR, STATION THIRTEEN (I HAVE THE PCR WITH PATIENT NAME)," PCR BEING?

: PATIENT CARE REPORT.

CHAMPION: "THE SHERIFF'S OFFICE REQUESTED US TO COME 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 – LIEUTENANT RASNICK, JEFF HOWARD AND LUKE SIMS – CAME OVER AND GOT VERY HOSTILE WITH THE PATIENT. THEY WERE ALL YELLING AT HIM TO 'SHUT THE FUCK UP,' AND DO WHAT WE SAY,"

DO WHAT WE – IT ACTUALLY READS, DO WHAT SHE SAY – OKAY, UM, EXCUSE ME:

"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 WITNESSED THE WHOLE THING. I WAS MORTIFIED AND WORRIED THE PATIENT MIGHT HAVE MORE MENTAL HEALTH ISSUES GOING ON. WE RECEIVED ANOTHER HIGH PRIORITY CALL AND DIVERTED TO THAT ONE, TAKING A REFUSAL FROM THE ARRESTING OFFICER. LIEUTENANT RASNICK MADE THAT CALL BEFORE I KNEW WHAT WAS GOING ON. WHEN WE MADE IT BACK TO STATION THIRTEEN, I DEMANDED TO SEE LIEUTENANT 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 HAPPEN.

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 SAFETY OF THE CREW, BUT I WAS THE OFFICER IN CHARGE OF THE PATIENT, AND WOULD NOT BE COMING TO HIM IF THAT 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.

ALRIGHT – SO YOU'RE TREATING THE PATIENT. THEY COME OVER, "SHUT THE FUCK UP," UH, "DO WHAT SHE SAYS YOU MOTHERFUCKER."

I HAVE ENOUGH TIME TO GRAB THE BAG, THE MONITOR – IT'S A WRECK SCENE. I'VE GONE OVER TO THE ARRESTING OFFICER AT THE POLICE CAR, ASKED THAT OFFICER WHAT'S GOING ON. THE PATIENT IS ACTUALLY IN THE BACK OF A POLICE CAR – ER, A SHERIFF DEPUTY'S VEHICLE. I HAVE TIME TO GO OVER TO THAT WITH ONE OF THE ARRESTING OFFICERS AND START ASSESSING THE PATIENT. AND, I INTRODUCE MYSELF – AND THE BEST WAY TO START WITH A PATIENT IS TO ASK THEM WHAT'S GOING ON. I DON'T CARE WHAT'S GOING ON IN, YOU KNOW, A "HE SAID, SHE SAID" IN A CAR WRECK SITUATION. IF THEY NEED TO TELL ME THEIR STORY SO I CAN SEE WHAT'S ACTUALLY GOING ON WITH THE PATIENT, I CAN LISTEN TO THAT IF IT GIVES ME MORE ACCESS TO THE PATIENT AND MAKES THEM FEEL MORE COMFORTABLE WITH ME. THAT'S NOT GONNA HURT ME – AND SO, THAT'S ALL HE WAS DOING, WAS TRYING TO GIVE ME HIS SIDE OF THE STORY WHILE HE WAS IN HANDCUFFS IN THE BACK OF A POLICE CAR.

HE WASN'T BEING IRATE WITH ME, HE WASN'T CUSSING AT ME, HE WAS ACTUALLY BEING VERY NICE IN THE WAY HE WAS TRYING TO EXPLAIN HIS SIDE OF THE STORY. AND, HE HAD A LOT OF GLASS, UM, FROM WHEN – WHERE THE, WHERE ONE OF THE WINDOWS HAD BROKEN. SO, I WAS VERY WORRIED WHAT ALL WAS CUT, THAT ONE OF THOSE COULD BE A MORE SERIOUS GASH – AND SO, I AM IN THE MIDDLE OF ASSESSING THESE GASHES LISTENING TO HIM. SO, I'VE GOT HIS NAME, WE'RE TALKING – HE KNOWS WHO I AM, WE'VE GOT A GOOD CONNECTION, AND THEN THESE GUYS COME UP. YOU'VE GOT A PATIENT IN THE BACK, AND IT'S ONE OF THE SUVs – SO HE'S A LITTLE TALLER.

I'M A SMALL PERSON, I'VE GOT THREE GUYS THAT IMMEDIATELY START IN ON HIM, WHICH MAKES HIM MAD. SO, I'VE GOT THREE GUYS BEHIND ME IN THIS LITTLE WINDOW. SO, IF HE GETS MAD AND TRIES TO LUNGE AT ANYBODY, WHO DO YOU THINK HE'S LUNGING AT? IT'S NOT THEM, IT'S ME. I DON'T HAVE ANY EXIT POINT. UM, SO I'M TRYING TO CALM HIM DOWN, AND THESE GUYS DON'T STOP. THEY JUST KEEP GOING, KEEP GOING – AND HE'S BREAKING ANY BOND, THEY'RE BREAKING ANY BOND I HAD WITH HIM. SO, THE OFFICER LEAVES – AND LEAVES WITH THE, WHICH IS LIEUTENANT RASNICK – AND LEAVES ME WITH JEFF HOWARD AND LUKE SIMS.

LUKE SIMS IS ALSO MILITARY. HE'S BEEN VERY OPEN ABOUT HAVING PTSD FROM HIS SERVICE OVERSEAS, SO WHEN THE PATIENT STARTS TALKING ABOUT HAVING PTSD FROM HIS SERVICE OVERSEAS – I'M NOT WORRIED ABOUT LUKE'S, I'M WORRIED ABOUT THE PATIENT. I'M THERE FOR THE PATIENT – AND, SO I DON'T KNOW WHY HE'S BEEN IN THIS WRECK. HE WAS TRYING TO TELL ME, BUT I DON'T KNOW WHY HE'S BEEN IN IT, BUT NOW HE'S STARTING TO TALK ABOUT HIS ISSUES. AND SO, I DON'T KNOW IF THIS IS MORE HE NEEDS TO BE TRANSPORTED BECAUSE HE'S TRIED TO HURT HIMSELF, OR WHAT'S GOING ON. BUT, LUKE STARTS YELLING AT HIM ABOUT OVERSEAS STUFF AND PTSD AND MILITARY STUFF, AND I DON'T UNDERSTAND ALL THE JARGON THAT'S GOING ON. I JUST HEAR THOSE TWO GOING BACK AND FORTH, WHICH IS MAKING THE PATIENT EVEN MORE UPSET.

I NOTICE THE LITTLE KID WITH THE FATHER ACROSS THE STREET, AND THE OLD MAN WATCHING THIS. LIKE I SAID, WE'VE GOT MULTIPLE OFFICERS ON SCENE – WHICH COULD HAVE HANDLED ANY OF THIS... IT WOULDN'T HAVE EVEN GOTTEN TO THIS IF THEY JUST LEFT ME ALONE.

CHAMPION: WHY DO YOU THINK THEIR BEHAVIOR WAS SO ASSERTIVE?

I DON'T KNOW, AND I REALLY HADN'T BEEN WORKING WITH THEM THAT LONG, SO – I, I HADN'T WORKED ANY OF, I HADN'T WORKED ANYBODY THAT HAD BEEN ARRESTED OR, UM, DRUNK OR... I HAD NEVER – I HAVE NEVER WORKED WITH A CREW THAT HAS TREATED A PATIENT LIKE THAT. AND THERE'S NO EXCUSE TO TREAT A PATIENT LIKE THAT. BUT, BEFORE I KNEW IT, LIEUTENANT RASNICK WAS TELLING US WE HAD ANOTHER CALL AND WE WERE LEAVING – THAT HE HAD TAKEN A REFUSAL – WHICH HE CAN'T DO, 'CUZ WE'RE THE PARAMEDICS. BUT, HE HAD ALREADY DONE IT ON THE RADIO AND ACCEPTED A HIGHER PRIORITY CALL. TAKING A REFUSAL – THEY CONTINUED ON AN AMBULANCE, UM, FOR THIS PATIENT, BUT THEY LEFT THIS PATIENT WITH AN OFFICER – NOT WITH ANY MEDICAL PROFESSIONAL.

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CHAMPION: SO THE PROTOCOLS HAD BEEN VIOLATED ON THIS CALL?

YES! YES.

CHAMPION: AND, THAT BEING SPECIFICALLY, WHICH?

IT WAS PATIENT ABANDONMENT. IF THE PATIENT ASKED FOR A HOSPITAL AND WANTED TO BE TRANSPORTED, YOU CAN'T HAVE SOMEBODY ELSE SIGN THAT HE'S REFUSING.

CHAMPION: SO IS THI-, I GUESS WHAT I'M ASKING – IS THIS A, A MEDICAL PROTOCOL AND NOT SOMETHING THAT'S COVERED BY YOUR OPERATIONAL PROCEDURES, OR IS THIS COVERED IN YOUR OPERATIONAL PROCEDURES?

NO, IT WOULDN'T BE IN THE OPERATION PROCEDURES, BECAUSE NOTHING A-, ALS IS IN THERE OTHER THAN THE PARAMEDIC ORIENTATION. UM, BUT I THINK THEIR... THE WAY THEY HANDLED IT WOULD BE IN, COVERED IN THERE, TOO.

CHAMPION: OKAY, WHEN WE GET BACK – UM, "WHEN WE MADE IT BACK TO STATION THIRTEEN, I DEMANDED TO SEE LIEUTENANT RASNICK IN HIS OFFICE."

YES.

CHAMPION: OKAY, SO – YOU MEET WITH HIM. UM, SO WE'RE BACK IN THE BUNK ROOM?

YES, WE'RE BACK IN THE BUNK ROOM.

CHAMPION: ALRIGHT, SO – AND I JUST KINDA WANT TO REFLECT ON THAT, BECAUSE THE BUNK ROOM MADE US UNCOMFORTABLE.

BUT IT'S THE ONLY PLACE I CAN MEET WITH THE LIEUTENANT IN PRIVATE.

CHAMPION: SO, YOU – SO THIS HAS JUST BECOME THE ACCEPTED NORM BECAUSE THAT'S THE OFFICE?

IT – IT'S THE OFFICE.

CHAMPION: [pause] IN LIEU OF THE HAPPENINGS – THE HISTORY – SHOULD THERE BE A DESIGNATED OFFICE SPACE AWAY... THAT'S SEPARATE FROM THE DORMS?

YES.

CHAMPION: AND COULD IT – COULD IT BE ACCOMPLISHED EASILY?

NOT AT EVERY STATION.

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CHAMPION: [pause] ALRIGHT, LIEUTENANT TELLS YOU THAT HE'S GOING TO, UM, FORWARD THE INFORMATION TO CHIEF HOLLINGSWORTH? DID HE EVER – ANYTHING EVER COME OF IT?

NO.

CHAMPION: SO, YOU – YOU DON'T KNOW IF HE EVER REPORTED TO HIM OR NOT?

I HAVE NO IDEA IF HE ACTUALLY TOLD CHIEF HOLLINGSWORTH OR NOT, OTHER THAN HE TOLD ME HE WOULD.

CHAMPION: OKAY, AND THEN, UH – “HE THEN INFORMED THE REST OF THE CREW OF MY WISHES AND THEY APOLOGIZED FOR THEIR BEHAVIOR.” DID THIS HAPPEN AS A GROUP? DID THIS HAPPEN AS PEOPLE JUST KINDA TRICKLING TO YOU? “HEY, SORRY ABOUT THAT?”

IT – IT HAPPENED AS A GROUP.

CHAMPION: OKAY, WAS IT CIVIL?

YEAH, IT WAS CIVIL.

CHAMPION: WAS IT SINCERE?

EHH.

CHAMPION: DID ANYBODY GENUINELY RECOGNIZE, “HEY, WE KINDA BLEW THAT, UH, WE'RE SORRY?”

HOWARD DID. HOWARD KIND OF LOOKED BACK AND SAW WHAT THEY HAD MESSED UP. BUT, THE OTHER TWO DIDN'T.

CHAMPION: AND AGAIN, THE OTHER TWO WERE . . .

LIEUTENANT RASNICK AND JOHN SIMS.

CHAMPION: ALRIGHT

LUKE SIMS, I'M SORRY. IT'S JOHN LUKE SIMS, BUT LUKE IS WHAT HE GOES BY.

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CHAMPION: ALRIGHT, THIS WAS – THIS IS THE NEXT BULLET:

“THIS WASN’T THEIR FIRST TIME I’D SEEN THIS CREW LOSE THEIR COOL. DURING MY TIME THE FIRST FEW WEEKS AT STATION THIRTEEN, THERE WAS AN INCIDENT WHERE A CAR STARTED TO BACK UP WHILE THE LADDER TRUCK WAS DRIVING BY. THIS HAPPENED IN FRONT OF A CONVENIENCE STORE BY ALVIN’S ISLAND. BOTH LIEUTENANT RASNICK AND FIREFIGHTER HOWARD YELLED “MOTHERFUCKER” 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.

YOU’VE BEEN OUT TO THE BEACH, RIGHT? WHERE ALVIN’S ISLAND IS AND THEN IT’S THE CIRCLE K? SO, ALL OF THAT’S VERY TIGHT TO DRIVE A FIRE TRUCK AROUND. BUT, IT’S ALSO NOT GOOD – THAT FRONT PARKING SPACE IN FRONT OF THE CIRCLE K, FOR A CAR TO SEE WHEN THEY’RE BACKING OUT. SO, BLIND SPOTS WHEN YOU’RE TRYING TO BACK OUT NICE AND SLOW, WHICH THIS MINIVAN WAS. SHE WAS BACKING OUT NICE AND SLOW. WE WERE DRIVING THROUGH, WINDOWS WERE DOWN AND SHE’S BACKING OUT SLOW. HOWARD DRIVES UP – INSTEAD OF LETTING HER JUST COME OUT, HE KEEPS GOING... SLAMS ON THE HORN, AND THEY BOTH YELL “MOTHERFUCKER” AT HER. LIKE, SHE’S DOING IT INTENTIONALLY, TRYING TO HIT THE TRUCK. WHICH SHE WASN’T, YOU COULD TELL IT WAS ONE OF THOSE THINGS, THAT IT WAS JUST AN ACCIDENT.

CHAMPION: ARE THE WINDOWS UP, WINDOWS DOWN?

WINDOWS ARE DOWN.

CHAMPION: UM, THE TONE – WHEN WE SAY “YELLED?”

OH, IT WAS – IT WAS RUDE. IT WAS THEM BEING VERY UGLY, YOU KNOW? I WAS... I COULDN’T BELIEVE THEY WERE DOING THAT. PLUS, IT’S OUT AT THE BEACH, SO HOW MANY OTHER PEOPLE AROUND SEEING THAT? WHO HAS A CELL PHONE THAT’S RECORDING SOMETHING, OR WHAT LITTLE KID IS LOOKING AT THE FIRE TRUCK?

CHAMPION: SO, THIS IN ESSENCE – JUST ANOTHER EXAMPLE OF UNPROFESSIONAL BEHAVIOR?

YES.

CHAMPION: ANY CONVERSATION ABOUT THIS INCIDENT?

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NO. THAT WAS THE FIRST TIME I HAD – I HAD HAD AN INCIDENT WITH THAT CREW, SO . . .

CHAMPION: SO, THIS, UH – THE SAME CREW WITH THE INCIDENT WITH THE PATIENT?
YES.

CHAMPION: IS THIS ONE, UH – YELLING AT THE LADY, IS THIS BEFORE THE ACCIDENT?
BEFORE, IT WAS BEFORE THE ACCIDENT, SO.

CHAMPION: OKAY, WE'RE AT, UH – AN HOUR AND THIRTEEN MINUTES.
BREAK?

CHAMPION: NEED A SHORT BREAK?

BRANNING: SURE.
YEAH.

CHAMPION: OKAY, UH – SO, THE TIME IS, UH, 1433 HOURS AND WE WILL TAKE A SHORT RECESS.

[THIRD RECESS]

CHAMPION: SEPTEMBER 27, 2017, AT 1441 HOURS. WE ARE RESUMING THE INTERVIEW FROM OUR BREAK. AGAIN, WHILE ON BREAK – DID I THREATEN, COERCE OR COACH YOU IN ANY MANNER?

NO SIR.

CHAMPION: DID I ASK YOU ANY QUESTIONS OFF THE RECORD?
NO SIR.

**CHAMPION: OKAY, WE'RE ON PAGE ELEVEN – "MEETING WITH LIEUTENANT RASNICK;
LIEUTENANT RASNICK 11/26/2016:"**

"A WATCH HAD PUT ME AT STATION THIRTEEN AS THE SOLO MEDIC. LIEUTENANT 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, LIEUTENANT 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 ASKED HIM WHAT HAD HE DONE? SINCE I HAD BEEN OUT THERE, WE HAD STOPPED MEDIC TRAINING AND ALL THE FOCUS WAS ON FIREFIGHTER JOHNSON. HE HAD PROMISED ME I COULD GO SIT IN ON EKG CLASS WITH THE EMS PARAMEDIC CLASS, GO TO THE O.R. AND RIDE EXTRA WITH EMS, AND NONE OF THAT HAPPENED. HE TOLD ME ALL 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 TO LIEUTENANT RASNICK THIRTY 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 (STATION FOUR OR FOURTEEN) I HAD BEEN TOLD FROM THE BEGINNING I COULD NOT WORK AT."

GO AHEAD AND TELL ME ABOUT THIS.

UM, SO – WITH TELESTAFF, YOU GET TO SEE WHERE YOU'RE WORKING THE NEXT SHIFT, OR THE NIGHT BEFORE. SO, WE'RE CONSTANTLY CHECKING TELESTAFF TO SEE WHERE WE ARE. THAT'S WHAT HE'S SAYING, WHERE HE CHECKED IT, HE SAW THE NIGHT BEFORE THAT A WATCH HAD MOVED ME TO THIRTEEN AS THE SOLO MEDIC; THERE WASN'T ANOTHER MEDIC THERE, UM... AT THIS TIME I ALSO WAS NOT BEING PAID AS A MEDIC. I WAS STILL ONLY BEING PAID AS AN EMT. UM, WHEN SHIFT STARTED – I'M TALKING ABOUT THE LARGE OFFICE. THE LARGE OFFICE IS ONE WHERE ALL THE CHAIRS ARE BASICALLY BROKEN. IT WAS AN OLD RADIO ROOM AT STATION THIRTEEN, AND IT'S NOTHING BUT WINDOWS SO YOU CAN SEE STRAIGHT INTO IT. SO, IF SOMEBODY'S GETTING YELLED AT OR SOMEBODY'S TALKING TO 'EM, ANYBODY COMES BY, YOU CAN SEE ANYTHING THAT'S GOING ON. THAT'S WHY THEY DON'T REALLY USE THAT ONE FOR AN OFFICE. CHIEFS COME BY OR WHATEVER, PEOPLE ARE TOLD TO GET LOST AND THEY MIGHT USE THAT ONE AS AN OFFICE,

BUT THAT'S NOT USUALLY USED AS AN OFFICE. BUT, HE PULLS ME INTO THIS OFFICE THAT MORNING AND HE SAID HE NEEDED TO GET SOME STUFF CLEAR. UM, IT WAS OBVIOUS HE WAS MAD FROM THE BEGINNING OF THE M-, THE MEETING. UM, AND LIKE I, I PUT IN THERE – HE WAS TALKING ABOUT HOW IT WAS MAKING HIM LOOK BAD. THAT WAS THE BIG POINT HE WAS SAYING – ME NOT BEING CLEARED ON PARAMEDIC ORIENTATION AND STILL WORKING FOR HIM WAS MAKING HIM LOOK BAD. AND HE ADDED, "IT'S ALSO MAKING YOU LOOK BAD NOT BEING CLEARED." UM, I WASN'T THAT WORRIED ABOUT NOT BEING CLEARED; I HAD MADE IT CLEAR FROM THE DAY I GOT HIRED THAT, UM, I WAS AN EMT PARAMEDIC. OR, NO – I WAS AN EMT R.N. THAT CHALLENGED THE PARAMEDIC BOARDS; WHICH MEANS I HAD NEVER TUBED ANYBODY IN MY LIFE. UM, ALSO THAT MEANS I DIDN'T HAVE A LOT OF EKG BACKGROUND, AND I SAID I WANTED TO GET EXTRA OF THAT BEFORE I FELT COMFORTABLE BEING A PARAMEDIC ON MY OWN. THEY SAID THAT WOULD BE NO PROBLEM GETTING SOME EXTRA HANDS ON TRAINING WITH ANOTHER PARAMEDIC.

I HAD BOUGHT EKG BOOKS ON MY OWN, AND I HAD STARTED TEACHING MYSELF EKGs ON MY OWN. I HAD ALSO REACHED OUT TO SOME PARAMEDICS AT EMS THAT HAD GIVEN ME SOME GOOD, UM, BOOKS TO LOOK AT AND TAUGHT ME SOME TRICKS. UM, BUT TUBES – YOU'RE NOT GONNA GET GOOD AT... INTUBATION IS WHAT I MEAN BY TUBES, WITHOUT THE HANDS ON TRAINING. THAT JUST WASN'T SOMETHING THAT I WAS GONNA BE GOOD AT. I KNEW I COULD THROW A, UM, KING AIRWAY DOWN – BUT THAT'S A BLS SKILL, AND I WANTED TO BE GOOD AT THE ALS SKILL BEFORE I WAS ON MY OWN. UM, SO THAT IS WHAT HE'S REFERRING TO HERE, WHEN HE MADE PROMISES TO ME I COULD GO TO EKG CLASSES WITH THE EMS PARAMEDIC CLASS. HE HAD TALKED ABOUT I COULD GO TO THE O.R. AT SACRED HEART AND GET SOME TUBE TRAINING. UM, AND REALLY ALL I HAD ASKED FOR WAS I JUST WANTED TO RIDE ON THE AMBULANCE A LITTLE BIT MORE. I KNEW THE AMBULANCE WAS GETTING A LOT MORE HANDS ON PATIENT CARE TRAINING, AND THAT'S NORMALLY WHAT WE HAVE TO DO ANYWAYS, IS SO MANY RIDES ON AN AMBULANCE WHERE A PARAMEDIC, UM, FTO CHECKS US OFF. I HAD ALREADY GOTTEN CHECKED OFF, UM, IN DECEMBER – BUT, THEY CHANGED THE BAGS. THEY HAD CHANGED SOME OF THE EQUIPMENT, AND I HAD GONE A WHOLE SIX MONTHS WITHOUT TOUCHING ANY PARAMEDIC, UM, SKILLS. SO, I WAS JUST ASKING TO GO RIDE ON THE AMBULANCE AND GET A LITTLE MORE COMFORTABLE WITH MY SKILLS BEFORE THEY THREW ME OUT TO ONE OF THE ALS STATIONS AND WANTED ME TO BE ON MY OWN.

UM, SO BASICALLY, I HAD GONE TO AN ALS STATION THAT WAS VERY SLOW WITH A BRAND NEW PARAMEDIC. UM, HE HAD WORKED AS A PARAMEDIC OTHER PLACES, BUT HE WAS NEW TO THE DEPARTMENT. SO, THE QUESTIONS I HAD – I KNEW MORE ABOUT THE REPORTING SYSTEM THAN HE DID, UM, BUT EVEN LIKE OUR EQUIPMENT HE DIDN'T KNOW AS MUCH – AND OUR PROTOCOLS HE DIDN'T KNOW ABOUT. OUR PROTOCOLS... AT THE TIME, YOU STILL COULD NOT ACCESS. WE STILL CAN'T ACCESS ALL OUR PROTOCOLS. IT'S – YOU SHOULD BE ABLE, WHEREVER YOU ARE, TO ACCESS YOUR PROTOCOLS, AND IT IS VERY CHALLENGING TO ACCESS PARAMEDIC PROTOCOLS FOR THE FIRE SIDE. UM, WHICH IS, WITH DRUGS, IS A VERY IMPORTANT PART OF ALS PARAMEDICINE [sic].

SO, I TOLD HIM IF I WAS MAKING HIM LOOK SO BAD, IF I WAS MAKING MYSELF LOOK SO BAD, THEY DIDN'T WANT TO HELP ME WITH THESE THINGS – I WAS FINE JUST BEING AN EMT. THEY WERE ALL THE ONES PUSHING THIS ALL OF THE SUDDEN, WANTING ALL OF THIS. I WAS HIRED AS AN EM-, I WAS HIRED AS A FIREFIGHTER. THERE'S NOT A PARAMEDIC POSITION WHEN THEY HIRE YOU. YOU'RE HIRED AS A FIREFIGHTER. I WAS LIKE, I'LL JUST BE A FIREFIGHTER EMT – WHICH IS WHAT YOU'RE PAYING ME FOR RIGHT NOW. I'LL STAY A FIREFIGHTER EMT, I'LL KEEP UP WITH MY PARAMEDIC LICENSE... NO BIG DEAL. AND, HE TOLD ME I WOULD REGRET THAT DECISION, AND THAT HE KINDA THREATENED ME, "WELL, CHIEF HOLLINGSWORTH IS COMING OUT TO COME TALK TO YOU," UM, WHICH I WASN'T WORRIED ABOUT THAT BECAUSE I KNEW I COULD TALK TO CHIEF HOLLINGSWORTH – UM, HE'S A VERY SENSIBLE GUY. WELL, INSTEAD OF LETTING ME TALK TO CHIEF, UM, HOLLINGSWORTH WHEN HE GOT OUT THERE, LIEUTENANT RASNICK TALKED TO HIM FOR THIRTY MINUTES, AND INSTEAD OF HAVING A CONVERSATION WITH ME, THEY LITERALLY TOLD ME THE PLAN.

I SAID MORE THAN TWO WORDS IN THIS WHOLE CONVERSATION. I WAS TOLD, "YOU'RE GONNA BE MOVED TO ONE OF THESE TWO STATIONS, AND WE'LL GET YOU ON AN AMBULANCE. THAT'S WHAT'S GONNA HAPPEN. HAVE A GOOD DAY – I'M HEADIN' OUT."

CHAMPION: SO, IN A NUTSHELL – YOU'RE GOING TO BE REASSIGNED, AND WITH US GETTING YOU WITH EMS, WE'RE GONNA GET YOU THE REQUESTED TRAINING?

YES.

CHAMPION: WHO HAD TO CLEAR YOU?

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TECHNICALLY, I WAS ALREADY CLEARED. THEY WERE WAITING FOR ME TO FEEL COMFORTABLE. SO, HONESTLY, UM – I EVENTUALLY, OUT AT STATION EIGHT WITH LIEUTENANT DIAMOND, WHO IS ALSO A PARAMEDIC – I WORKED WITH HIM FOR A LITTLE BIT, AND HE WATCHED MY SKILLS AND HE ANSWERED THE QUESTIONS THAT I HAD BEEN WANTING ANSWERED. AND, HE SAID “YOU’RE READY, YOU’RE READY TO BE BY YOURSELF,” AND I FELT COMFORTABLE. AND THAT’S WHEN THEY STARTED MAKING ME A FLOAT MEDIC AND I STARTED MOVING HERE AND THERE, AND THEN SIMS GOT THE JOB DOWN IN CLEARWATER, AND THEN I WAS MOVED BACK OUT TO THIRTEEN AS THE PERMANENT PARAMEDIC THERE.

CHAMPION: OKAY, AND THEN YOU HAD MADE REFERENCE TO THE “ACCESSING PROTOCOLS,” UM – SPECIFICALLY, UM, MEDICAL?

YES.

CHAMPION: AND, IS THIS ANOTHER – IS THIS ANOTHER SYSTEM?

THERE’S NOT A SYSTEM – IT’S, THEY’RE PIECES OF PAPER THAT SINCE I’VE BEEN HERE, UH, DR. HENNING HAS LIKE, PRINTED OUT A PIECE OF PAPER AND GIVEN THEM TO US. THE ORIGINAL DRUG PROTOCOLS I WAS GIVEN WAS IN AN APP, AND UM, YOU COULD ACCESS THAT, BUT THOSE WERE STILL A BUNCH OF THE OLD MEDICAL DIRECTOR’S; UM, THE OLD MEDICAL DIRECTOR’S PROTOCOLS. SO, THOSE REALLY AREN’T VALID. UM, EMS IS AB-, HAS TABLETS AND THEY’RE ABLE TO PULL ‘EM UP. THEY PUT OUR PROTOCOLS ON TARGET SOLUTIONS, BUT WE’RE NOT ABLE TO JUST PULL IT, UH, PROTOCOLS OFF OF TARGET SOLUTIONS ON OUR CELL PHONES REALLY QUICK IN THE MIDDLE OF AN INCIDENT, OR ON THE WAY TO A CODE OR SOMETHING LIKE THAT ON THE FIRE TRUCK.

CHAMPION: THIS IS SOMETHING YOU WOULD NEED A, UM – PAD FOR, A LAPTOP FOR?

UM, FIREFIGHTER HALFACRE – WHO IS ALSO A PARAMEDIC – ACTUALLY ASKED CHIEF GRACE TO BUY LAPTOPS FOR THE ALS TRUCKS. I KNOW THIS BECAUSE HALFACRE TOLD ME ABOUT THIS. HE PRICED THEM OUT AND EVERYTHING, IT WAS ACTUALLY VERY CHEAP. AND UM, WE WOULD BE ABLE TO ACCESS OUR PROTOCOLS THAT WAY, AND THAT WAS NEVER DONE.

CHAMPION: SO, AGAIN – WE’RE KIND OF BACK TO AN EQUIPMENT ISSUE LIKE WITH THE WETSUITS?

YES.

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CHAMPION: OKAY, AND YOU, UM – YOU MADE REFERENCE TO “EMT PAY” AND “MEDIC PAY?”

YES.

CHAMPION: UM, WHEN YOU WERE CLEARED DID THAT MAKE YOU ELIGIBLE FOR THE OTHER PAY, OR?

WHEN I SAID I WAS COMFORTABLE, LIEUTENANT DIAMOND MADE SURE I WAS FINALLY GETTING PARAMEDIC PAY. BUT, I HAVE BEEN ACTING AS A PARAMEDIC SINCE I STARTED AT ESCAMBIA COUNTY. I’VE BEEN STARTING IVs OUT AT STATION NINETEEN, I’VE BEEN PUSHING DRUGS, I’VE BEEN DOING EVERYTHING WITH ANOTHER PARAMEDIC.

CHAMPION: DID YOU EVER ADDRESS THAT PAY ISSUE?

YES, YES – AND THEY SAID UNTIL I WAS A SOLO PARAMEDIC, THEY WERE NOT GONNA PAY ME. WHICH IS A DIFFERENCE – IT IS QUITE A PAY DIFFERENCE. IT WAS \$3000 WHEN I FIRST GOT ON, AND NOW IT’S \$6000.

CHAMPION: SO, SINCE THIS INCIDENT – HAS THE, HAS THE PAY SITUATION CHANGED?

I NOW GET PARAMEDIC PAY, BUT THAT WASN’T UNTIL I WAS AT STATION EIGHT, SO WE’RE TALKIN’ NOT UNTIL, YOU KNOW, ROUGHLY JANUARY / FEBRUARY OF 2017.

CHAMPION: OKAY, AND – AND WHO SPECIFICALLY DID YOU DISCUSS, AS FAR AS THE PAY DIFFERENCE?

.. UH, I TALKED TO LIEUTENANT RASNICK, I TALKED TO DIAMOND, UM... I TALKED TO MCGUFFEY. MCGUFFEY WAS ONLY ABLE TO GET ME EMT PAY AT THE TIME, AND MCGUFFEY, UM, TALKED TO CHIEF HOLLINGSWORTH, UM, BECAUSE CHIEF HOLLINGSWORTH ALSO SAID HE WASN’T ABLE TO GET ME PARAMEDIC PAY BUT HE COULD GET ME, UM, EMT PAY.

CHAMPION: OKAY, UM – AND JUST SO I GOT SOME CLARITY ON THIS, UM – “HE SAID I WAS MAKING HIM LOOK BAD BY NOT CLEARING ORIENTATION,” AND, BUT YOU STATED TECHNICALLY . . .

IT’S NOT ORIENTATION, RIGHT. HE KEEP-, HE WOULD CALL IT ORIENTATION BUT IT WASN’T ORIENTATION. I WAS, I WAS CLEARED, ‘CUZ I WAS CLEARED THE SAME DAY JOHN SIMS, ER, LUKE SIMS WAS CLEARED. WE BOTH WERE CLEARED TOGETHER.

CHAMPION: AND SO, SO EVEN THOUGH YOU TOLD THEM YOU WEREN'T COMFORTABLE . . .

MMHM.

CHAMPION: . . . WITH THE DECISION, YOU STILL . . .

WE WERE CLEARED BY THE MEDICAL DIRECTOR. WE BOTH WERE CLEARED BY THE MEDICAL DIRECTOR. I JUST TOLD THEM I WOULD NOT BE OPERATING SOLO UNTIL I FELT MORE COMFORTABLE.

CHAMPION: OKAY – DID YOU OPERATE SOLO?

NO. I DID – I REFUSED TO OPERATE SOLO UNTIL I FELT COMFORTABLE, AND LIEUTENANT DIAMOND AND I TALKED ABOUT THAT.

CHAMPION: OKAY, SO THEY – THEY DID WORK WITH YOU?

YES, EVENTUALLY. IT WAS LIKE PULLING TEETH, BUT YES.

[pause] OKAY, AND UH – “THE VERY NEXT SHIFT, I WAS TOLD I WOULD BE MOVING TO ONE OF THE TWO STATIONS (STATION FOUR OR FOURTEEN) I HAD BEEN TOLD FROM THE BEGINNING I COULD NOT WORK AT.” SO... AND YOU COULD NOT WORK AT EITHER OF THEM, WHY?

ONE OF THOSE GUY MEREDITH WAS STATIONED AT, WHICH WAS THE ONE THAT WAS SUSPENDED FOR THE SEXUAL ASSAULT. THE OTHER ONE WAS, UM, BILL HALFACRE, AND HE HAD RECENTLY HAD TO GO THROUGH PARAMEDIC REMEDIATION.

CHAMPION: THAT WAS THE REASON, THEN . . .

THOSE WERE . . .

CHAMPION: . . . YOU WERE ABLE TO . . .

THOSE WERE THE REASONS THAT I WAS NOT ALLOWED TO. ALL OF THE SUDDEN I WAS ALLOWED TO, AND I WAS NOT GIVEN A REASON WHY.

CHAMPION: SO NOTHING HAD CHANGED THAT YOU WERE AWARE OF?

NOTHING HAD CHANGED.

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CHAMPION: ALRIGHT, UH – “CHOICE – LIEUTENANT RASNICK 11/29/2016:”

“LIEUTENANT RASNICK GAVE ME THE CHOICE OF BEING MOVED TO STATION FOUR OR STATION FOURTEEN AFTER HROC. I CHOSE STATION FOURTEEN.”

“INAPPROPRIATELY TOUCHED,” BEFORE WE MOVE ON FROM THAT ONE . . .

MMHM.

CHAMPION: YOU HAD THE MEETING WITH, UH, UH – CHIEF HOLLINGSWORTH, WITH LIEUTENANT RASNICK ABOUT THIS DECISION OF MOVING YOU, CORRECT?

YES.

CHAMPION: OKAY, SO WAS IT THE – WAS IT THE CHIEF’S CHOICE TO MOVE YOU TO ONE OF THESE TWO STATIONS?

YES. CHIEF TOLD ME THAT THE PLAN WAS I WOULD BE MOVING TO ONE OF THOSE TWO STATIONS, AND THAT I WOULD BE GETTING ON THE AMBULANCE AS SOON AS POSSIBLE.

CHAMPION: OKAY.

BUT, I WAS JUST TOLD THAT I HAD NO DECISION IN THE MATTER. I WASN’T – I WAS NOT TALKED TO OR DISCUSSED ANYTHING. THAT WAS A VERY QUICK DISCUSSION . . .

CHAMPION: “YOU’RE GOING.”

YOU’RE GOING.

CHAMPION: OKAY.

THAT WAS ALL IT WAS.

CHAMPION: AND THEN, AND THEN THEY DID GET YOU THE TRAINING YOU REQUESTED?

I RODE ON THE AMBULANCE THREE TIMES WHILE I WAS AT FOURTEEN.

CHAMPION: WERE YOU COMFORTABLE THEREAFTER WITH YOUR SKILLS?

THREE TIMES WAS ALL I WAS GETTIN’, SO THAT WAS AS COMFORTABLE AS IT WAS GONNA BE. I NEVER GOT TO TUBE ANYBODY. BUT, I GOT THREE RIDES. UH, LIEUTENANT DIAMOND IS WHAT HELPED ME GET COMFORTABLE.

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CHAMPION: AND YOU STATE "YOU NEVER GOT TO TUBE ANYONE."

MMHM.

CHAMPION: MMHM, YES?

YES.

CHAMPION: SO, TO DATE – TODAY YOU GO OUT; CAN YOU TUBE SOMEONE?

I HAVE GOTTEN ONE CHANCE TO TUBE SOMEBODY WHILE I WAS ON MY OWN, AND IT JUST HAPPENED THAT THE OFFICER WITH ME HAPPENED TO BE A PARAMEDIC WHO DIDN'T WORK, AND HE WAS ABLE TO TALK ME THROUGH IT. BUT, THAT HAD BEEN MY BIG CONCERN – THAT IF I HAD THE CHAN-, IF I HAD TO TUBE SOMEBODY, I WOULD BE BY MYSELF.

CHAMPION: AND ARE THEIR LIABILITIES ASSOCIATED WITH THESE DECISIONS?

YES, YES.

CHAMPION: AND IS THAT YOUR MAIN CONCERN?

IT'S NOT LIABILITY, IT'S HURTING A PATIENT – AND I'M NOT GONNA DO ANYTHING THAT WOULD HURT A PATIENT. HAD THAT SPECIFIC LIEUTENANT NOT BEEN THERE, I WOULD HAVE DROPPED A KING AIRWAY, AND THAT WOULD HAVE BEEN WHAT I WOULD HAVE DONE FOR THAT PATIENT BECAUSE THAT WOULD HAVE BEEN THE SAFER OPTION.

CHAMPION: OKAY, UM – WE'LL MOVE ON TO "INAPPROPRIATELY TOUCHED," UH – CHIEF POKRANDT?

POKRANDT.

CHAMPION: POKRANDT. UH, 12/14/2016:

"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."

UM, WE RAN A MEDICAL CALL. I DO NOT REMEMBER THE EXACT MEDICAL CALL. WE HAVE LOADED THE PATIENT INTO THE BACK OF THE AMBULANCE. I WAS GETTING MEDICAL SUPPLIES FROM EMS. I REMEMBER I DID HAVE MY BUNKER PANTS ON, AND I REMEMBER GETTING PATTED ONCE. I WAS LIKE, "MAYBE

SOMEBODY JUST TOUCHED ME IN THE WRONG PLACE." I WAS LIKE, UMM, I'M JUST GONNA IGNORE IT. 'CUZ I WAS STILL TALKING AND GIVING A REPORT TO THE PARAMEDIC. WE WERE STILL DOING PATIENT CARE. I WAS GETTING SUPPLIES FOR MY GUYS, BUT I WAS STILL IN THE MIDDLE OF DOING SOMETHING – AND THEN HE DID IT AGAIN, MORE DELIBERATELY. SO, I TURNED AROUND TO SEE WHAT HE NEEDED, AND HE WAS ASKING FOR SUPPLIES HIMSELF. LIKE, THEY HAD USED A NASAL CANNULA OR SOMETHING LIKE THAT PRIOR TO OUR ARRIVAL. POKRANDT IS THE VOLUNTEER CHIEF AT STATION EIGHT IN INNERARITY POINT. UM, SO – I HANDED HIM WHAT HE NEEDED AND CONTINUED TAKING CARE OF THE PATIENT WITH THE OTHER PARAMEDIC. HE WENT AHEAD AND LEFT THE SCENE AND GOT BACK TO WHATEVER HE NEEDED TO DO, SO I WASN'T ABLE TO ADDRESS THAT, AND I WENT ON ABOUT MY DAY.

CHAMPION: SO, NOTHING WAS EVER DISCUSSED?

NO, NOTHING WAS EVER DISCUSSED.

CHAMPION: DO YOU THINK THERE WAS ANY – UH, ARE YOU ELEVATED ABOVE HIM? IS HE, I MEAN, IS HE AT LIKE, GROUND LEVEL?

IT WOULD HAVE BEEN LIKE ONE STEP, BUT IT WOULD HAVE BEEN MORE APPROPRIATE TO HAVE TOUCHED MY LEG THAN MY BUTT.

CHAMPION: ALRIGHT, SO IT'S LIKE – ACTUALLY ON YOUR BUTTOCKS, BUT THROUGH YOUR BUNKER PANTS.

MMHM.

CHAMPION: SO, YOU'RE FEELING THE PRESSURE . . .

YEAH, YEAH.

CHAMPION: . . . UH, BUNKER PANTS ARE A HEAVY CANVAS TYPE MATERIAL?

MMHM.

CHAMPION: UM – [pause] SO, AGAIN... AS YOU'VE SAID, MORE APPROPRIATE TO HAVE TOUCHED YOU ON YOUR LEG TO HAVE GOTTEN YOUR ATTENTION.

RIGHT.

CHAMPION: UM, DO YOU – DO YOU THINK IT WAS DONE IN AN INAPPROPRIATE MANNER?

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I DON'T KNOW – I HAVEN'T BEEN AR-, AT THAT POINT I HADN'T BEEN AROUND HIM MUCH, SO I DON'T KNOW HIM. I HAVEN'T WORKED AROUND HIM MUCH SINCE. THEY DON'T LIKE THAT THE CAREER FIREFIGHTERS HAVE MOVED INTO THE VOLUNTEER STATIONS. UM, I DON'T KNOW WHAT HIS INTENTIONS WERE.

CHAMPION: HAD, HAD YOU MET HIM BEFORE THIS INCIDENT?

I HAD RUN CALLS WITH HIM HERE AND THERE, BUT I DID NOT KNOW HIM WELL.

CHAMPION: ANYONE, ANYONE ELSE PRESENT OTHER THAN THE, UH, PATIENT; THE FAMILY?

PATIENT, FAMILY, THE TWO – THE EMT AND THE PARAMEDIC THAT ARE ON THAT CALL, AND THEN MY THREE GUYS WOULD HAVE BEEN THERE.

CHAMPION: ANYTHING SAID ABOUT IT?

.. I DON'T KNOW IF THEY SAW IT. UM, THEY COULD HAVE BEEN PUTTING SUPPLIES BACK INTO THE BAG, BUT EVERYBODY WOULD HAVE BEEN PRESENT.

CHAMPION: UM, OKAY – SO THE NEXT TOPIC'S GONNA BE, UH, STODDERT PLACE FIRE 01/08/2017 – BUT BEFORE WE, BEFORE WE MOVE ON TO THAT I WANTED TO TOUCH BACK WITH, UM, UM... WHEN YOU WERE TALKING ABOUT THE UM, UH – THE PATIENT THAT YOU, UH, YOU SAID YOU HAD THE PCR FOR.

MMHM.

CHAMPION: UM – YOUR OPERATIONAL PROCEDURES, THERE'S A, UM – 1205.030. THAT'S RECORDING DEVICES. ARE YOU EQUIPPED WITH RECORDING DEVICES WHEN YOU'RE ON THESE CALLS?

NO.

CHAMPION: DO YOU KNOW WHAT I'M MAKING REFERENCE TO?

NO.

CHAMPION: OKAY. [pause] OKAY, AND THIS IS, UH – ONE AND TWO OF FOUR, UM . . .

OH, THE FIRE HELMET CAMERAS?

CHAMPION: OKAY, SO NOW ARE YOU AWARE OF WHAT I'M MAKING REFERENCE TO?

OKAY.

CHAMPION: ARE YOU EQUIPPED WITH THESE?

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I DO NOT HAVE A FIRE, UH, HELMET CAMERA.

CHAMPION: OKAY, SO THESE ARE, UM – LIMITED?

YOU HAVE TO BUY A CAMERA YOURSELF. THOSE ARE NOT GIVEN TO YOU.

CHAMPION: SO, THIS IS – IF YOU, IF YOU . . .

THAT'S A TWO, THREE HUNDRED DOLLAR PURCHASE THAT YOU DO YOURSELF.

CHAMPION: SO, AS A FIREFIGHTER, IF YOU CHOOSE TO HAVE SUCH AN INSTRUMENT, YOU'RE AUTHORIZED TO UTILIZE IT.

YES.

CHAMPION: OKAY, BUT – EVERYBODY... IT'S ONLY IF YOU PURCHASE IT YOURSELF?

YES.

CHAMPION: AND I ASK THAT WITH, UM – WANTING TO KNOW IF THERE WAS ANY VIDEO OF THIS PARTICULAR INCIDENT.

GOTCHA, YES.

CHAMPION: ALRIGHT, SO – "STODDERT PLACE FIRE 01/08/2017:"

"FIRST WORDS BY CHIEF GRACE WERE 'DON'T BEAT YOURSELF UP TOO BAD THAT YOU MISSED THE KID.'"

THAT'S BULLET NUMBER ONE.

CHIEF GRACE OFTEN COMES TO FIRES IN THE MIDDLE OF THE NIGHT. UM, HE LISTENS TO THE RADIO THE WHOLE WAY THERE, AND THEN, UM, HE ASSUMES FROM WHAT HE HEARS ON THE RADIO, ONCE HE GETS THERE, THAT HE KNOWS EVERYTHING THAT HAPPENED. THIS WAS THE SAME CASE WHEN HE GOT THERE. HE, UH – MY CREW, UH, LIEUTENANT POLK, BILL HALFACRE, AND CHRIS FRENCH. UM, WE WERE THE FOUR TO, UH, FIRST GET ON SCENE. FRENCH AND I MADE ENTRY, AND UH, LOOKED FOR THE KID. UH, ENGINE SIXTEEN WAS THE SECOND ON SCENE. UH, LIEUTENANT HUNTER AND, UM, KYLE ROGERS – I DON'T REMEMBER WHO ELSE WAS ON SIXTEEN. KYLE ROGERS ACTUALLY FOUND THE EIGHT YEAR OLD, AND UH, IT WAS ACTUALLY A HUNDRED AND TWENTY POUND EIGHT YEAR OLD. HE KEPT YELLING THERE WAS A VICTIM. FRENCH AND I WERE GIVEN FALSE INFORMATION – THAT WE WERE LOOKING FOR TWO FIVE YEAR OLDS. UM, SO WE WERE LOOKING FOR A MUCH SMALLER CHILD.

FRENCH – I MEAN, UH, ROGERS YELLED HE HAD A VICTIM. NOBODY WAS MOVING TOWARDS ROGERS. I MOVED TOWARD ROGERS. ROGERS HAD THE TORSO, I GRABBED THE LEGS. WE CARRIED THE EIGHT YEAR OLD OUT OF THE HOUSE. AN OFFICER AND MY BATTALION CHIEF STARTED CPR. MY LIEUTENANT WAS STILL STANDING OUTSIDE – NEVER GONE INSIDE. I TOLD MY LIEUTENANT I WAS GOING TO STAY OUTSIDE WHILE ROGERS WENT BACK IN TO CONTINUE SEARCH – WE STILL THOUGHT THERE WERE TWO KIDS INSIDE. BUT, BEING THE MEDIC AND THE OTHER MEDIC WAS ON THE PUMP PANEL, UM, I LET CHIEF HOLLINGSWORTH TAKE OVER COMMAND AGAIN, 'CUZ THAT WAS HIS JOB INSTEAD OF DOING CPR ON THE KID – AND I TOOK OVER CPR OF THE KID.

UM, EMS GOT ON SCENE. I HELPED LOAD THE KID INTO THE AMBULANCE, AND HE WENT TO THE HOSPITAL. SO, THE FIRST WORDS OUT OF MY FIRE CHIEF'S MOUTH AFTER THAT EXPERIENCE WERE "DON'T BEAT YOURSELF UP TOO BAD THAT YOU MISSED THE KID," WHEN HE HAD NO IDEA WHAT HAD HAPPENED. THE KID LIVED FOUR HOURS WITH SEVERE BURNS, AND DIED LATER.

CHAMPION: YOU HAVE PROTOCOLS IN PLACE, UM – IT'S KIND OF, UM, POST INCIDENT REVIEWS?

WE WENT TO A TIPS DEBRIEF, UM, THAT WE WERE ALL MANDATORY TO GO TO THE NEXT SHIFT. BUT, IT IS ALSO STANDARD – YOU'RE SUPPOSED TO BE A DEBRIEF WITHIN THE DEPARTMENT, WHERE YOU KIND OF GO OVER, "THIS IS WHAT HAPPENED, THIS IS WHAT WE COULD HAVE DONE BETTER." THAT WAS NEVER DONE. I'VE ACTUALLY NEVER BEEN PART OF ONE OF THOSE AT ANY OF THE FIRES I'VE BEEN TO. UM, I ASKED FOR ONE . . .

CHAMPION: AND THIS . . .

OH, I'M SORRY.

CHAMPION: THIS IS AT WHOSE LEVEL? WHO'S RESPONSIBLE FOR CONDUCTING THOSE?

I'M HONESTLY NOT SURE. UM, YOU KNOW, I'VE HAD LIEUTENANTS THAT HAVE GONE OVER 'EM, BUT I'VE NEVER DONE MORE THAN ONE STATION, AND THIS ONE WAS SO BIG AND SO MANY THINGS WENT WRONG, THAT IT WAS ASKED FOR BY MY LIEUTENANT AT THAT STATION. UM, BUT LATER I ACTUALLY – THAT VERY NEXT SHIFT – I WAS MOVED TO ANOTHER STATION, AND THAT LIEUTENANT WENT THROUGH THE FIRE. HE WAS THE SECOND TRUCK ON SCENE WITH THE TWO OF US THAT HAD PULLED THE KID OUT. IT JUST HAPPENED THAT WE BOTH WERE AT THE SAME STATION.

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CHAMPION: THESE ARE FOR THE PURPOSE OF REVIEWING THE PROTOCOLS, UM, BUT NOT ONLY – NOT ONLY THE BUSINESS ASPECT OF IT, BUT TO, UM, THE CONCERN FOR THE EMPLOYEES' WELL BEING... THE, UM, POSSIBLE PSYCHOLOGICAL IMPACT SUCH EVENTS CAN HAVE ON YOU; IS THAT A FAIR ASSESSMENT OF . . .

YES.

CHAMPION: . . . WHAT THESE ARE INTENDED FOR?

YES.

CHAMPION: AND, YOU STATE THAT THESE HAVE NOT BEEN DONE.

THESE DON'T HAPPEN.

CHAMPION: DO YOU FEEL THAT'S A MANAGEMENT FAILURE?

YES.

CHAMPION: AND AGAIN, BEEN ADDRESSED BY, UM – HAS ANYONE POINTED THESE, UH, SHORTCOMINGS OUT?

I HAVE ASKED AT MULTIPLE STATIONS WHY THESE DON'T HAPPEN, AND I HAVE LIEUTENANTS THAT DON'T FORMALLY DO 'EM. UM, THEY'LL TALK ABOUT PIECES AND PARTS OF WHAT WE, WHAT WE EXPERIENCED AT THE FIRES. UM, BUT – WE DON'T DO IT ON A BIGGER SCALE, WHERE WE GO TO MULTIPLE STATIONS OR TALK SHIFT TO SHIFT.

CHAMPION: SO, YOU SAID THAT THE FOLLOW-UP WITH THIS PARTICULAR INCIDENT INVOLVING THE CHILD – THERE WAS A, UH, WHAT DID YOU SAY?

TIPS – TRAUMA INTERVENTION PREVENT... I DON'T KNOW THAT. IT'S TRAUMA SOMETHING PREVENTION; UM, BUT THEY COME IN – NORMALLY THEY COME IN FOR FAMILY MEMBERS WHEN THERE'S BEEN SOMETHIN' REALLY BAD. I, UH, HAD A PATIENT KILL HIMSELF BY LIGHTING HIMSELF ON FIRE, AND THEY CAME IN TO TAKE CARE OF THE DAUGHTER THAT FOUND THE FATHER. UH, BUT THEY COME IN IN THOSE EXTREME SITUATIONS.

CHAMPION: DID YOU FIND THEM HELPFUL WITH, WITH THIS?

WELL – I FOUND SHE WAS TRYING TO BE HELPFUL, BUT CHIEF GRACE WAS VERY DISRESPECTFUL THE WHOLE... THE WHOLE MEETING.

CHAMPION: DISRESPECTFUL TO WHO?

TO HER, UM – HE WOULD... ANYTHING SHE WOULD SAY, HE WOULD MAKE FUN OF HER GRAMMAR. LIKE, THE FIRST THING SHE SAID, UM, WAS “ARE YOU DONE,” AND HE SAID “WELL I’M NOT A STEAK, BUT I AM FINISHED SO YOU CAN CONTINUE,” AND THAT’S HOW, THE WAY HE STARTED THE WHOLE INTERVIEW – UM, THE WHOLE... I DON’T KNOW WHAT YOU WOULD CALL IT. UM, IT WASN’T AN INTERVIEW; BUT, THE WHOLE . . .

CHAMPION: DEBRIEF?

DEBRIEF. UH, AND THIS LADY MADE US BROWNIES, IT’S MULTIPLE STATIONS, UM, EMS CAME... UM, THE PARAMEDIC THAT HAD WORKED ON THE CHILD, UM – SOMEBODY ELSE WAS THERE, BUT I DON’T REMEMBER ELSE WAS THERE. AND THEN, CHIEF GRACE SAT IN THERE AND JUST KEPT BLAMING THE BOY, SAYING HE WAS THE ONE THAT STARTED THE FIRE. AND, CHIEF GRACE NEVER SAW THE CHILD, BUT THE FIRE... AND WE NEVER HEARD THE OFFICIAL DECISION ON WHAT THE ARSON INVESTIGATOR DECIDED. BUT, IT – IT LOOKED LIKE IT STARTED ON THE FRONT PORCH. THE CHILD WAS BURNED ON THE SECOND FLOOR, AND HAD EXTREME BURNS ON HIS HAND. AND, FROM WHAT THE PARAMEDIC SAID WHO TUBED HIM, HIS MOUTH AND INTO HIS THROAT WAS SINGED. SO, FOR A CHILD TO BE THAT BURNED DOWNSTAIRS AND THEN RUN UPSTAIRS – OPEN A DOOR, AND RUN UPSTAIRS... IT’S JUST NOT PHYSICALLY POSSIBLE. BUT, IT WASN’T THE APPROPRIATE SETTING TO BE BLAMING THE CHILD ANYWAYS.

CHAMPION: ALRIGHT, THIS NEXT BULLET SAYS:

“READ THE DIFFERENCES IN THE FIRE REPORT, CHIEF GRACE’S EMAIL, AND MY FIRSTHAND REPORT.”

WHAT DOES THIS ADDRESS?

CHIEF GRACE IMMEDIATELY SENT OUT AN EMAIL ABOUT WHAT HAPPENED AT THE FIRE. IT’S VERY INTERESTING THAT THE CHIEF CAN WRITE A FIRSTHAND ACCOUNT WHEN HE WASN’T THERE – BUT HE DID. SO, HE SENT OUT AN EMAIL. I TYPED UP THE NEXT MORNING WHAT HAPPENED. I WAS ALWAYS GETTIN’ BOUNCED AROUND FROM LIEUTENANTS TO LIEUTENANTS, AND I ALWAYS CAME BACK BASICALLY TO THE FIRST LIEUTENANT THAT KINDA TAKE – TOOK CARE OF ME, WHICH WAS LIEUTENANT ALLEN. AND, I CALLED HIM – AND I WAS UPSET. I SAID, “I NEED YOU TO EXPLAIN THIS TO ME. SO MUCH WENT WRONG, AND I JUST CAN’T UNDERSTAND IT. I JUST CAN’T UNDERSTAND THE THINGS THAT HAPPENED AT THIS FIRE.”

AND SO, I TOLD HIM I TYPED IT UP, AND I TALKED EVERYTHING OUT WITH HIM, BUT HE WAS LIKE, YOU KNOW, "SEND ME WHAT YOU TYPED UP, TOO, 'CUZ YOU'RE NOT AS EMOTIONAL," NOT EMOTIONAL, BUT, "I CAN READ IT WITHOUT, YOU KNOW, HEARING THAT IN YOUR VOICE TOO." AND HE SENT IT TO CHIEF HOLLINGSWORTH TO MAKE SURE CHIEF HOLLINGSWORTH SAW MY SIDE OF WHAT HAPPENED, AND THEN I LATER READ THE FIRE REPORT, AND WHAT CHIEF HOLLINGSWORTH WROTE. AND, ALL THREE ARE VERY DIFFERENT.

CHAMPION: SO, LIEUTENANT ALLEN TOLD YOU HE SENT YOUR REPORT TO THE CHIEF?

CHIEF HOLLINGSWORTH EVEN ACKNOWLEDGED HE GOT IT, AND APOLOGIZED TO ME OF HOW BAD I'VE HAD IT HERE.

CHAMPION: WHEN WAS THE APOLOGY? AND, AND – WHERE AND HOW?

IT WAS RIGHT HERE – ON 01/13 . . .

CHAMPION: OKAY, OKAY – THE NEXT . . .

IT'S COMING UP.

CHAMPION: OKAY, ALRIGHT. [pause] ARE THESE THINGS, THESE, UM – THE FIRE REPORT, THE EMAIL, AND YOUR REPORT, ARE THESE THINGS THAT YOU POSSESS?

FIRE REPORT YOU CAN GET OFF OF FIREHOUSE. I HAVE CHIEF GRACE'S, AND I HAVE MINE; BUT CHIEF GRACE'S IS ALSO ON COUNTY EMAIL – THAT WAS SENT OUT TO THE WHOLE DEPARTMENT.

CHAMPION: SO WHEN YOU SAY "READ CHIEF GRACE'S EMAIL," THAT'S AN ATTACHED REPORT? OR . . .

NO, THAT WAS A FULL EMAIL HE SENT OUT TO EVERYBODY IN THE DEPARTMENT.

CHAMPION: SO, A LENGTHY NARRATIVE?

A LENGTHY NARRATIVE, IN DETAIL.

CHAMPION: OKAY:

"AT THE TIP DEBRIEF, CHIEF GRACE BLAMED THE DECEASED BOY FOR LIGHTING THE FIRE."

WE, WE DISCUSSED THAT.

"NICK GRADIA WAS HELPING OUT THE ECFR FIRE ACADEMY 2017. I WAS WORKING ON E16. LIEUTENANT GRADIA STARTED 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 ME 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."

AND THIS IS, UH, 01/19/2017. SO, UM – TELL ME ABOUT THE, UM, WHERE IT SAID "LOSING THE NOZZLE."

LOSING THE NOZZLE? YOU WANT TO KNOW ABOUT THE STODDERT PLACE FIRE, OR YOU WANT TO KNOW ABOUT HIM TALKING ABOUT THIS?

CHAMPION: YOU SAID HE STARTED MAKING – HE STARTED MAKING FUN OF YOU FOR LOSING THE NOZZLE TO THE COPS AT THE STODDERT PLACE FIRE.

MMHM.

CHAMPION: SO . . .

YOU WANT TO KNOW THE BACK STORY?

CHAMPION: TELL ME ABOUT IT.

OKAY. SO, BASICALLY WE GOT ON SCENE AT THE STODDERT PLACE FIRE, AND THE COPS WERE OPENING OUR DOORS. I HAD A COP OPENING MY DOOR AND BASICALLY, LIKE, ALMOST PULLING US OUT OF OUR SEATS – YELLING AT US THAT THERE WERE "KIDS TRAPPED, GET THE FUCK IN THERE, GET THE FUCK IN THERE!"

CHAMPION: SO, THIS IS FRANTIC?

OH, IT WAS – IT WAS A VERY CHAOTIC SCENE. SO, MY JOB IN MY SEAT POSITION IS NOT TO GO IN AND RESCUE. MY JOB IS TO GET WATER ON THE FIRE AND STAY ON THE NOZZLE. EVEN IF I FIND A VICTIM, MY JOB IS TO STAY ON THE NOZZLE – TO KEEP A WATER SOURCE SO THE OTHER GUYS CAN GET TO THE VICTIMS. MY JOB IS THE NOZZLE. I AM VERY PROFICIENT AT MY JOB. I AM GOOD AT THAT. SO, I GO TO STRETCH – WHICH ALSO, I AM VERY GOOD AT. STRETCHING IS SOMETHING I AM VERY FAST AT... AND YOU HAVE TO HAVE A GOOD STRETCH TO GET UP INTO DIFFICULT AREAS, ESPECIALLY UP TO A SECOND FLOOR.

WELL, PART OF THE WAY WE FOLD HOSE, UM, DEPENDS ON HOW WE'RE GONNA STRETCH IT OUT. WELL, I GO TO STRETCH MY LINE. I AM ALREADY READY TO GO, OTHER THAN THE FACT THAT I DON'T HAVE MY MASK ON BECAUSE OF PRIOR THINGS THAT WERE GOING ON EARLIER. SO, I GO TO STRETCH, AND THE COPS THAT BASICALLY ALMOST YANK ME OUT OF THE TRUCK DUMP ALL THE HOSE OFF ON TO THE GROUND, WHICH IS DETRIMENTAL TO THE STRETCH AND SLOWS US DOWN SO MUCH. BUT, I FIGURED I COULD JUST GO AHEAD AND YANK IT ALL THE WAY OUT AND TRY TO MAKE IT WORK.

WELL, AS I'M DOING THAT, IT – WE CALL IT "SPAGHETTI," BUT IT'S BASICALLY THE HOSE IS GETTING INTO A KNOT. 'CUZ EVERYBODY'S SO WORKED UP – MY OFFICER'S STAYING WITH ME THE WHOLE TIME. WHEN YOU HAVE A FIRE, THE OFFICER'S JOB IS TO DO A 360 OF YOUR AREA TO MAKE SURE THERE'S NOT FIRE SOMEWHERE ELSE, THERE'S NOT OTHER OBSTACLES, THERE'S NOT SOMETHING WORSE GOING ON. HE'S NOT DOING THAT – HE'S STAYING RIGHT WITH ME. SO... COPS MESSED UP MY STRETCH. I PUT MY NOZZLE AT THE DOOR, AND I'M TRYING TO UN-CLUSTER MY STRETCH. THE DRIVER GOES AHEAD AND SENDS WATER BEFORE THE KNOTS ARE OUT, SO I'M ALREADY... THIS ISN'T GONNA WORK. THE COPS GRAB THE NOZZLE WHILE IT'S ON THE GROUND, WHILE I'M TRYING TO UNTANGLE EVERYTHING – AND THEY'RE STILL ALL YELLING, "GET THE FUCK IN THERE, GET THE FUCK IN THERE!" THERE'S SO MUCH FIRE YOU CAN'T EVEN SEE THE ENTRY OF THE DOOR. THERE'S NO WAY WE CAN GO IN THERE. THEY'VE ALREADY BEEN THROWING KIDS OUT THE WINDOW – THAT'S, MOM AND DAD HAVE ALREADY JUMPED OUT THE WINDOW.

THERE'S JUST, THEY'RE TELLING US THERE'S TWO FIVE YEAR OLDS IN THERE. SO, MY OFFICER SAYS JUST GO AHEAD AND GET MASKED UP – WHICH IS NOT THE JOB I WAS PREPARED FOR, BUT I'M GETTING IN THAT MINDSET NOW. I'VE GOTTA GO IN NOW. AND, THEY'RE – HE'S JUST GONNA LET THE COPS DEAL WITH THE NOZZLE. SO I MASK UP, AND THAT'S THE STORY THAT HE'S MAKING FUN OF – THAT THE COPS GOT MY NOZZLE. SO, THE COPS ACTUALLY – WHILE FRENCH AND I WERE INSIDE DOING A SEARCH – WERE THE ONES THAT HAD THE NOZZLE. NO FIRE TRAINING, DID NOT UNDERSTAND WHAT THEY WERE DOING. THEY ONLY HIT IT ENOUGH TO GET US INSIDE. WE ACTUALLY WERE IN A VERY DANGEROUS SITUATION WHILE WE WERE INSIDE.

CHAMPION: WAS, UH – GRADIA AT THE FIRE?

: NO.

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CHAMPION: AND, THESE JOKES THAT HE'S MAKING, UM -- OF COURSE, THEY'RE HITTING HOME WITH YOU.

YES. IT'S VERY FRESH -- I'M STILL UPSET ABOUT THE WHOLE SITUATION, AND... YES, HE UPSET ME VERY MUCH.

CHAMPION: AND IS THIS IN FRONT OF . . .

NO, WE -- WE'RE IN THE TRUCK BAY, AND I'M WALKING AWAY FROM HIM, LIKE "I DON'T WANT TO TALK TO YOU." HE MADE THE FIRST COMMENT, I TOLD HIM "YOU DON'T KNOW THE REAL STORY." I CONTINUE TO WALK AWAY FROM HIM, HE MAKES ANOTHER COMMENT -- I DON'T EVEN LOOK AT 'EM, AND I MAKE MY COMMENT AND CONTINUE TO WALK INTO THE STATION TO GET AWAY FROM 'EM.

CHAMPION: SO, NOT A "HOW ARE YOU DOING?" UH, YOU KNOW?

NO. IT WASN'T WE WERE TALKING OR ANYTHING; IT WAS HIM DELIBERATELY COMING UP, TRYING TO GET UNDER MY SKIN.

CHAMPION: DO YOU FEEL THE BEHAVIOR WAS UNPROFESSIONAL?

YES.

CHAMPION: "CHIEF HOLLINGSWORTH STOPPED BY STATION SIXTEEN TO CHECK ON THE MENTAL HEALTH OF THE CREWS AFTER THE FIRE. HE HAD RECEIVED A COPY OF MY ACCOUNT OF THE FIRE FROM LIEUTENANT 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 STATION FOURTEEN WERE DOING, AND HE WAS HEADING BACK OVER THERE TO TALK TO THEM. 01/13/2017."

ALRIGHT, SO -- STOPS BY TO CHECK ON THE MENTAL HEALTH OF THE CREWS. GOOD THING?

MMHM, YEAH.

CHAMPION: OKAY. UM, SO – WHAT WE HAD TALKED ABOUT EARLIER, HE’S CONFIRMING THAT, UH, ALLEN HAD IN FACT SENT HIM YOUR REPORT AND TELLS YOU IT’S NOT SITTING... THE SITUATION’S NOT SITTING WELL WITH HIM. DID HE GO INTO ANY DETAIL ABOUT THAT?

HE DID NOT WANT TO TOUCH ON ANYTHING IN MINE, HE JUST KEPT APOLOGIZING ABOUT EVERYTHING I HAD BEEN, UM, THROUGH, SINCE I HAD BEEN HIRED THERE.

CHAMPION: NOT TOUCHING ON SPECIFICS?

NOT TOUCHING ON SPECIFICS.

CHAMPION: USING THE WORD . . .

HE WAS JUST . . .

CHAMPION: . . . EVERYTHING?

EVERYTHING, AND HE WAS SO SORRY. HE FELT HE HAD LET ME DOWN, AND UM, HE JUST, HE’S LIKE “I JUST WANNA PROMISE YOU THAT THINGS ARE GOING TO CHANGE BECAUSE OF THIS FIRE. I’M GONNA TAKE WHAT YOU WROTE, AND THINGS ARE GOING TO CHANGE.”

CHAMPION: AND, UH, HE “KNEW YOU WERE THE ONLY GIRL, AND YOU DIDN’T HAVE TO ACT TOUGH IN THESE SITUATIONS.”

THAT’S WHY I TOLD HIM I WAS FINE. AFTER THAT COMMENT, I DIDN’T HAVE TO BE “TOUGH” ‘CUZ I WAS A GIRL? I TOLD HIM I WAS FINE.

CHAMPION: YOU’RE A FEMALE – DO YOU HAVE THE MENTAL TOUGHNESS OF A MALE?

[laughing] YES – I CAN HANDLE THIS JUST LIKE THEY ARE.

CHAMPION: WHO DETERMINES THAT?

WE DETERMINE – EVERYBODY DETERMINES ON THEIR OWN HOW TOUGH THEY ARE.

CHAMPION: THIS QUESTION’S JUST INFORMATIONAL – THIS IS, THIS IS EDUCATING ME.

YES.

CHAMPION: LEOs, UH, LAW ENFORCEMENT OFFICERS . . .

MMHM.

**CHAMPION: ... GO THROUGH A PSYCHOLOGICAL EVAL AS PART OF THEIR, UH,
EMPLOYMENT.**

MMHM.

CHAMPION: UH, PRE-EMPLOYMENT.

MMHM.

CHAMPION: IS THAT ANY CRITERIA FOR, UH, FIREFIGHTERS?

SOME DEPARTMENTS – SOME DEPARTMENTS YOU DO THAT.

CHAMPION: UH, SOME, SOME – SPECIFY?

OURS DOES NOT.

CHAMPION: OKAY. SO – SOME DO, IN FACT?

SOME DO, MMHM.

CHAMPION: AND THAT'S ALL APPLICANTS?

MMHM, ALL APPLICANTS, EXACTLY... SO, NOPE – NOT JUST THE GUYS.

**CHAMPION: IS THAT THE WAY YOU FELT ABOUT IT? SEPARATING MALE AND FEMALE
MENTAL TOUGHNESS?**

**I DID, AND CHIEF HOLLINGSWORTH HAD BEEN SO GOOD ABOUT NOT DOING
THAT. SO, HIM MAKING THAT COMMENT – I WAS REALLY SHOCKED BY HIM.**

CHAMPION: NOW – I KIND OF WANNA SWITCH GEARS ON THIS, TOO.

MMHM.

**CHAMPION: HE MAKES A STATEMENT THAT YOU MAY TAKE OFFENSE TO, BUT ON THE FLIP
SIDE, DO YOU FEEL THAT HE WAS GENUINELY CARING FOR YOU IN THIS
INSTANCE AS WELL?**

I FEEL HOLLINGSWORTH HAS BEEN A GOOD GUY THROUGHOUT. HE WAS SUPER OVERWORKED THE WHOLE TIME HE, I HAVE WORKED FOR HIM. I DON'T THINK HE HAS EVER DONE SOMETHING TOWARDS ME THAT WAS INTENTIONAL. I THINK HE MISSPOKE IN THAT TIME, UM, BUT IT WAS THE WRONG THING TO SAY. BUT, I DON'T THINK HE SAID THAT TRYING TO HARM ME.

CHAMPION: DO YOU RESPECT HIM?

YES, I RESPECT HOLLINGSWORTH.

CHAMPION: DO YOU CONSIDER HIM A MENTOR?

HE'S NOT ONE OF MY MENTORS, BUT I RESPECT HIM.

CHAMPION: "AND HE PROMISED ME THAT THINGS WERE GOING TO CHANGE BECAUSE OF IT," ANY SPECIFIC PROMISES?

NO. HE PUT OUT NEW EXPECTATIONS, BUT I HONESTLY CAN NOT TELL YOU ONE THING THAT HAS CHANGED SINCE BECAUSE OF IT.

CHAMPION: OKAY, AND HE PUT OUT "NEW EXPECTATIONS."

MMHM.

CHAMPION: IN, IN WHAT FORM?

IN PAPER – IN A HARD PAPER FORM.

CHAMPION: UH, EMAIL? UM . . .

I THINK HE EMAILED IT TO HIS OFFICERS, AND THEN THEY WERE TO GIVE THEM OUT.

CHAMPION: THIS WAS TO BE DISSEMINATED TO THE TROOPS, OR?

I – THEY WERE TO GO OVER IT WITH US.

CHAMPION: OKAY, AND UM – DO YOU KNOW WHAT CHANGES WERE ADDRESSED?

IT WAS THREE TO FIVE PAGES – I MEAN, IT WAS A LONG THING, BUT . . .

CHAMPION: IS THIS SOMETHING YOU HAVE A COPY OF?

I DON'T KNOW THAT I HAVE A COPY OF THAT WITH ME.

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CHAMPION: OKAY, AND . . .

YEAH.

CHAMPION: . . . AND IT DOESN'T HAVE TO BE WITH YOU.

RIGHT.

CHAMPION: IT'S JUST SOMETHING . . .

YEAH.

CHAMPION: . . . THAT YOU, UM . . .

YEP.

CHAMPION: AGAIN, UPON CONCLUSION OF TODAY – AND AGAIN, ANY, ANY SUPPORTING TEXT MESSAGES, ANY, UM, ANY EMAILS THAT, UM, SUPPORT THE THINGS THAT WE HAVE DISCUSSED – UH, ANY OF THOSE THINGS, I WOULD, UM, LIKE FOR YOU TO PROVIDE COPIES TO SUBMIT INTO THE, UH, EVIDENCE OF THE CASE – ALRIGHT?

OKAY.

CHAMPION: ALRIGHT – "TEXT MESSAGE, JASON CRABBE 01/13/2017:"

"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 WITH THAT. I KNOW YOU KNOW YOUR STUFF, SO JUST MAKING SURE THAT YOU'RE NOT BEATING YOURSELF UP. KEEP YOUR HEAD UP IF IT'S DOWN, STAY STRONG AND KEEP DOING WHAT YOU KNOW. HERE IF YOU WANT TO TALK."

HAVE ANY CONVERSATION WITH HIM ABOUT THIS?

UH, CRABBE AND I HAVE BEEN GOOD FRIENDS. UM, HE NEVER WENT INTO ANY MORE DETAIL ABOUT WHO WAS SAYING WHAT. I JUST FOUND THAT TO BE AN INTERESTING WAY TO PHRASE EVERYTHING RIGHT AFTER EVERYTHING, AND I WAS STILL SO SENSITIVE TO EVERYTHING. I WASN'T TALKING TO ANYBODY.

CHAMPION: AND THE ACTUAL TEXT STATES . . .

THAT IS THE ACT-, YEAH – THAT IS VERBATIM THE ACTUAL TEXT.

CHAMPION: THEY'RE TALKING ABOUT YOUR LEADERSHIP? YOUR LEADERSHIP AND YOU, AND YOUR LEADERSHIP OF THOSE THAT YOU'RE UNDER?

I DON'T KNOW – YOU'D HAVE TO ASK CRABBE.

CHAMPION: ALRIGHT, UM – "EMAIL / PHONE CALL, NICK GRADIA 02/22/2017:"

"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 EIGHT MEETING (02/13/2017) AND HELPED LAUNCH THE CONCEPT TO THE FPF AND FIREFIGHTERS ACROSS THE STATE."

BACK STORY – IS THAT THE TITLE TO SOMETHING, OR IS THAT . . .

NO, NO, NO – I WAS JUST LETTIN' YOU KNOW WHAT THE BACK STORY FOR THIS PHONE CALL WAS.

CHAMPION: OKAY.

YEP, WHAT I HAVE BEEN DOING THAT SEEMED TO TRIGGER GRADIA.

CHAMPION: ALRIGHT. SO, UH:

"MIKE BELLAMY INVITED ME TO SPEAK AT THE EIGHTH 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."

UH, NEXT BULLET:

"MIKE WAS UNAWARE OF MY ISSUES AT THE COUNTY, AND MY ISSUES WITH THE PRESIDENT AND VICE PRESIDENT OF THE UNION."

OKAY, PAGE NUMBER THIRTEEN:

"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.”

WE’RE GONNA STOP RIGHT THERE AND DISCUSS THIS FOR A MOMENT. YOU’RE
A UNION MEMBER?

YES.

CHAMPION: WHOSE UNION IS IT?

IT IS MINE, BUT THEY – IT’S ALL OF OURS, IT’S NOT JUST MINE OR THEIRS, IT’S
ALL OF OURS. UM, BUT THEY CONTINUED TO MAKE SURE I DON’T HAVE THE
SAME RIGHTS AS EVERYBODY ELSE.

CHAMPION: SO, NICK MAKES THE STATEMENT, “IF YOU ARE REPRESENTING MY UNION.”

YES.

CHAMPION: DID HE TAKE OWNERSHIP OF THAT. . .

YES.

CHAMPION: . . . UNION? AND THAT’S OUR UNION?

YES.

CHAMPION: WE PAY DUES TO BE A MEMBER OF THAT UNION?

YES.

CHAMPION: WATSON STATES, “YEAH, DON’T BE A SNEAKY LITTLE BITCH ABOUT IT.” DID YOU
FEEL THAT STATEMENT WAS DIRECTED AT YOU?

YES.

CHAMPION: SO, YOU WEREN’T AT . . .

I – I DON’T GO TO UNION MEETINGS ANYMORE BECAUSE OF THOSE TWO.

CHAMPION: ALRIGHT, SO – UM, THIS IS, UH, HEARSAY FROM THE TWO . . .

∴ YES.

CHAMPION: . . . WHO INFORM YOU.

YES.

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CHAMPION: WHO ARE THE TWO?

IT WAS KYLE SAXTON AND JEFF ROHRER.

CHAMPION: [pause] OKAY:

"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."

MEANING?

UM, I TOLD HIM ABOUT THE ISSUES I HAD BEEN HAVING WITH NICK AND WATSON, UM, ESPECIALLY THE THINGS WATSON HAD BEEN DOING TO ME. UM, AND SO – MIKE IS THE VP, THE DISTRICT VP. SO, HE'S THE ONE WHO KINDA HELPS THE UNIONS BE BIGGER THAN THEY REALLY ARE, AND HELPS THEM GET MORE SEATS AT THE TABLE AND THINGS LIKE THAT, SO. NICK HAS BEEN TRYING TO GET WITH BELLAMY FOR A WHILE NOW, AND I ACTUALLY ALREADY KNEW BELLAMY BEFORE NICK DID. SO, WHEN HE FOUND OUT HOW HE WAS TREATING ME, IT WAS VERY UPSETTING TO BELLAMY. BELLAMY IS CURRENTLY A TALLAHASSEE FIREFIGHTER, AS WELL.

CHAMPION: [pause] SO, AGAIN – UH, NICK'S LAST NAME?

GRADIA.

CHAMPION: GRADIA, OKAY. SO, GRADIA AND WATSON – THEY'RE WITH THE LOCAL CHAPTER OF THE UNION?

THEY'RE PRESIDENT AND VICE PRESIDENT.

CHAMPION: RIGHT, WHEREAS, UM – MIKE IS AT THE NEXT TIER . . .

RIGHT, THE NEXT STEP UP – MMHM.

CHAMPION: OKAY – AND HE, UM, HE LENDS HIS ASSISTANCE TO YOU IF IT'S NEEDED?

RIGHT.

CHAMPION: UM, SINCE THIS, HAVE YOU EVER ASKED FOR IT?

I HAVE NOT. I HAVE NOT, UM – I’VE TRIED TO KEEP HIM OUT OF IT, AND I REALLY DON’T WANT TO INVOLVE, UM, HIM IF IT’S NOT NECESSARY.

CHAMPION: “NICK SENT ME AN EMAIL ON 02/22/2017, 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 1635; THE PHONE CALL LASTED FORTY ONE 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 EIGHT 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 BADMOUTH ME ANY MORE, 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 BACKTRACKED 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 LIEUTENANT RICHARDSON HAD TOLD THEM TO STOP, AND I WAS HAPPY WITH THE OUTCOME WHEN LIEUTENANT 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 ENDED UP ON W.E.A.R. (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 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 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 TWENTY FOUR HOURS LATER HE WAS STARTING NEW SHIT. I REFUSED HIS RESOLUTION.

HE SAID THAT HE WAS SURE HE WOULD GET A DIFFERENT STORY ON ALL ACCOUNTS OF WHAT I 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 TOLD HIM ABOUT 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."

LITTLE BIT OF A LENGTHY STATEMENT, BUT UH . . .

IT WAS A LONG PHONE CALL.

CHAMPION: JUST, UH – SO HE'S TELLING YOU, YOU NEED TO HANDLE YOUR ISSUES THROUGH THE UNION.

NO – HE WAS GIVING ME OPTIONS, BUT HE REALLY DIDN'T WANT ME TO GO THROUGH THE UNION. AND EVEN NOW, HE'S REFUSED TO LET ME USE THE UNION. WHEN HE TALKS HERE ABOUT USING THE UNION, HE WAS USING THE BODE STORY AS A THREATENING WAY. UM, BODE, UM – IS KNOWN AS BEING A VERY INTIMIDATING PERSON, AND HE WENT INTO DETAIL ABOUT BODE'S ISSUE. BODE WAS IN THE WRONG. BODE WAS IN THE WRONG, EMS WAS RIGHT – BUT BECAUSE THE EMS PERSON DID NOT WANT TO FACE BODE, THE UNION WAS ABLE TO GET BODE OFF BECAUSE NOBODY WANTED TO FACE HIM. SO, IF I WAS GONNA GO THROUGH WITH ANYTHING – ESPECIALLY AGAINST WATSON – THAT I WAS GONNA HAVE TO FACE HIM, AND THAT I WASN'T GONNA WANT TO DO THAT. AND, THAT WAS THE POINT WATSON WAS TRYING TO MAKE.

CHAMPION: FLORIDA STATE STATUTE 112.80 – THAT'S THE FIREFIGHTER BILL OF RIGHTS. ARE YOU FAMILIAR WITH THOSE BILL OF RIGHTS?

I'VE READ THROUGH THEM, YES SIR.

CHAMPION: YOUR COLLECTIVE BARGAINING AGREEMENT – UM, FOR THE FIREFIGHTERS. HAVE YOU MADE YOURSELF FAMILIAR WITH THAT?

I HAVE NOT READ THROUGH THE NEWEST ONE, BUT I'VE READ THROUGH THE LAST ONE.

CHAMPION: WHERE IS THIS "FACE YOUR ACCUSER" RULE COMING FROM?

THAT'S WHAT MY PRESIDENT OF MY DEPAR-, ER, MY UNION IS TELLING ME.

CHAMPION: THAT IT'S NON-EXISTENT?

THAT IT EXISTS, SO I'M INTIMIDATED INTO NOT REPORTING STUFF.

CHAMPION: I'M, I'M ASKING YOU – THROUGH YOUR COLLECTIVE BARGAINING, AND THROUGH YOUR FLORIDA STATE STATUTE 112 FIREFIGHTER, FIREFIGHTER BILL OF RIGHTS; HAVE YOU SEEN IT ANYWHERE IN THERE WHERE YOU HAVE TO FACE YOUR ACCUSER?

I HAVE NOT.

CHAMPION: HE TELLS YOU THAT, UM – HE'S CERTAIN THAT WATSON IS GOING TO GIVE HIM ANOTHER STORY. DID YOU TAKE THAT AS AN ENDORSEMENT FOR WATSON?

YES, I DID.

CHAMPION: AND THROUGH THIS CONVERSATION, HE HAS EMPHASIS ON "YOU NEED TO MAKE THEM AWARE" OF SITUATIONS – THEM BEING THE UNION?

YES. WELL, NOT THEM – JUST GRADIA, THAT I NEED TO TELL GRADIA WHEN THINGS ARE GOING ON.

CHAMPION: BUT IN A – GRADIA'S POSITION WITHIN THE UNION? THAT BEING THE REASON WHY YOU NEEDED TO TELL HIM?

HE BLURS THE LINE SO MUCH BETWEEN LIEUTENANT AND PRESIDENT OF THE UNION THAT HE JUST WANTS TO BE INFORMED. AND, I DON'T KNOW WHAT HE WANTED TO BE INFORMED ON, BUT HE OBVIOUSLY WAS KEEPING UP TABS IF HE KNEW ABOUT THE RICHARDSON, AND HE HAD ALREADY LOOKED INTO IT. UM, BUT, YOU KNOW – HIM MAKING A STATEMENT AS BOLD AS CHIEF GRACE AND CHIEF WILLIAMS, THE FIRE CHIEF AND THE DEPUTY CHIEF, "CAN'T DO SHIT" BUT I CAN... THAT'S A PRETTY BOLD STATEMENT FOR SOMEBODY TO BE SAYING.

CHAMPION: AT SOME POINT, THIS TRANSITIONS INTO, UM, CHIEF IKE.

YES.

CHAMPION: WHAT IS, WHAT IS THIS ALL ABOUT?

I DON'T REMEMBER WHERE IT WAS IN THE CONVERSATION, BUT I REMEMBER HE THREW THAT IN THERE – AND I HAD JUST TAKEN NOTES DURING THE TIME WE WERE TALKING, SO AFTER WE TALKED I TYPED EVERYTHING UP TO MAKE SURE I HAD EVERYTHING THERE. UM, BUT I ALSO TOOK THAT ON THE FACT THAT, YOU KNOW, HE'S EVEN TELLING ME HE'S INTIMIDATING CHIEF OFFICERS; NOW, CHIEF IKE DOESN'T HAVE ANY UNION PRIVILEGES. ONCE YOU MAKE CHIEF OFFICER, YOU'RE NOT PART OF THE UNION ANYMORE – BUT, HIM SAYING... AND HE HAD TO "SET CHIEF IKE STRAIGHT" ON THAT FACT? CHIEF DOES A LOT FOR THE UNION AND DONATES A LOT OF MONEY TO THE UNION, BUT FOR GRADIA TO BE THAT BOLD AS TO ALSO SAY THAT STATEMENT ABOUT HIM . . .

CHAMPION: DID HE SAY WHAT HE WAS REFERENCING WITH THE GET OUT OF JAIL FREE CARDS?

I – I VAGUELY REMEMBER HE WAS IN TROUBLE AT THAT TIME ABOUT SOMETHING, BUT I DON'T REMEMBER WHAT IT WAS. AND, THE FACT THAT HE WAS BRINGING UP SOMEBODY'S PERSONAL BUSINESS... UM, AROUND WHAT TIME WAS THAT... I DON'T KNOW THAT'S WHEN THE LIEUTENANTS, I MEAN, THE BATTALION CHIEFS WERE ON. I'M NOT SURE WHAT THE EXACT IKE PROBLEM AT THAT TIME WAS.

CHAMPION: UH, SWITCHING BACK TO EARLIER, UM, AND MAKING REFERENCE TO THE "RSVP," UM – HOW, HOW WERE YOU MADE AWARE OF THE RSVP?

BELLAMY TOLD ME. UM, BELLAMY ACTUALLY DIDN'T TELL ME UNTIL AFTERWARDS THAT HE... AT THE END OF IT, UM, WELL IT WAS ACTUALLY – WE WAITED FOR MY SPEECH A LITTLE BIT LONGER, FOR MY PRESIDENT TO SHOW UP. BELLAMY WAS LIKE, "NICK RSVP, MAYBE HE'S JUST CAUGHT IN TRAFFIC," BECAUSE IT WAS LITERALLY, UM, OTHER SIDE OF SANDESTIN IS WHERE WE DROVE AND ALL OF US MET. I MEAN, IT WAS FIREFIGHTERS FROM TALLAHASSEE TO PENSACOLA. IT WAS QUITE A FEW OF US, AND BELLAMY WAS LIKE, "NICK SAID HE WAS GONNA BE HERE, SO LET'S WAIT – I WANT, I WANNA MAKE SURE HE'S HERE TO HEAR ABOUT THIS TOO," AND EVERYBODY IN THE ROOM WAS SO EXCITED ABOUT WHAT WE WERE STARTING.

FINALLY, IT WAS LIKE, "OH, I GUESS SOMETHING CAME UP." THEN AFTERWARDS, HE WAS LIKE, "YOU KNOW, I TALKED TO HIM TWICE." HE WAS LIKE, "HE RSVP ORIGINALLY, AND THEN AFTER YOU, UM, CONFIRMED THAT YOU WOULD DO THIS I CALLED HIM AGAIN AND I TOLD HIM," AND I SAID, "WELL THAT WAS IT. YOU TOLD HIM I WAS GONNA BE HERE, THAT'S WHY HE DIDN'T SHOW UP."

CHAMPION: SO, WAS THIS A ONE TIME EVENT?

THIS WAS A ONE TIME EVENT. I WAS WORKING, UM, WITH A FIREFIGHTER FROM TALLAHASSEE, AND THEN A FIREFIGHTER FROM THE JACKSONVILLE AREA ON A SPECIAL COMMITTEE. AND, UM – I WAS, UM, PREPARING PAPERS AND THINGS LIKE THAT FOR BELLAMY TO PRESENT, BUT THIS, UM, SPECIFIC PRESENTATION BELLAMY WANTED ME TO GIVE. SO, I GAVE THIS ONE.

CHAMPION: OKAY – WE'RE AT THE, UM, ONE HOUR AND TWELVE MINUTE MARK. HOW ARE YOU FEELING?

I'M OKAY.

BRANNING: GOOD TO GO.

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CHAMPION: OKAY, UH – BOTTOM OF PAGE FOURTEEN; “RACIAL INTOLERANCE AGAINST FIREFIGHTER,” ESPINAL?

YES, ESPINAL.

CHAMPION: 03/05/2017:

“THE NEW FIREFIGHTER AT STATION THIRTEEN WHILE WASHING DISHES TELLS BOTH LIEUTENANT 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.”

DID HE EVER IDENTIFY WHO SAID THIS TO HIM?

NO, HE DID NOT.

CHAMPION: JUST EXPRESSED THAT IT WAS MESSED UP?

YES.

CHAMPION: UH, AND HE WAS NEW TOO?

BRAND NEW. BUT, IT’S... YET AGAIN, IT’S ANOTHER FIREFIGHTER WHO’S STARTING TO REACH OUT IN THE BEGINNING OF THEIR CAREER, THAT’S ALREADY HAVING STUFF HAPPEN. BUT, HE IS VOICING THINGS THAT ARE WRONG THAT ARE HAPPENING TO HIM, BUT HIS LIEUTENANT DIDN’T PUSH TO FIND OUT WHO IT WAS, AND HE’S ALREADY HAVING THINGS HAPPEN TO HIM.

CHAMPION: CULTURE IN A WORKPLACE – IS IT IMPORTANT TO THE SUCCESS?

YES.

CHAMPION: HOW WOULD YOU DEFINE THE CULTURE THAT YOU HAVE EXPERIENCED?

AWFUL. BROKEN.

CHAMPION: REPAIRABLE?

OVER TIME, BUT YES – I DON'T THINK ANYTHING IS BEYOND BEING REPAIRED. BUT, IT'S DEFINITELY GOING TO TAKE A LOT OF EDUCATION. AND, SOME OF THESE PEOPLE AREN'T GOING TO CHANGE, AND THEY 'RE JUST NOT GONNA WORK IN THE NEW CULTURE.

CHAMPION: THROUGH OUR DISCUSSIONS, UH – YOU HAVE MADE REFERENCE TO YOU HAVING BROUGHT MATTERS TO DIFFERENT SUPERVISORS' ATTENTION. YOU'VE BEEN TOLD THINGS ARE GOING TO CHANGE, MADE REFERENCE TO, UM, EVEN A... LIKE YOU SAID, FIVE PAGE DOCUMENT BEING PUT OUT WITH NEW EXPECTATIONS. HAVE YOU SEEN A POSITIVE CHANGE?

NO.

CHAMPION: HAVE ANY OF THE MATTERS THAT YOU'VE ADDRESSED BEEN REPAIRED AND FIXED; HAVE A SUCCESSFUL SOLUTION TO?

[lengthy pause] I WASN'T GETTING TRAINING, AND I GOT MOVED WITH LIEUTENANT ALLEN, WHO GAVE ME TRAINING. SO, I CAN'T SAY NO. I MEAN, SOME OF 'EM – SOME THINGS I WAS GIVEN. UM, WHEN THEY FOUND OUT THEIR WERE PROBLEMS, A BAND-AID WAS PUT ON IT AND I WAS JUST MOVED OUT OF THAT SITUATION... WHICH WASN'T ACTUALLY FIXING IT, IT WAS JUST "WELL, LET'S NOT LOOK AT THAT. LET'S MOVE HER SOMEWHERE ELSE," AND THEN THAT'S FIXING IT. BUT, THAT'S NOT REALLY FIXING IT. WHAT HAPPENS IF THEY HIRE ANOTHER GIRL? ARE YOU JUST NOT GONNA PUT ANY OF THE GIRLS AT THAT STATION?

CHAMPION: AND YOU MADE REFERENCE THEN TO, UH, "I WAS MOVED," AND I JUST KIND OF WANNA JUMP TOWARDS, UH, THE END.

MMHM.

CHAMPION: UM, WE HAVE, UH, PAGE NUMBER TWENTY THREE AND YOUR STATION ASSIGNMENTS. AND, SO TWENTY THREE / TWENTY FOUR – UH, STATION ASSIGNMENTS – TEN STATION ASSIGNMENTS?

TEN STATION ASSIGNMENTS.

CHAMPION: AND THIS IS FROM... OCTOBER OF THIS YEAR WOULD BE THREE YEARS?

TWO YEARS.

CHAMPION: TWO?

OCTOBER OF '15 TO '17. TWO YEARS.

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**CHAMPION: TWO YEARS, OCTOBER – OCTOBER OF 2015. SO, WE’RE UNDER TWO YEARS.
UNDER TWO YEARS.**

**CHAMPION: ARE YOU AWARE OF ANY OF YOUR FELLOW FIREFIGHTERS HAVING THAT MANY
TRANSFERS IN THAT PERIOD OF TIME?**

NO.

**CHAMPION: HOW DO – HOW DO TRANSFERS... I MEAN I, ME NOT UNDERSTANDING YOUR
OCCUPATION. UM, FOR ME TO LOOK AT IT, OKAY – I HAVE A NEED AT THIS
DEPARTMENT AND I’M GOING TO MOVE THIS PERSON THERE. SO, UH,
TRANSFER BASED UPON NEED. UM, HOW ARE TRANSFERS TYPICALLY
CONDUCTED WITHIN THE FIRE DEPARTMENT SINCE YOU’VE BEEN EMPLOYED
THERE?**

**SOME WERE AS LITTLE AS TWENTY FOUR HOURS AND YOU’LL BE AT THE
STATION NEXT SHIFT – AND THAT WAS AS LITTLE INFORMATION AS I GOT.**

**CHAMPION: NOT PERTAINING TO YOU, BUT TRANSFERS THAT YOU’VE OBSERVED WITH
OTHERS – WHAT WERE THOSE TRANSFERS BASED UPON?**

UM, SOME HAVE BEEN MOVED TO STATIONS THEY WANT TO GO TO. UM . . .

CHAMPION: LIKE YOU PUT IN A REQUEST TO TRANSFER?

**REQUEST, YES, BECAUSE THEY WANT TO – OR, LIKE SPECIAL OPS AND HAZMAT
ARE TWO VERY HOT, UM, ASSIGNMENTS. YOU WANT THOSE. UM, AND SO
THEY’LL APPLY FOR THAT OR WANT THAT. NOT SO MUCH APPLY, BUT THEY PUT
OUT, LIKE A DREAM SHEET? UM, AND YOU KINDA LET YOUR BATTALION CHIEFS
KNOW THAT’S KIND OF WHAT YOU’RE WANTING; OR, A LOT OF OUR BATTALION
CHIEFS PICK AND CHOOSE WHO THEY WANT WHERE, AND SO THAT’S WHERE
THEY END UP GOING.**

CHAMPION: SO, OF YOUR TEN TRANSFERS – HOW MANY OF THOSE DID YOU REQUEST?

**I THINK THE DREAM SHEET’S ONLY BEEN OUT TWICE SINCE I’VE BEEN AT
ESCAMBIA; I’M NOT POSITIVE ON THAT. I THINK TWICE – AND I TOLD
HOLLINGSWORTH I WANTED TO WORK FOR LIEUTENANT DIAMOND. I DIDN’T
CARE WHAT STATION. I WANTED TO WORK FOR DIAMOND... AND THEN I DON’T
REMEMBER WHAT I PUT, WHAT STATIONS I PUT ON THE OTHER DREAM SHEET,
BUT . . .**

CHAMPION: SO, OF – OF THE TEN TRANSFERS . . .

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YES, OF THE TEN – IT MIGHT HAVE BEEN TWO.

CHAMPION: OKAY, SO THAT . . .

MAYBE.

CHAMPION: . . . SO, THAT LEAVES US WITH... WELL, THE FIRST – THE FIRST ASSIGNMENT IS WHAT YOU'RE ASSIGNED. SO, THEN WE HAVE NINE ACTUAL TRANSFERS THEN. CORRECT?

CORRECT.

CHAMPION: OKAY, SO STATION NINETEEN TO BEGIN YOUR CAREER IS AN ASSIGNMENT.

MMHM.

CHAMPION: THEN, EVERYTHING THEREAFTER IS A TRANSFER.

MMHM.

CHAMPION: SO, OF NINE TRANSFERS, TWO ARE REQUESTED – AND YOU HAVE SEVEN . . .

AND TWO ARE REQUESTED BECAUSE THEY'RE MAKING HUGE SHAKE-UPS OF THE WHOLE DEPARTMENT. EVERYBODY'S MOVING AROUND AT THAT TIME. UM, SOME PEOPLE ARE STAYING WHERE THEY ARE – BUT THE MAJORITY IS MOVING AROUND AT THAT TIME. BUT, UM – YEAH.

CHAMPION: SO, SEVEN – LET'S, LET'S JUST, FOR A GOOD SOLID NUMBER . . .

MMHM.

CHAMPION: . . . SEVEN OF 'EM ARE TRANSFERS AT THE DISCRETION OF THE DEPARTMENT.

YES.

CHAMPION: AND THAT DISCRETIONARY TRANSFER – IS THAT A RIGHT OF THE AGENCY TO PUT THE PEOPLE WHERE THEY WANT TO PUT THEM?

I DON'T KNOW THE SOG OR WHATEVER, BUT I . . .

CHAMPION: ARE YOU AWARE OF ANYONE ELSE HAVING THAT MANY TRANSFERS IN A . . .

NO.

CHAMPION: SUCH A, A COMPARABLE . . .

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NO.

CHAMPION: ... PERIOD OF TIME?

NO.

BRANNING: [whispering]

NORMALLY, SOMEONE BEING MOVED THAT OFTEN IS BECAUSE OF DISCIPLINARY ACTION.

CHAMPION: IN REFERENCE TO DISCIPLINARY ACTION – IN YOUR TENURE, HAVE YOU EVER RECEIVED ANY DISCIPLINE?

NO.

CHAMPION: TO DATE, HOW MANY PERFORMANCE EVALUATIONS HAVE YOU HAD?

I DO NOT KNOW THE OFFICIAL AMOUNT – I KNOW I'VE HAD TWO YEARLIES [sic], AND THEN WE HAVE TO HAVE SO MANY WEEKLIES, AND THEN MONTHLIES UNTIL OUR SIX MONTHS, WHICH IS WHEN WE PASS PROBATION. SO, I HAVE A BUNCH OF THOSE.

CHAMPION: AND, AND – WITH YOUR EVALS, UM, DO YOU SIGN OFF ON THEM?

YES.

CHAMPION: AND YOU RECEIVE A COPY OF THEM?

SOME OF MY LIEUTENANTS GAVE ME COPIES, SOME DIDN'T. I NEVER RECEIVED A COPY OF THIS LAST – MY FINAL YEAR ONE. BUT, I AM ALWAYS, UM, MEETS OR EXCEEDS MEETS. THEY ARE ALWAYS GREAT EVALUATIONS, AND THE THINGS MY OFFICERS HAVE WRITTEN ABOUT ME HAVE BEEN STELLAR.

CHAMPION: AND WHEN YOU SAY, "THE THINGS THAT YOUR OFFICERS HAVE;" YOU'RE EITHER AN OFFICER OR A FIREFIGHTER?

EXACTLY, SO LIEUTENANTS.

CHAMPION: SO, YOUR OFFICERS ARE YOUR SUPERVISORS?

YES.

CHAMPION: SO, ALL THE THINGS THE SUPERVISORS HAVE WRITTEN ABOUT YOU HAVE – AND, AND, DOES THIS SUPPLEMENT YOUR EVAL, OR IS IT PART OF THE EVAL?

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IT IS THE EVAL

CHAMPION: OKAY.

YES.

CHAMPION: OKAY, SO THEN YOU'RE -- YOU'RE GRADED, AND THEN THERE'S A PORTION FOR THEIR NARRATIVE?

YES, THEY HAVE TO DO A NARRATIVE WITH THE GRADE.

CHAMPION: AND THEY ARE, THEY ARE ALL . . .

YES.

CHAMPION: . . . MEETS OR EXCEEDS?

YES.

UNKNOWN: [unintelligible] SECURITY OF THE BUILDING . . .

BRANNING: I'M GLAD SHE ASKED THAT, BECAUSE I WAS GOING TO ASK YOU THAT DURING BREAK. THE LONGER THE DAY GOES, THE MORE THE BRAIN CAN START TO GET EXHAUSTED AND IT'S NOT AS SHARP . . .

MMHM.

BRANNING: . . . AND IT'S, IT'S BEEN, UH . . .

MMHM.

BRANNING: UH, SO -- I'M THINKING . . .

[WHISPERED CONVERSATION BETWEEN BRANNING AND

BRANNING: YEAH, L-, LET'S -- LET'S PUT A CAP ON IT.

CHAMPION: OKAY, UM -- LET'S GO AHEAD AND TAKE A, UM, LET'S GO AHEAD AND TAKE A RECESS. AND IT'S, UH, 1607 HOURS.

ALRIGHT.

BRANNING: I, I KNOW . . .

[FOURTH RECESS]

CHAMPION: SEPTEMBER 27, 2017, AT 1615 HOURS. WE ARE RESUMING FROM THE SHORT RECESS WE JUST TOOK. AGAIN, DID THE RECESS – DID I THREATEN, COERCE OR COACH YOU IN ANY MANNER?

NO SIR.

CHAMPION: DID I ASK YOU ANY QUESTIONS PERTAINING TO THESE ALLEGATIONS DURING THE BREAK?

NO SIR.

CHAMPION: ALRIGHT, CONTINUING ON PAGE NUMBER FIFTEEN. "E8 AND L19 TRAINING – ULYSES GONZALEZ, 03/23/2017:"

"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."

TELL ME ABOUT THAT.

UM, OUR UNIFORMS – WE CAN EITHER WEAR PANTS OR SHORTS, BUT EVERYBODY IN THE COMPANY HAS TO BE WEARING ONE OR THE OTHER. SO, ENGINE EIGHT – WEARING SHORTS MEANS EVERYBODY WAS WEARING SHORTS. MY, UH, COLUMBIA SHORTS GO TO RIGHT ABOUT THERE, BUT WHEN I'M TALK... HALFWAY PAST MY THIGH AREA, I GUESS IS THE WAY YOU WOULD EXPLAIN THAT? UM, ULY IS HIS SHORTENED NAME. IT'S WHAT EVERYBODY CALLS HIM, IS ULY – UM, CAME UP AND IT WASN'T SO MUCH ON THE THIGH, IT WAS MORE THE INNER THIGH... HE CAME UP AND POKED ME LIKE THAT, LIFTING UP MY SHORTS. UM, AFTER THE OTHER TWO INCIDENCES, I WAS VERY UPSET THAT THESE GUYS FEEL LIKE THEY CAN JUST COME UP AND TOUCH ME WHENEVER THEY WANT TO. SO, OF COURSE I DID SAY HE COULDN'T TOUCH ME, BUT AGAIN, I WAS UPSET. UM, JEFF HOWARD WAS ON MY CREW AT THAT TIME. HE SAW THAT I WAS VISIBLY UPSET. UM, I WAS VERY ANGRY. UM, AND, UM – HE SAW ME LIKE THAT WHILE I WAS GETTING BACK ON TO THE ENGINE, UM... AND I MADE MENTION TO IT, BUT NOTHING WAS EVER SAID PAST THERE OR DONE ABOUT IT.

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CHAMPION: OKAY, AND UH – MR. GONZALEZ, IS HE, UM, ASSIGNED TO TRAINING? OR CONDUCTS THE TRAINING?

NO, HE'S A FIREFIGHTER THAT WAS WORKING OVERTIME AT STATION NINETEEN. SO, HE WAS ON LADDER NINETEEN THAT DAY. HOWARD AND I WERE ON ENGINE EIGHT. WE WERE DOING A MULTI-COMPANY DRILL.

CHAMPION: SO, THIS IS JUST AN INDIVIDUAL WHO TOOK IT UPON THEMSELVES [sic] TO TELL YOU YOUR SHORTS WERE TOO SHORT.

NO, HE WAS JUST SAYING I NEEDED TO DO MORE SQUATS. HE WAS TRYING TO TALK ABOUT EXERCISING AND STUFF LIKE THAT. IT WAS COMPLETELY UNRELATED TO THE TRAINING WE WERE DOING. WE WERE DOING PUMP TRAINING IN A PARKING LOT.

CHAMPION: OKAY, SO HE JUST – HE JUST POKES YOU, IT'S NOT ANYTHING TO DO WITH THE SHORTS THAT YOU'RE WEARING?

NO, IT WAS JUST AN INAPPROPRIATE PLACE FOR HIM TO BE TOUCHING ME.

CHAMPION: WHEN YOU TOLD HIM NOT TO TOUCH YOU . . .

I TURNED AROUND AND WALKED OFF, SO I DIDN'T GIVE HIM TIME TO TALK TO ME.

CHAMPION: AND HAVE YOU HAD INTERACTION WITH HIM IN THE PAST?

UM, REALLY – NO, I HAD SEEN HIM ONCE AT A CONFERENCE BEFORE, BUT I HAD NEVER WORKED WITH HIM BEFORE.

CHAMPION: SO, YOU REALLY KNEW NOTHING ABOUT HIM?

NO.

CHAMPION: I MEAN, YOU KNOW, WE WORK WITH PEOPLE, UM – WE HAVE CERTAIN PEOPLE WHO ARE KIND OF, UH, TOUCHY FEELY PEOPLE . . .

. . . MMHM.

CHAMPION: UH, I SEE YOU, UH, I WANT A HUG.

RIGHT.

CHAMPION: AND, THAT'S ALMOST THEIR WAY OF SAYING "GOOD MORNING, HELLO."

YEP.

CHAMPION: UM, SOME FOLKS FEEL COMFORTABLE . . .

MMHM.

CHAMPION: . . . ENGAGING IN THAT.

YEAH.

CHAMPION: OTHER FOLKS DON'T. UH, SOME FOLKS WILL WALK UP TO YOU, UH, WRAP THEIR ARM AROUND YOUR SHOULDER, WALK WITH YOU, MAKE SMALL TALK.

I DIDN'T OBSERVE HIM TOUCHING ANY OF THE GUYS, SO I DIDN'T SEE THAT HE WAS A TOUCHY FEELY GUY LIKE THAT.

CHAMPION: OKAY – AND IN OTHER INSTANCES WHERE YOU HAVE BEEN TOUCHED . . .

MMHM?

CHAMPION: AGAIN, ARE THESE TOUCHY PEOPLE? UM . . .

NO. I'M REFERRING TO THE GUY GRABBING MY HIPS, AND THEN THE GUY PATTING ME ON THE BUTT. THOSE ARE THE OTHER INSTANCES I'M REFERRING TO.

CHAMPION: ALRIGHT, SO THE, UM – INSTANCE, WITH MR. GONZALEZ. REPORTED?

I TOLD, UM, THE SENIOR FIREMAN ON MY TRUCK, HOWARD – BUT THAT WAS THE ONLY PERSON I TOLD.

CHAMPION: WHAT'S MISTER HOWARD'S FIRST NAME?

JEFF – JEFF HOWARD.

CHAMPION: OKAY, UM – MR. HOWARD MAKE ANY COMMENT ON THE ACTIONS?

UH – I DO NOT REMEMBER HIM SAYING ANYTHING. LIKE I SAID, I WAS VERY MAD AND I WAS UPSET, AND I'M A VERY BUBBLY PERSON. I'M ALWAYS HAPPY, I'M ALWAYS SMILING... SO FOR THEM TO SEE ME MAD, IS NOT ANYTHING THEY REALLY SEE ME, EVER. SO, HE WAS VERY TAKEN OFF GUARD BY THAT. UM, AND THEN THEY DEFINITELY DON'T EVER SEE ME UPSET. SO, UM... HE WAS TAKEN OFF GUARD BY THAT.

CHAMPION: AND IT'S, UM – ANY WITNESSES TO THIS INCIDENT?

HE DID IT IN FRONT OF EVERYBODY. LIKE, WE WERE ALL SITTING THERE, TELLING EACH OTHER BYE – ENGINE EIGHT AND LADDER NINETEEN. SO, I WAS UPSET BY HIM TOUCHING ME, BUT IT WOULD HAVE BEEN EVERYBODY THAT WAS THERE THAT DAY. I DON'T . . .

CHAMPION: ANY, ANY COMMENT WITH THE TOUCH?

UH, ULY? OR ME?

CHAMPION: UH, NO – UH, MR. GONZALEZ.

ULY, WHEN HE DID IT, HE TOLD ME I NEEDED TO DO MORE SQUATS. THAT WAS HIS COMMENT HE MADE WITH IT. WHICH, THE INNER THIGH WOULD NOT BE WHAT SQUATS WOULD TRIGGER ANYWAYS, IT WOULD BE THE OUTER THIGH.

CHAMPION: OKAY, SO – SO WHEN HE COMES UP TO YOU AND TELLS YOU, YOU NEED TO DO MORE SQUATS, HE'S ALSO . . .

HE'S TOUCHING ME AT THE SAME TIME.

CHAMPION: ALRIGHT – “STATION THIRTEEN, LIEUTENANT BRASK TALK; LIEUTENANT BRASK, 05/07/2017:”

“LIEUTENANT BRASK MADE A COMMENT COMPARING A TIC TO A DILDO.”

WHAT'S A T-I-C?

IT'S A TIC – IT'S A THERMAL IMAGING CAMERA.

CHAMPION: ALRIGHT.

“AFTER THE COMPARISON, HE TOLD FIREFIGHTER ESPINAL TO ASK FIREFIGHTER NIGH OR ME WHAT THAT WAS BECAUSE WE WOULD HAVE THEM, AND WE COULD TELL HIM MORE ABOUT THEM.”

SO, UM – YOU WOULD HAVE DILDOS?

YES – COMPLETELY INAPPROPRIATE.

CHAMPION: AND THIS IS LIEUTENANT BRASK?

NOW CHIEF BRASK, YES.

CHAMPION: MAKING THIS COMMENT.

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YES.

CHAMPION: DID THAT CONVERSATION GO ANY FURTHER?

NO, HE – HE SWITCHED IT TO SOMETHING ELSE.

CHAMPION: DID YOU SAY ANYTHING TO HIM?

NO, 'CUZ HE IMMEDIATELY SWITCHED IT TO A DIFFERENT CONVERSATION.

CHAMPION: [pause] AFTER IT WAS OVER WITH, DID, UH, ESPINAL OR NIGH MAKE ANY COMMENT?

NO – NO, WE DIDN'T TALK ABOUT THAT. BRASK IS KNOWN FOR MAKING COMMENTS LIKE THAT, OR BEING OFF-COLOR, SO NOBODY WOULD'VE MADE A COMMENT ON THAT PARTICULAR COMMENT.

CHAMPION: "WHILE WRITING A REPORT, LIEUTENANT BRASK CORNERED ME AND ASKED ME IF I WAS HAPPY WITH MY DECISION. I ASKED HIM WHAT HE MEANT BY THAT, AND 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 CHOSE 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. 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 NEEDED TO BE ADDRESSED. HE JUST DIDN'T KNOW HOW TO APPROACH IT. OUR TALK WAS ALSO CUT SHORT BY A CALL."

[pause] SO, YOU'RE TRYING TO WRITE A REPORT.

YES.

CHAMPION: YOU'RE AT A COMPUTER?

YES. UH, STATION THIRTEEN IS SET UP – IT'S A VERY SMALL KITCHEN, OPEN FLOOR PLAN WITH THE, UM, LIVING ROOM BEHIND YOU, AND THEN YOU HAVE THIS LITTLE NOOK TO THE SIDE WHERE, UM, THE PARAMEDIC HAS – OR, EVERYBODY AT THE STATION OTHER THAN THE LIEUTENANT HAS THE COMPUTER ACCESS. SO, IF YOU'RE NOT A PARAMEDIC LIEUTENANT WHO HAS THEIR OWN BEDROOM / OFFICE WITH A COMPUTER, THIS IS WHERE YOU HAVE TO WRITE ALL YOUR REPORTS. SO, THE NOOK IS UP AGAINST A WALL. I'M WRITING MY REPORT IN THE NOOK. HE COMES UP WITH ME, BY ME IN THE ROLLING CHAIR – AND AGAIN, THEY LIKE TO CORNER ME.

THEY GET AS CLOSE AS THEY CAN – I'M SITTING RIGHT HERE, TRYING TO TYPE UP, AND HE'S IN MY BUBBLE, BETWEEN ME AND THE WALL, CORNERING ME AND ASKING THESE QUESTIONS. LIKE, THERE'S – I'M TRYING TO GET SPACE FROM HIM AND BACK AWAY, BUT I REALLY CAN'T BECAUSE ANYWHERE I MOVED WOULD HAVE TOUCHED HIS CHAIR, OR TRIED TO MOVE HIM OUT OF THE WAY. AND, THE OFFICE IS THE SAME OFFICE THAT THE OTHER LIEUTENANT TOOK ME IN. HE'S ON OVERTIME, HE'S WORKING FOR THE LIEUTENANT I HAVE BEEN WORKING FOR. SO, IT'S BACK IN THE SAME BEDROOM. I'M BACK IN HIS ROOM. NOW, HE DID DO BETTER THAN THE OTHER ONE THAT LET ME SIT ON THE BED, WHERE HE GOT ANOTHER CHAIR AND HAD ME SIT DOWN ON THE CHAIR. SO, IT'S TWO CHAIRS IN THERE – BUT HE HAS A WAY OF GOING FROM COMPLETELY INAPPROPRIATE TO "OH MY GOSH THIS IS SERIOUS, I NEED TO BE SERIOUS NOW."

CHAMPION: SO, HE'S – KIDDING AROUND UP UNTIL THE POINT THAT YOU START CRYING?

YES, HE'S KIDDING AROUND, HE'S NOT TAKING ME SERIOUSLY – AND THEN, I START CRYING AND TALKING ABOUT WHAT'S REALLY BEEN GOING ON WITH ME, AND HE'S LIKE "OH SHIT." AND SO, I KEEP TALKING ABOUT IT, AND HE'S LIKE "WE'RE GOING TO MY OFFICE." 'CUZ HE DOESN'T WANT ANYBODY ELSE TO HEAR ABOUT IT. HE WANTS TO JUST BE ME AND HIM, AND HE'S LIKE, "I HAVE NO IDEA HOW TO DEAL WITH THIS."

CHAMPION: AS A SUPERVISOR, WHOSE JOB IS IT TO DEAL WITH IT?

: HIS – OR MY SUPERVISOR'S.

CHAMPION: AS YOUR SUPERVISOR, IF I TELL YOU I HAVE NO IDEA HOW TO DEAL WITH THIS – HOW MUCH CONFIDENCE DO YOU HAVE IN ME?

: NOT MUCH.

CHAMPION: AND YOU STATE THE, UH, TALK WAS CUT SHORT BY A CALL?

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YES.

CHAMPION: SO, YOU HAVE TO . . .

RIGHT.

CHAMPION: . . . HEAD OUT ON A . . .

PHONES DROP, THAT'S AUTOMATICALLY A PRIORITY.

CHAMPION: NOT RESUMED?

NOT RESUMED. HE SENT ME A TEXT LATER THAT NIGHT SAYING HE WANTED TO FURTHER DISCUSS IT.

CHAMPION: OKAY:

"LIEUTENANT BRASK LATER SENT ME A SERIES OF TEXT MESSAGES TO SET UP A TIME TO TALK AFTER HE HAD THOUGHT ABOUT EVERYTHING."

"COMMENTS MADE WERE LIKE I WAS OVERLY SENSITIVE, AND BLOWING SOME THINGS OUT OF PROPORTION BECAUSE OF SOME OTHER THINGS THAT HAD HAPPENED..."

TO BE? OR IS THAT SUPPOSED TO BE . . .

HAPPENED TO ME, I'M SORRY - TYPO.

CHAMPION: "ALSO, HE WANTED TO GO TO THE FIRE CHIEF BECAUSE NOW HE WAS INVOLVED, AND IF HE DIDN'T..."

"HE DIDN'T, IT LEFT HIM."

CHAMPION: "IT LEFT HIM RESPONSIBLE, BUT HE WANTED TO MAKE SURE NOT TO USE ANY NAMES OF ANY PARTIES INVOLVED."

THE ONLY TIME WE TALKED, I DIDN'T WANT TO USE NAMES AT FIRST, AND HE PRIED NAMES OUT OF ME. BUT, NOW THAT HE KNEW WHO WAS INVOLVED, NOW HE DIDN'T WANT TO USE NAMES GOING TO THE FIRE CHIEF.

CHAMPION: HOW'S THE CHIEF SUPPOSED TO FIX IT IF HE DOESN'T KNOW THE NAMES?

THIS WAS JUST WHAT LIEUTENANT BRASK WAS SAYING AT THE TIME.

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CHAMPION: I MEAN, IF I – IF I ASKED THAT QUESTION, ARE YOU ASKING THAT QUESTION?

NO, I DID NOT ASK THAT QUESTION. I LET HIM TALK THE MAJORITY OF THIS PHONE CALL, ESPECIALLY WHEN I STARTED HEARING COMMENTS LIKE THIS AND I REALIZED HE WAS NOT GOING TO BE HELPFUL AT ALL.

CHAMPION: "HE CONTINUED TO USE THE PHRASE, 'YOU'RE THE FIRST GIRL,' AS IF THAT WAS AN EXCUSE, UH, TO 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 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."

ARE YOU AWARE OF LIEUTENANT BRASK EVER DOING ANYTHING WITH THE INFORMATION?

NO. WHEN I TOLD HIM THAT I WAS GONNA GO BY MYSELF TO CHIEF GRACE, HE DROPPED EVERYTHING. HE FELT THAT THAT RELEASED HIM OF ANY RI-, UH, LIABILITY, SO.

CHAMPION: SO, NOW WE HAVE THE SECOND TIME WITH THE TOPIC OF "SUIT" BEING BROUGHT UP.

YES, WHICH I HAD NOT BROUGHT UP AT ALL. THEY JUST ARE HEARING WHAT IS GOING ON, AND THAT IS THE FIRST THING THAT IS POPPING UP IN THEIR MINDS.

CHAMPION: SO, HE'S TELLING YOU, UM, HE'S IN A POSITION TO BE A BATTALION CHIEF, UH, HE CAN HELP . . .

HE'S BEEN PROMOTED TO BATTALION CHIEF SINCE THIS.

CHAMPION: DID HE EVER SOLICIT YOU ABOUT THE, UH, REFERENCE TO THE MOVE SINCE TAKING THAT POSITION?

NO, THAT WAS THE ONLY TIME HE OFFERED THAT.

CHAMPION: AGAIN, WE TALKED ABOUT THE MULTIPLE MOVES THAT HAD OCCURRED. UM, AND WE'RE NOW AT, UM, 05/07/2017. SINCE THE FIFTH MONTH, WERE THERE ANY MORE TRANSFERS?

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: YES, I MOVED TO FOUR. I – YOU’RE ABOUT TO SEE STATION THIRTEEN, MOVE TO STATION FOUR.

CHAMPION: ALRIGHT, AND – UH, WHO’S... WAS THAT A TRANSFER REQUEST, OR WAS THAT A MOVE?

NO, THAT WAS A MOVE – IT WAS COMPLETELY BLINDSIDED BY THAT MOVE.

CHAMPION: AND WERE YOU TOLD WHY YOU WERE MOVING?

YEP, YOU’LL SEE IT ALL IN THE NEXT PASSAGE.

CHAMPION: AND THE TEXT MESSAGE THAT YOU MADE REFERENCE TO WITH LIEUTENANT BRASK – IS THAT SOMETHING THAT YOU STILL HAVE?

UM, YES, I STILL HAVE SOME OF THOSE TEXT MESSAGES.

CHAMPION: OKAY, SO UM – THE BOTTOM OF PAGE FIFTEEN, UM, “STATION THIRTEEN MOVE TO STATION FOUR, CHIEF HARRISON 06/06/2017:”

“CHIEF HARRISON PULLED ME INTO THE...”

UM, IS THAT JUST MISSING THE OFFICE?

THE OFFICE, YEAH – SORRY.

CHAMPION: OKAY.

“CHIEF HARRISON PULLED ME INTO THE OFFICE TO INFORM ME HE WAS MAKING MOVES AT STATION THIRTEEN, WHICH WOULD DIRECTLY AFFECT ME. HE WAS SWAPPING GUY MEREDITH FROM STATION FOUR AND ME. HIS REASONING WAS LIEUTENANT WAS OFF TOO MUCH, AND HE WANTED SOMEONE WHO COULD ACT AT STATION THIRTEEN. MEREDITH WAS A PARAMEDIC, DRIVER AND ACTING LIEUTENANT.”

SO HE’S, UH, BASING THE TRANSFER UPON A NEED?

YES.

CHAMPION: HE NEEDED THIS INDIVIDUAL . . .

YES.

CHAMPION: . . . AS AN ACTING LIEUTENANT?

YES.

CHAMPION: IS THAT REASONABLE TO YOU?

YES.

CHAMPION: AND WHEN YOU SAY, UH – “HE PULLED YOU INTO THE OFFICE,” AGAIN, IS THIS A REQUEST, OR PHYSICALLY PULLED?

IT WAS, IT WAS A REQUEST, NOT A PHYSICAL PULL.

CHAMPION: OKAY.

“BUT FURTHERMORE, HE WANTED TO TALK ABOUT ME. HE SAID MOVING AT, UH, MOVING TO STATION FOUR 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 OF 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 STATION FOUR WOULD HELP ME FOR WHEN I COULD TEST FOR LIEUTENANT IN A FEW YEARS, AND THOUGH I DON’T NEED TO WORRY ABOUT MONEY, IT WAS A SIGNIFICANT PAY RAISE FROM FIREFIGHTER TO LIEUTENANT.”

UH, MAKES REFERENCE TO “STARTING A FAMILY,” UM . . .

I HAVE NEVER BEEN VOCAL ABOUT WANTING TO START A FAMILY, NOR DO I KNOW IF THAT’S EVEN IN THE CARDS FOR ME. SO, THE FACT THAT HE MADE – TOLD ME, THAT THAT SHOULD BE ONE OF MY PRIORITIES REALLY TICKED ME OFF. THIS GUY AND I HAVE NOT HAD A CONVERSATION MORE THAN “HEY, HOW YOU DOING,” PRIOR TO THIS. SO, FOR HIM TO COME IN HERE AND SAY HE’S BASING A MOVE OFF OF THIS NEED, BUT EVEN FURTHERMORE THIS IS GONNA BE GOOD FOR YOU ‘CUZ YOU CAN START A FAMILY? THAT WAS COMPLETELY OUT OF LINE ON HIS PART. AND THEN, FOR HIM TOO, TO TELL ME I DIDN’T NEED TO WORRY ABOUT MONEY? HE DOESN’T KNOW WHAT MY FINANCES ARE. EVERYBODY KEEPS ASSUMING THAT BECAUSE I ALSO WORK AS A NURSE, AND I’VE DONE WELL FOR MYSELF, THAT I AM JUST ROLLING IN THE DOUGH. BUT, IT ALSO ISN’T A CHIEF OFFICER’S JOB TO TALK TO ME ABOUT HOW WELL OFF I’M DOING, FINANCIAL WISE, AND THAT I DON’T NEED TO WORRY ABOUT MONEY. I’M NOT DRIVING A LAMBORGHINI TO WORK. I HAVE A 2008 CIVIC. I’M NOT FLASHY.

CHAMPION: IS THERE A REBUTTAL ON YOUR PART TO ANY OF THE STATEMENTS THAT HE’S MAKING?

NO, 'CUZ HE JUST KEEPS TALKING AT ME. I'M JUST LISTENING TO WHAT HE'S SAYING, 'CUZ AGAIN, I AM JUST SO SHOCKED THAT PEOPLE ARE ACTUALLY SAYING THESE THINGS.

CHAMPION: "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 STATION THIRTEEN. STATION FOUR 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 STATION FOUR. THE LIEUTENANT AND SENIOR FIREFIGHTER WERE ALMOST FIRED FOR PUTTING PORN ON ANOTHER FIREFIGHTER'S COMPUTER EARLIER IN THE YEAR. AT THAT TIME, THEY WERE SPLIT UP – BUT NOW THEY ARE WORKING TOGETHER AGAIN."

OKAY, SO HE'S TELLING YOU THAT HE HAD, UH, HE HAD SPOKEN TO CHIEF WILLIAMS?

YES – AND THEY HAD DISCUSSED MOVING ME AGAIN IN LENGTH, BECAUSE THEY WERE WORRIED ABOUT HOW MUCH I HAD BEEN MOVED.

CHAMPION: AND HOW – DID HE SPECIFY HOW YOU WERE GOING TO BRING STABILITY TO THE CREW?

NO, BUT HE USED THE WORD "STABILITY." HE KNEW I WOULD BRING STABILITY TO THE CREW.

CHAMPION: AND, UM – THE REFERENCE HERE, HE HAD ALREADY HAD A TALK WITH THEM . . .

AND "WARNED" THEM – WARNED WAS THE WORD HE USED, AND THAT I NEEDED TO COME TO HIM DIRECTLY IF ANYTHING WAS TO HAPPEN. SO, HE WAS ALREADY WORRIED SOMETHING WAS GONNA HAPPEN WITH ME OUT THERE.

CHAMPION: DID HE ELABORATE ON THE WARNING?

NO.

CHAMPION: UH, "THE LIEUTENANT AND SENIOR FIREFIGHTER," UH, "WERE ALMOST FIRED FOR PUTTING PORN ON ANOTHER FIREFIGHTER'S COMPUTER." HOW DID THIS COME TO YOUR KNOWLEDGE?

FIREFIGHTER FRENCH WAS SUSPENDED INSTEAD OF FIRED . . .

CHAMPION: THIS IS THE SENIOR FIREFIGHTER?

THE SENIOR FIREFIGHTER – FOR PUTTING PORN ON JEFF ROHRER'S COUNTY COMPUTER, AND GOT CAUGHT AT STATION SIXTEEN. THAT WAS VERY, UM, OPEN TO KNOWLEDGE AROUND THE DEPARTMENT. NOW, I DON'T KNOW HOW MUCH INVOLVEMENT LIEUTENANT BUSH HAD IN IT, BUT I KNOW HE GOT IN TROUBLE FOR THE INCIDENT. BUT, I DON'T KNOW IF IT WAS 'CUZ HE WAS DIRECTLY INVOLVED, OR BECAUSE HE WAS THE OFFICER SUPERVISING FRENCH. BUT, LIEUTENANT BUSH HAS SPOKEN TO ME ABOUT THE MATTER, SAYING HE'S ALREADY GOT TWO STRIKES AGAINST HIM, ONE MORE STRIKE HE'S GOING HOME. HE'S NOT GONNA LET ANYTHING JEOPARDIZE HIM GETTING IN TROUBLE AGAIN.

CHAMPION: OKAY, AND – THIS, UH, STATED THIS INCIDENT HAD OCCURRED EARLIER IN THE YEAR. SO, THIS IS 2017?

ROUGHLY, YES.

CHAMPION: AND, UM – I HAD, I HAD ASKED YOU EARLIER ABOUT AN ORGANIZATION AND CULTURE.

MMHM.

CHAMPION: AGAIN, IS THIS A CONTRIBUTING FACTOR TO THE CULTURE YOU'RE EXPERIENCING?

YES.

CHAMPION: UM, AND WHEN WE SAY – WHEN WE SAY "PORN," PORNOGRAPHIC MATERIALS, UH, VIDEO, STILLS... UH, AS FAR AS IMAGERY; WAS IT SAID WHAT THIS GRAPHIC MATERIAL WAS?

I HAVE NO IDEA.

CHAMPION: IT WAS JUST IDENTIFIED AS PORN?

JUST PORN – IT WAS JUST IDENTIFIED AS PORN.

CHAMPION: AND, UH – TYPICALLY, UH, WOULD YOU CONSIDER PORN SOMETHING THAT'S VULGAR?

YES.

CHAMPION: APPROPRIATE FOR THE WORKPLACE?

NOPE.

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CHAMPION: PROFESSIONAL?

NO.

CHAMPION: [pause] THE LIEUTENANT AND THE SENIOR FIREFIGHTER – IS THIS WHERE YOU’RE GOING?

YES, THAT’S WHERE I – THE LAST STATION I’VE BEEN WORKING WITH. THAT WAS MY LAST CREW – ARE THESE TWO INDIVIDUALS.

CHAMPION: SO, YOU’RE GOING TO WHERE YOU KNEW THESE BEHAVIORS HAD JUST OCCURRED EARLIER IN THE YEAR – AND THIS LIEUTENANT WAS GOING TO BE YOUR NEW SUPERVISOR?

LIEUTENANT – YES.

CHAMPION: AND THE SENIOR FIREFIGHTER WAS STILL THERE AS WELL?

..... THEY’RE TOGETHER. THIS IS A NEW STATION, BUT THE SAME GROUP.

CHAMPION: AND HOW’D THAT MAKE YOU FEEL?

I FELT THAT THE CHIEF ALREADY, UM, THOUGHT IT WAS GOING TO FAIL BY WARNING THEM AND TELLING ME THAT I NEEDED TO COME TO HIM DIRECTLY. SO, I FELT LIKE WE WERE BEING SET UP FOR FAILURE. I WAS TRYING TO OPTIMISTIC, BUT THE FACT THAT HE WAS ALREADY TALKING ABOUT I HAD TO BRING “STABILITY” TO THE GROUP, BUT WAS ALREADY WARNING THEM TO STAY OUT OF TROUBLE... IT DIDN’T SOUND LIKE A GOOD, UM, MIX.

CHAMPION: 06/09/2017:

“LIEUTENANT KING CALLED CHIEF HARRISON ASKING TO KEEP ME AT STATION THIRTEEN. HE WAS INFORMED THAT WOULD NOT HAPPEN, AND THAT I WOULD HAVE TO START MY DRIVER’S TRAINING OVER WITH LIEUTENANT BUSH WHEN I GOT TO STATION FOUR.”

SO, LIEUTENANT KING WAS WANTING TO RETAIN YOU?

YES, HE WANTED TO KEEP ME.

CHAMPION: BUT THAT DID NOT HAPPEN, AND . . .

NOPE.

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CHAMPION: . . . YOU DID TRANSFER.

I DID.

CHAMPION: 06/09/2017:

"TEXT MESSAGES FROM LIEUTENANT KING CONFIRM WHAT CHIEF HARRISON SAID TO ME, HE ALSO SAID TO LIEUTENANT KING. LIEUTENANT KING FELT THOUGH THAT CHIEF HARRISON HAD NOTHING BUT GOOD INTENTIONS FOR EVERYONE."

MEANING?

UM, IN THE TEXT MESSAGE, HE ACTUALLY REFERENCES THE, UM, PRIORITIES ABOUT SHOULD, UM, BE STARTING A FAMILY; THAT HE ASSUMED I WOULD WANT TO START A FAMILY. UM, AND THAT MOVING UP THERE WOULD HELP ME TEST FOR LIEUTENANT – UM, BUT HE STATED THAT HE FELT THAT CHIEF HARRISON HAD NOTHING BUT GOOD INTENTIONS FOR EVERYONE.

CHAMPION: OKAY, SO – UM, AGAIN, YOUR NEW LIEUTENANT WAS?

THE ONE AT FOUR, WHERE I WAS GOING?

CHAMPION: YES.

IS GONNA BE LIEUTENANT BUSH.

CHAMPION: ALRIGHT – AND THEN THE SENIOR FIREFIGHTER?

WOULD BE CHRIS FRENCH.

CHAMPION: FRENCH – OKAY. SO, YOU MOVE OVER TO THE NEW STATION.

YES.

CHAMPION: YOU'RE WITH THEM FOR HOW LONG?

UNTIL NOW.

CHAMPION: EXPERIENCE ANY INAPPROPRIATE BEHAVIORS FROM THEM SINCE TRANSFER?

NO.

CHAMPION: BEEN PROFESSIONAL?

THEY'VE BEEN PROFESSIONAL.

CHAMPION: ALRIGHT, WE'RE AT, UH – PAGE NUMBER SIXTEEN AT "GEAR." UH, IT'S A QUARTER 'TIL THE HOUR, UM... I HAD, UM, PROVIDED YOU WITH A COPY OF THE BOARD OF COUNTY COMMISSIONERS ESCAMBIA COUNTY, FLORIDA EQUAL OPPORTUNITY PLAN POLICY – SECTION 2, PART C, POINT EIGHT – THAT WAS THE WORKFORCE DIVERSITY PLAN, DATED JUNE 1, 2006. YOU HAD AN OPPORTUNITY TO READ THAT OVER?

YES SIR.

CHAMPION: WITH WHAT YOU'VE READ – HAVE YOU EXPERIENCED ANY WORKPLACE HARASSMENT?

YES.

CHAMPION: BEING WHICH ONES?

[pause] VERBAL. [pause] PHYSICAL. UM, I GUESS... [unintelligible]

CHAMPION: OKAY, IF I CAN GET YOU TO SPEAK UP.

BRANNING: I'D SAY THAT'S [unintelligible]

OKAY, OKAY – AND THEN SEXUAL HARASSMENT.

CHAMPION: WHEN YOU HAVE REPORTED THESE, UM, VARIOUS THINGS TO YOUR SUPERVISORS – HAVE ANY OF YOUR SUPERVISORS EVER MADE YOU AWARE OF HUMAN RESOURCES FORMS TO REPORT SUCH BEHAVIORS?

NO.

CHAMPION: WERE YOU AWARE THAT SUCH FORMS EXISTED?

NOT OF THE FORMS.

CHAMPION: HAD YOU BEEN AWARE OF THOSE FORMS, DO YOU THINK YOU WOULD HAVE SUBMITTED, OR DO YOU THINK THINGS WOULD HAVE CONTINUED TO EVOLVE TO WHERE WE ARE?

I DON'T THINK I WOULD HAVE GONE TO HR OUT – I STILL WAS TRYING TO GO WITHIN MY CHAIN OF COMMAND LIKE I DID. UM, SO YES, I STILL THINK IT WOULD HAVE EVOLVED TO THE WAY WE ARE.

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CHAMPION: ALRIGHT, UM – SO, THE TIME IS, UH, 1645. WE ARE GOING TO, UH, RECONVENE AND TRY TO COMPLETE OUR INTERVIEW, UH, TOMORROW – UH, BEGINNING AT 1300 HOURS. UH, PARTIES AGREE TO THE TIME, YES?

YES.

CHAMPION: ALRIGHT, SO – 1646 HOURS, AND WE ARE TURNING OFF THE RECORDER.

**RECORDED STATEMENT OF
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[DAY TWO – SEPTEMBER 28, 2017]

THIS IS A RECORDED STATEMENT BEING TAKEN AT THE ESCAMBIA COUNTY GOVERNMENTAL COMPLEX LOCATED AT 221 PALAFOX PLACE IN PENSACOLA, FLORIDA ON SEPTEMBER 28, 2017, AT 1315 HOURS. THIS STATEMENT IS BEING TAKEN IN REFERENCE TO INTERNAL AFFAIRS CASE # F2017-001. THIS STATEMENT IS BEING TAKEN FROM ESCAMBIA COUNTY FIRE RESCUE EMPLOYEE TAKING THIS STATEMENT IS ESCAMBIA COUNTY CORRECTIONS INTERNAL AFFAIRS SERGEANT JERRY CHAMPION. ALSO PRESENT DURING THIS INTERVIEW IS ATTORNEY JEREMY BRANNING. YOU ARE BEING INTERVIEWED IN REGARDS TO A COMPLAINT THAT HAS BEEN FILED ALLEGING A HOSTILE WORK ENVIRONMENT AND MISCONDUCT WITHIN ESCAMBIA COUNTY FIRE RESCUE. BEFORE WE GET STARTED, I'M GOING TO SWEAR YOU IN. CAN YOU RAISE YOUR RIGHT HAND? DO YOU SWEAR THE STATEMENT YOU'RE ABOUT TO MAKE WILL BE THE TRUTH, THE WHOLE TRUTH, AND NOTHING BUT THE TRUTH, SO HELP YOU GOD?

YES.

CHAMPION: AND AS WE DISCUSSED, UH, YESTERDAY, I REQUEST THAT, UM, WHAT WE DISCUSS HERE TODAY BE HELD IN CONFIDENCE UNTIL THE CONCLUSION OF THE INVESTIGATION. DO YOU STILL AGREE WITH THAT REQUEST?

YES.

CHAMPION: WE'RE GOING TO CONTINUE THE REVIEW OF THE JOURNAL. WE'RE ON PAGE SIXTEEN, AND THE TOPIC IS ENTITLED "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 WAS MISSPELLED:

UH, ONE IS THAT CORRECT?

YES SIR.

CHAMPION: AND YOUR CORRECT SPELLING'S TWO

YES SIR.

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CHAMPION: ALRIGHT.

**"WHEN I RECEIVED MY GEAR," OKAY, UH, "THE INNER COAT WAS ALSO
MISSPELLED, TO READ "**

SO, IT WAS MISSING THE

YES SIR.

**CHAMPION: "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. A BACKUP SET DOES NOT HAVE MY NAME ON IT.**

**ALRIGHT, UM – LITTLE DISCUSSION ON THAT; WAS THAT ISSUE EVER
CORRECTED?**

: **YES.**

CHAMPION: OKAY – AND HOW LONG DID THAT TAKE?

UM, A FEW MONTHS.

**CHAMPION: OKAY – UH, ANYTHING YOU FEEL INTENTIONAL THERE? JUST A, JUST AN ERROR
ON THE PART OF THE COMPANY DOING IT?**

**OH, I WAS NOT SURE. I DID NOT KNOW OF ANYBODY ELSE'S NAME BEING
MISSPELLED. BUT, - I CAN UNDERSTAND THE ONE BUT THERE IS NOT
ANOTHER WAY TO SPELL THAT WAS UNUSUAL FOR ME.**

CHAMPION: HAD YOU SUBMITTED ANYTHING THAT . . .

NO.

CHAMPION: . . . HAD THE . . .

THAT, THAT WAS ALL DONE . . .

CHAMPION: SO, THIS WAS SUBMITTED FOR YOU?

YEAH, THAT IS ALL DONE BY YOUR OFFICERS AND, UM, BY THE WAREHOUSE.

**CHAMPION: OKAY, AND IN THIS CASE DO YOU KNOW WHO SUBMITTED THAT
INFORMATION?**

I DO NOT KNOW WHO SUBMITTED.

CHAMPION: ALRIGHT, BUT IT – THE WRONG WAS CORRECTED?

IT WAS EVENTUALLY CORRECTED. AT FIRST, THEY WERE NOT GOING TO CORRECT IT – BUT, I INSISTED IT WOULD BE.

CHAMPION: ALRIGHT, AND ARE YOU SATISFIED WITH THAT OUTCOME?

YES.

CHAMPION: ALRIGHT, SO THIS IS A NON-ISSUE?

YES.

CHAMPION: ALRIGHT, CONTINUING ON PAGE SIXTEEN – “STATION CONDITIONS:”

“ON TOO MANY OCCASIONS TO COUNT, I’D FOUND 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.”

OKAY, UM – ARE YOU DISCOVERING THIS WHEN YOU’RE USING THE RESTROOM, CLEANING THE RESTROOM, BOTH?

UM, WHEN I WOULD COME IN – AND IT HAPPENED THE MOST AT STATION TWELVE... UM, AFTER ELEVEN MOVED INTO TWELVE. UM, I WOULD COME IN IN THE MORNING. A BIG THING IN THE CULTURE IN THE FIREHOUSE – IF YOU LET SOMEBODY SEE SOMETHING’S BOTHERING YOU, THEY CONTINUE TO DO IT MORE. SO, I STARTED PUTTING STUFF INTO THE BATHROOM TO CLEAN IT UP INSTEAD OF MAKING A BIG SCENE ABOUT CLEANING UP MY BATHROOM. UM, BUT AS I WOULD COME IN EVERY MORNING, THE TOILET WOULDN’T BE FLUSHED AND IT WOULD HAVE FECES IN IT, AND THEN THERE WOULD BE URINE ALL OVER THE FLOOR. IT WOULDN’T JUST BE A COUPLE DRIBBLES, LIKE SOMEBODY MISSED – IT WOULD BE SOMEBODY EMPTIED THEIR WHOLE BLADDER ON THE GROUND.

CHAMPION: OKAY – AND YOU STATED, UM, “MY RESTROOM.” IS THIS DESIGNATED FOR FEMALES? OR, UM, IS IT A UNISEX?

AT TWELVE, THERE IS A FEMALE AND A MALE BATHROOM. AT ALL STATIONS, THE FEMALE BATHROOM, IF I WAS NOT THERE, WAS KNOWN TO BE THE LIEUTENANT BATHROOM. IF I CAME IN, THE LIEUTENANT'S WOULD SHARE IT WITH ME OR SOME LIEUTENANTS WOULD ACTUALLY LET ME HAVE THE BATHROOM TO MYSELF.

CHAMPION: SO, YOU'RE FINDING – YOU'RE FINDING THIS BEHAVIOR IN THE BATHROOM THAT YOU WOULD . . .

THAT I WAS USING AS I WAS COMING ON TO SHIFT.

CHAMPION: ALRIGHT – OKAY, AND WAS THIS ADDRESSED WITH ANYONE?

I WOULD – ONCE I GOT TIRED OF ACTUALLY CLEANING IT UP, I WAS COMING OUT AND MAKING COMMENTS LIKE, "I WOULD THINK Y'ALL WOULD KNOW HOW TO GO TO THE BATHROOM IN THE TOILET BY NOW. Y'ALL ARE GROWN ADULTS," BUT IT WASN'T STOPPING IT. SO, I JUST KEPT CLEANING IT UP UNTIL IT FINALLY DID STOP.

CHAMPION: OKAY:

"AT STATION ELEVEN, 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 BUNK ROOM. DURING MY RECENT PHONE CALL WITH LIEUTENANT GRADIA (02/22/2017), 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."

ALRIGHT, LET'S DISCUSS THAT.

I, UM – AT THAT STATION, THERE IS A, UH, TWO BATHROOMS IN THE FRONT AND THEN A BATHROOM IN THE BACK OF THE STATION. IN THE BACK OF THE STATION, IT HAD A TOILET AND A SHOWER. AT THE FRONT OF THE STATION, THERE WAS A TOILET WITH A SINK, NO SHOWER, AND THEN A TOILET WITH A SHOWER. UM, THE TWO AT THE FRONT – THE ONE WITH JUST A TOILET WAS DESIGNATED MY BATHROOM AND THE WOMEN'S BATHROOM. THE ONE WITH THE TOILET AND THE SHOWER WAS NEXT TO THE LIEUTENANT'S BUNK, AND THAT WAS DESIGNATED THE LIEUTENANT'S BATHROOM.

SO, IF I NEEDED TO SHOWER, I WAS TOLD I HAD TO ASK HIM FOR PERMISSION. UM, LIEUTENANT ACTUALLY WAS THE ONE THAT TOLD ME HOW BAD THE LOCK WAS ON THAT, AND THAT'S WHY I HAD TO START USING A DOOR CHOCK, UM, TO PREVENT SOMEBODY FROM UP FRONT FROM JUST WALKING IN ON ME WHILE I WAS SHOWERING.

CHAMPION: OKAY, AND UH – WHEN WE DESCRIBE THE LOCKS AS “CRAPPY,” WHAT IS THAT?

UM – IT JUST HAD A... IT WAS ONE OF THOSE PUSH BUTTON LOCKS? BUT IT WOULDN'T ALWAYS ACTUALLY LOCK.

CHAMPION: IN THE ACTUAL DOORKNOB ITSELF?

IN THE DOORKNOB ITSELF – SO, SOMETIMES YOU COULD JUST TURN IT, AND IT WOULD OPEN ANYWAYS.

CHAMPION: OKAY, SO – THE LIEUTENANT'S AWARE OF THE LOCK CONDITION.

YES.

CHAMPION: HE MAKES YOU AWARE OF THE LOCK CONDITION.

YES, YES. THE BACK BATHROOM – I WAS TOLD I COULD SHOWER IN THAT ONE, BUT THERE WAS A GAP, UM, HALF AN INCH TO AN INCH IN THAT DOOR THAT YOU COULD ACTUALLY SEE INTO THE BATHROOM. SO, I FELT UNCOMFORTABLE SHOWERING IN THAT BATHROOM.

CHAMPION: AND ON THE OCCASIONS THAT YOU DID TAKE A SHOWER, DID ANYONE EVER TRY TO ENTER THE ROOM?

NOT THAT I KNOW – BUT I ALWAYS HAVE THE CHOCK THERE, SO THEY WOULDN'T HAVE BEEN ABLE TO IF THEY HAD TRIED.

CHAMPION: ALRIGHT, UM – THERE'S AN ACTUAL, UM, FACILITY, UH, MAINTENANCE STANDARD OPERATING GUIDELINES, AND IT'S, UM, 1115.005 – UH, ARE YOU FAMILIAR?

NOT THAT EXACT ONE.

CHAMPION: OKAY, UM – THESE ARE, THESE ARE THINGS YOU WOULD HAVE ACCESS TO AT YOUR STATION?

NOT AT THE STATION. THEY'RE ON . . .

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CHAMPION: ONLINE?

. . . THE INTERNET, WE WOULD LOOK 'EM UP ONLINE.

CHAMPION: OKAY – AND AT THE STATION, I MEAN, YOU HAVE A PLACE . . .

WE HAVE A COMPUTER.

CHAMPION: . . . TO ACCESS?

YES SIR.

CHAMPION: OKAY, OKAY – AND IS THIS PART OF YOUR ORIENTATION, BECOMING FAMILIAR WITH THIS VARIOUS GUIDELINES?

UM, WE DON'T HAVE A... ORIENTATION TO GO OVER THAT; WE'RE JUST TOLD THEY'RE ONLINE, AND THAT'S AS FAR AS THE ORIENTATION GOES.

CHAMPION: ALRIGHT, UM – WELL PART OF, UH, PART OF THESE IS ACTUALLY ADDRESSING, UH, NEEDED REPAIRS AT A STATION.

OKAY.

CHAMPION: UM, KNOWING THE CONDITION OF THE LOCKS – DID YOU EVER SUBMIT ANYTHING, UH, REQUESTING THEM TO BE REPAIRED?

LIEUTENANT MCGUFFEY DID TELL, UM, CHIEF HOLLINGSWORTH – AND, UM, I REMEMBER CHIEF HOLLINGSWORTH BUYING LOCKS, BUT I DO NOT REMEMBER THE LOCKS BEING INSTALLED. UM, FIREFIGHTER HARRISON WORKED ON THE DOOR WHILE WE WERE THERE IN THE BACK, TRYING TO MAKE IT HAVE LESS OF A GAP – BUT THAT WAS ON HIS TIME.

CHAMPION: ALRIGHT, NEXT TOPIC: "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 LIEUTENANT MCGUFFEY AND I AT STATION ELEVEN, 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 BOOTH. JEFF..."

ROHRER?

ROHRER.

CHAMPION: "LATER CONFIRMED THE RUMOR. HE WITNESSED THE COMMENT MADE BY CHIEF BOOTH. 'YOU CAN'T CALL ME RACIST, BUT YOU CAN CALL ME SEXIST – AND SHE WON'T BE ON MY SHIFT.'"

ALRIGHT, TELL ME ABOUT THIS.

UM, I JUST – LIKE THE VERY FIRST LIEUTENANT WHO TOLD ME THAT NONE OF THE BATTALION CHIEFS WANTED ME, I JUST KEPT HEARING THAT FROM MORE AND MORE PEOPLE. AND, UM, MCGUFFEY – LIEUTENANT MCGUFFEY – APPROACHED CHIEF IKE ABOUT THAT, ACTUALLY ON A, UM, FIRE ALARM WHILE CHIEF IKE WAS, UH, ON OVERTIME. CHIEF IKE CAME BACK TO STATION ELEVEN AND ASKED TO MEET WITH LIEUTENANT MCGUFFEY AND ME, AND HE TALKED TO ME ABOUT THAT AND HE SAID THAT WAS TRUE. HE DID NOT WANT ME ON A WATCH. HIS REASONING BEHIND THAT, UM – HE SAID HE HAD PERSONAL REASONS, BUT HE ALSO INCLUDED THAT TO BE OUR FAMILY HISTORY. UM, AND THEN JEFF ROHRER – I HAD HEARD THE COMMENT THAT CHIEF BOOTH HAD MADE, BUT NOBODY WOULD TELL ME EXACTLY WHO WAS THERE WHEN CHIEF BOOTH SAID IT. ROHRER HAD TOLD ME THAT HE WAS THERE WHEN CHIEF BOOTH HAD SAID IT, AND OTHER FIREFIGHTERS WERE ALSO PRESENT DURING THAT TIME.

CHAMPION: AND – WHAT'S THE ISSUE WITH THE "FAMILY HISTORY?"

UM, CHIEF IKE WAS ACTUALLY MY FATHER'S, UH, ROOKIE AT THE CITY OF PENSACOLA. UM, I GREW UP VERY CLOSELY WITH CHIEF IKE. HE USED TO COME OVER TO THE HOUSE, WE USED TO HANG OUT, UM – HE WATCHED ME GROW UP, BASICALLY. AND, UM, THEN CHIEF IKE LEFT THE CITY AND WENT TO THE COUNTY.

CHAMPION: DO YOU THINK, UM – DO YOU THINK HIS REASONING WAS REASONABLE? NOT WANTING TO SHOW ANY FAVORITISM OR ANYTHING OF THAT NATURE – HIS CONCERN OF THAT HISTORY?

UM, ONE OF HIS LIEUTENANTS IS ALSO A VERY CLOSE FAMILY FRIEND OF A CITY CAPTAIN THAT, UH, HE ALSO WORKED WITH – A SON OF THAT CITY CAPTAIN. THEY WERE CLOSER IN AGE, UM – BUT, UM, I DON'T KNOW.

CHAMPION: ALRIGHT, SO THERE WERE OTHER EXISTING RELATIONSHIPS THAT . . .

YES.

CHAMPION: . . . EXISTED?

IT WAS NOT THE ONLY PERSONAL FAMILY RELATIONSHIP.

CHAMPION: OKAY – “EMAILS / DEPARTMENT RELATED RELEASES:”

“THE DEPARTMENT USES GENDER SPECIFIC TITLES LIKE GENTLEMEN, GUYS, BROTHERS, BROTHERHOOD, MEN.”

AND, AND WITH THIS – IS THIS JUST PRETTY MUCH A REQUEST TO, “LADIES AND GENTLEMEN,” UM, “MEN AND WOMEN,” UM . . .

YES – OR, YOU KNOW, SOME STARTED USING THE TITLE “ALL” INSTEAD OF... I JUST, YOU KNOW, I WOULD LIKE TO BE INCLUDED IN THE DEPARTMENT INSTEAD OF ONLY ADDRESSING THE MEN OF THE DEPARTMENT. I BELIEVE THAT, YOU KNOW, YOU’VE GOT THREE FEMALES NOW IN THE DEPARTMENT. WE’RE PART OF THE DEPARTMENT.

CHAMPION: OKAY, UM – ARE YOU SATISFIED WITH THE TITLE OF FIREFIGHTER, AND THEN THE REFERENCE OF “FIREMAN?”

: I... PREFER FIREFIGHTER. FIREMAN IS ALSO GENDER SPECIFIC.

CHAMPION: FIREFIGHTER, FIREWOMEN, FIREMEN?

RIGHT – I WOULDN’T WANT FIREWOMEN EITHER. IT SHOULD BE FIREFIGHTER.

CHAMPION: ALL ENCOMPASSING?

YES SIR.

CHAMPION: CHIEF, UH, CRANOR, CRANOR?

CRANOR.

CHAMPION: “CHIEF CRANOR AT CITY OF PENSACOLA HAS NOTICED THE COUNTY FACEBOOK PAGES WHEN POSTING ABOUT FIRES. POSTS 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.”

ALRIGHT, AND EXPLAIN THIS TO ME?

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I'VE JUST KNOWN, UH, JENNY CRANOR SINCE SHE STARTED, UM, BASICALLY AT THE CITY. UM, SHE'S BEEN A MENTOR TO ME. SHE, UM, ALSO TAUGHT THE ACADEMY FOR ONE OF OUR OTHER FEMALES THAT HAS STARTED WITH THE DEPARTMENT. SHE'S KEPT UP WITH WHAT WE'RE DOING, AND WHAT FIRES AND INCIDENTS WE'VE BEEN TO, SO WHEN THE COUNTY HAS FELT THE NEED TO POST ABOUT IT, SHE'S ALSO NOTICED THAT WE'RE NOT BEING INCLUDED IN THESE INCIDENCES – AND THAT'S UPSET HER.

CHAMPION: DO THE, UH – DOES THE CITY AND THE COUNTY HAVE A PARTNERSHIP WHEN IT COMES UP? LIKE, BOTH – BOTH ENTITIES RESPONDING TO FIRES IN CERTAIN INSTANCES?

WE DO, UM, AUTOMATIC MUTUAL AID.

CHAMPION: THIS IS – DOES THIS ALSO INCLUDE, UH, PLACES LIKE NAVAL AIR STATION PENSACOLA?

NAS? YES.

CHAMPION: SO, THERE'S THAT PARTNERSHIP WITHIN THE COUNTY, AND YOU MAY BE INTERACTING WITH ALL THESE AGENCIES.

YES SIR.

CHAMPION: AND... [pause] OKAY, ANYTHING YOU'D LIKE TO ADD ON THIS PARTICULAR TOPIC?

NO SIR.

CHAMPION: OKAY – "MEETING WITH 06/16/2017:"

"CHIEF GRACE REFUSED TO HAVE ME AT THE MEETING BECAUSE HE EXPLAINED HR WOULD HAVE TO BE INVOLVED IF I WAS PRESENT. UH, CHIEF GRACE WANTED TO MEET SOLELY WITH MY

SO, IS THIS JUST A STATEMENT? JUST A FACT?

YES.

CHAMPION: THIS PARTICULAR STATEMENT?

YES.

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CHAMPION: ALRIGHT.

"SCHEDULED A MEETING WITH ON 06/13/2017."

SO, UM - YOUR

MY,

CHAMPION: IS THAT

UH, HIS, UM, NAME ON HIS BIRTH CERTIFICATE.

CHAMPION: OKAY – SO, A MEETING BETWEEN CHIEF GRACE AND YOUR FATHER, UM, IS SCHEDULED ON 06/13/2017?

YES SIR.

CHAMPION: "CANCELLED MEETING STATING HIS SCHEDULE WAS FULL, RESCHEDULED FOR 06/16/2017."

SO, THIS IS THE CHIEF THAT HAD TO CANCEL?

CHIEF GRACE CANCELLED IT.

CHAMPION: "CHIEF GRACE WALKED INTO MY PALS CLASS..."

AND, THE ACRONYM IS...

UH, PEDIATRIC ADVANCED LIFE SUPPORT.

CHAMPION: "THIS WAS 06/13/2017, AND SAT ROUGHLY THIRTY MINUTES, 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 MY 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."

OKAY – SO, HE, HE COMES INTO THE CLASS, UM... YOU SAY HE'S THERE ROUGHLY THIRTY MINUTES AND THEN MAKES THE ANNOUNCEMENT; ADDRESSES YOU ALOUD IN FRONT OF THE CLASS, OR HOW IS THIS DONE?

HE STOPPED THE, UH, PALS CLASS. UH, NADRY FROM EMS WAS ACTUALLY TEACHING THE CLASS AT THE TIME, AND HE STOPPED HIM WHILE HE WAS TEACHING. UM, THERE WERE THREE OR FOUR FIRE MEDICS IN THAT CLASS. I REMEMBER HALFACRE AND ANDERSON, AND FOSS, WERE ALL FIRE MEDICS THAT WERE PRESENT AND WITNESSED THIS. UM, AND HE ANNOUNCED THAT I HAD TO COME TO HIS OFFICE AFTER BEING BACK THERE, 'CUZ ALL OF US WERE KINDA WHISPERING, "WHY IS CHIEF IN HERE?"

CHAMPION: IS HE, UM – IS HE MAKING A BROAD ANNOUNCEMENT, ADDRESSING MULTIPLE THINGS AND THEN AMONGST THAT HE . . .

NO.

CHAMPION: . . . SAYS YOU NEED TO COME BY, OR JUST THAT SPECIFIC?

NO SIR. HE JUST SPECIFICALLY SAID HE NEEDED TO COME BY HIS OFFICE.

CHAMPION: SO, ' , I NEED YOU TO COME BY MY OFFICE."

NOPE, IT WAS "I NEED TO COME BY MY OFFICE." SO, LETTING THE WHOLE CLASS KNOW WHAT WAS GOING ON.

CHAMPION: OKAY – AND HIS OFFICE IS LOCATED WHERE?

UM, IT'S ALL IN THE SAME BUILDING. WE, UM – HAD THE CLASS AT PUBLIC SAFETY. THERE'S A BIG, UM, CONFERENCE OR AUDITORIUM LIKE ROOM WHERE WE HAD THE PALS CLASS.

CHAMPION: IS THIS, UM – NORTH W STREET?

YES SIR – NORTH W SE-, STREET; UM, WHEN YOU FIRST COME INTO NORTH W STREET, WHERE THAT, UM, DESK IS – YOU KEEP GOING STRAIGHT, HIS OFFICE IS TO THE LEFT.

CHAMPION: OKAY, SO YOU – YOU GO THERE, AND IT'S JUST YOU AND HE?

I ASKED BEFORE HE LEFT IF HE NEEDED ME RIGHT THIS SECOND OR AFTER LUNCH, 'CUZ IT WAS VERY CLOSE TO OUR LUNCH BREAK, AND HE SAID AFTER LUNCH WOULD BE FINE. AND, UM, I CAME BY RIGHT AFTER LUNCH, AND THEN IT WAS JUST CHIEF GRACE AND I.

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CHAMPION: AND APPROXIMATELY HOW LONG WAS THE DURATION OF THIS MEETING?

FIVE TO TEN MINUTES. I DIDN'T SAY MUCH, SO IT KEPT IT SHORT.

CHAMPION: AND YOU HAD, UM, POINTED OUT THAT HE HAD PREVIOUSLY TOLD YOU YOUR, UH, HE COULDN'T MEET WITH YOU UNLESS HR WAS PRESENT?

YES.

CHAMPION: NOW, HE WAS GOING TO CONCEDE THAT AND MEET WITH YOU WITHOUT HR?

YES.

CHAMPION: AND THE – THE TOPIC OF THE CONVERSATION?

IT – HE LITERALLY ASKED IF THERE WAS ANYTHING I WANTED TO SAY TO HIM.

CHAMPION: AND YOU TELL HIM NO? 'CUZ YOU SAID – SO, YOU SAY THIS IS A FIVE TO TEN MINUTE MEETING? UM . . .

WELL, WHEN I WALK IN IT'S... HE'S MAKING SMALL TALK. THERE'S EITHER A FIRE THAT DAY OR SOMETHIN', HE'S TALKING ABOUT THE WEATHER – SOME KIND OF SMALL TALK LIKE THAT WHILE I SIT DOWN; AND THEN HE GETS INTO WHAT HE WANTS TO SAY TO ME. AND THAT'S WHEN HE ASKS, "IS THERE ANYTHING YOU WANNA SAY TO ME?" AND THAT'S WHEN I SAID, UM, THAT, UM, I KNEW THAT HE CANCELLED THE MEETING TODAY AND THEY HAD ALREADY RESCHEDULED IT, AND I WAS FULLY PREPARED TO SPEAK ON MY BEHALF. THAT WAS ALL I WAS GONNA SAY.

CHAMPION: ALRIGHT:

'HAD MEETING AT PUBLIC SAFETY WITH CHIEF GRACE, AND UNKNOWINGLY CHIEF WILLIAMS, CHIEF HARRISON, AND CAPTAIN AMMONS WERE ALSO PRESENT FOR THE MEETING (06/16/2017).

UM, SO YOUR TELL'S YOU THAT, UM, THESE OTHER GENTLEMEN ARE PRESENT DURING THEIR MEETING?

YES SIR.

CHAMPION: OKAY – AND FORGIVE ME FOR NOT RECALLING, BUT THE TOPIC OF THE CONVERSATION, UM, WHEN YOUR SPEAKS WITH THESE GENTLEMEN... IS THIS COVERED LATER?

NO.

CHAMPION: OKAY – SO, TELL ME WHAT YOUR . TOLD YOU ABOUT THIS CONVERSATION.

HE BROUGHT THEM MY JOURNAL WITHOUT NAMES – A COPY OF THE JOURNAL WITHOUT NAMES. HE DID NOT GIVE THEM THE JOURNAL.

CHAMPION: SO, IN ESSENCE, A COPY OF THIS TWENTY FOUR PAGE DOCUMENT WITH THE NAMES DELETED?

RIGHT – AND HE KEPT IT TO HIMSELF, AND HE WENT PAGE BY PAGE AND READ TO THEM WHAT HAD HAPPENED TO ME.

CHAMPION: AND WHAT TY-, UH, WHAT TYPE OF RECEPTION DID HE RECEIVE FROM THEM?

HE SAID THAT, UM, THEY WERE VERY FRUSTRATED THAT THESE KIND OF THINGS WERE GOING ON. THEY WERE SHOCKED, AND THEY WERE VERY RECEPTIVE. THEY WANTED TO CHANGE IT.

CHAMPION: DID YOUR NDICATE TO YOU THAT ANYONE PRESENT ACKNOWLEDGED THEIR PERSONAL KNOWLEDGE OF ANY OF THE ALLEGATIONS?

HE DID ON THE, UM, REED ONE. HE KNEW, UH, THAT WEAVER HAD SEEN REED. THAT – ON THANKSGIVING, AND THEN BEYOND THAT WE DIDN'T TALK INTO SPECIFIC DETAILS; HE TOLD ME HE THOUGHT THE MEETING HAD GONE WELL.

CHAMPION: DID HE SAY WHAT THEY SAID SPECIFICALLY IN REFERENCE TO REED?

NO – WE DIDN'T GET INTO SPECIFIC DETAILS.

CHAMPION: ALRIGHT, CONTINUING ON PAGE EIGHTEEN – “STATION FOUR AFTER THE MEETING, CHIEF HARRISON 06/18/2017 TO 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 MY - ”

WERE YOU APPRECIATIVE OF THESE MEETINGS THAT HE WAS HAVING WITH YOU?

I FINALLY DID HAVE TO TELL HIM THAT I DIDN'T NEED AN HOUR MEETING WITH HIM EVERY OTHER SHIFT. I WAS OKAY, I WAS UNDERSTANDING THAT THEY WERE TRYING TO DO SOMETHING, BUT THEY WERE MORE PUTTING A TARGET ON ME PULLING ME OUT OF THE CREW FOR AN ADMINISTRATIVE MEETING THAN JUST LETTING ME BE WITH THE SHIFT AND HEAR WHAT THE REST OF THE CREW WAS HEARING. UM, WHICH HE ALSO UNDERSTOOD.

CHAMPION: DID CHIEF HARRISON ADDRESS ANY SPECIFIC TOPICS WITH YOU? HOW HE WAS ADDRESSING THEM, HOW HE WAS TRYING TO RESOLVE THEM?

UM, THEY REALLY AT THIS POINT HAD NO IDEA HOW THEY WERE GONNA HANDLE IT.

CHAMPION: DID HE SAY – DID HE INDICATE WHO THEY WERE?

ADMINISTRATION.

CHAMPION: "CHIEF HARRISON ALSO MADE MULTIPLE COMMENTS ON HOW PROFESSIONAL MY FATHER 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."

ANYTHING IN ADDITION TO THAT?

NO SIR.

CHAMPION: "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."

TELL ME ABOUT THIS CONVERSATION.

: UM, HE TOLD ME THE STORY OF THE SCARLET LETTER – WHICH I HAD HEARD BEFORE – AND HE WAS WORRIED THAT WHAT I HAD... HE UNDERSTOOD MY CONCERNS AND WHAT WAS GOING ON, AND THAT IT WAS WRONG. BUT, HE WAS WORRIED THAT THE WAY ADMINISTRATION HANDLED IT – AND IF THEY LINKED IT TO ME, THAT I WAS GOING TO BE LABELLED, AND THE GUYS WERE GOING TO START TREATING ME DIFFERENTLY. AND, HE WAS REALLY TRYING TO FIGURE OUT A WAY OF HANDLING EVERYTHING AND PREVENTING ME. UM, SO HONESTLY I – I FELT HARRISON WAS TRYING TO DO THE RIGHT THING, BUT HE WAS STILL STRUGGLING WITH HOW TO HANDLE IT.

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CHAMPION: ALRIGHT, SO – UM, HE’S ACTUALLY USING THE TERM WITH YOU, “SCARLET LETTER?”

YES.

CHAMPION: OKAY.

THAT WAS COMPLETELY HIS TERM.

CHAMPION: AND MAKING REFERENCE TO THE SALEM WITCHES?

MMHM.

CHAMPION: YES?

YES.

CHAMPION: [pause] DID YOU FEEL THAT HE GENUINELY CARED FOR YOUR SITUATION?

I DID – I REALLY DID.

CHAMPION: DID YOU SEE ANY ACTIONS BY THE CHIEF TO DIRECTLY IMPACT AND, AND MAKE CHANGE IN WHAT HAD BEEN ADDRESSED?

UM, OTHER THAN HIM CONSTANTLY COMING BY THE STATION, UM... JUST TO CHECK ON ME? UH, THERE WASN’T ANYTHING – YOU’LL SEE LATER, UM, HE KEPT USING THE PHRASE “PLEASE BE PATIENT, CHANGE IS SLOW.” THEY WERE STILL TRYING TO FIGURE THINGS OUT.

CHAMPION: WAS ANYONE SAYING ANYTHING ABOUT THE CHIEF’S APPEARANCES AT THE STATION?

APPEARANCES?

CHAMPION: HIM, HIM COMING BACK . . .

YES, YOU’RE ABOUT TO GET INTO THAT.

CHAMPION: “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.’”

SO, HE’S ACKNOWLEDGING TO YOU . . .

YES, THOSE WERE HIS EXACT WORDS – “THIS IS GOING TO BE VERY PAINFUL FOR YOU.”

CHAMPION: HE WAS AWARE OF THE RUMORS?

YES.

CHAMPION: “I ALSO GAVE CHIEF HARRISON MY PHONE TO SHOW HIM WHERE LIEUTENANT GRADIA HAD BEEN CALLING ME, AND SENT ME A TEXT INFORMING ME ADMIN HAD REACHED OUT TO HIM TO CONTACT ME. THAT TEXT WAS ON 07/15/2017; 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.”

[pause] THIS REFERENCE TO ADMIN – THE ADMINISTRATION, REACHING OUT TO HIM; UM, THIS IS TO LIEUTENANT GRADIA?

: GRADIA, MMHM.

CHAMPION: TO CONTACT YOU?

YES.

CHAMPION: IN REFERENCE TO?

IN REFERENCE TO MY MEETING.

CHAMPION: SO, THEY’RE REACHING OUT TO GRADIA IN THE, UM – IN HIS POSITION WITH THE UNION?

WELL, ADMIN SHOULDN’T BE DOING THAT IF THAT’S THE WAY THEY’RE DOING THAT, AND HE’S NOT MY LIEUTENANT, SO GRADIA SHOULD NOT BE GETTING ANY OF MY PERSONAL INFORMATION. ADMIN SHOULD NOT BE IN ANY UNION AFFAIRS.

CHAMPION: DID CHIEF HARRISON ACKNOWLEDGE THE CONTACT WITH . . .

YES, HE READ IT, WHERE GRADIA SAYS “ADMIN HAS TOLD ME YOUR SITUATION AND ASKED ME TO REACH OUT TO YOU,” PARAPHRASING THE TEXT MESSAGE, I DON’T HAVE IT IN FRONT OF ME. UM, AND THAT IS WHEN HE SAID HE HAD NOT WITNESSED THE CONVERSATION, BUT HE KNEW THAT INFORMATION LEAK HAD TO BE COMING FROM CHIEF GRACE.

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**CHAMPION: SO, YOU HAD NO KNOWLEDGE OF WHO HAD CONTACTED LIEUTENANT GRADIA?
NO – OTHER THAN THE FACT HE TOLD ME “ADMIN.”**

CHAMPION: AND, AS OF THIS DATE – DO YOU KNOW WHO REACHED OUT TO LIEUTENANT GRADIA?

.. I DO NOT KNOW WHO.

CHAMPION: OF COURSE, UH, WE HAVE SPOKEN ABOUT, UM, THE VARIOUS TEXT MESSAGES AND SUCH.

MMHM.

CHAMPION: AND, UM – WE HAVE AGREED THAT, UM, FOLLOWING THE COMPLETION OF THIS INTERVIEW, YOU ARE GOING TO, UM, GATHER TEXT MESSAGES, EMAILS, MEMORANDUMS – ANYTHING TO SUBMIT TO, UM, FOR EVIDENTIARY PURPOSES, CORRECT?

YES SIR.

CHAMPION: “CHIEF HARRISON TOLD ME THAT ADMINISTRATION COULD NOT GET INVOLVED WITH UNION ISSUES. WHEN I BROUGHT THE 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 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 STOP IT – IT WAS NEVER BROUGHT UP AGAIN.”

SO, YOU’RE GIVEN THE ASSURANCE BUT NO FURTHER DISCUSSION?

HE – HE NEVER FOLLOWED UP WITH ME.

CHAMPION: “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.”

OKAY – AND YOU STATE IN THE FIRST LINE, “CHIEF HARRISON CONTINUED TO KEEP ME IN THE LOOP ON WHAT THE DEPARTMENT WAS GOING TO DO TO FIX THE ISSUES.” WHAT WAS HE TELLING YOU?

HE – THEY WERE TRYING TO DECIDE WHETHER THEY WERE GONNA DO SEXUAL HARASSMENT TRAINING, UM, ON TARGET SOLUTIONS, OR IF THEY WERE GONNA BRING SOMEBODY IN. AND, THEY EVENTUALLY DID BRING SOMEBODY IN, BUT THEY ONLY PROVIDED IT FOR THE LIEUTENANTS.

CHAMPION: SO, THE LIEUTENANTS RECEIVED TRAINING SPECIFIC TO SEXUAL HARASSMENT?

YES.

CHAMPION: AND, HOW DID YOU FIND OUT THAT INFORMATION?

FROM MY LIEUTENANT.

CHAMPION: SO, YOUR LIEUTENANT WAS...?

LIEUTENANT BUSH.

CHAMPION: SO, LIEUTENANT BUSH TOLD YOU THAT HE AND THE OTHER LIEUTENANTS HAD TO ATTEND, UM, SEXUAL HARASSMENT . . .

YES.

CHAMPION: . . . TRAINING? AND THAT WAS AN IN PERSON TRAINING? IT WAS NOT A, UM, ELECTRONIC TRAINING?

I DO NOT KNOW.

CHAMPION: OKAY – YOU JUST KNOW THAT . . .

I JUST KNOW THEY HAD TO GO OFF DUTY TO GO TO A SEXUAL HARASSMENT CLASS.

CHAMPION: HOW DID YOU FEEL ABOUT THAT?

UH, I FELT IT WAS A STEP, BUT JUST DOING LIEUTENANTS WAS NOT GETTING THE MAJORITY OF THE PEOPLE.

CHAMPION: BUT A, A MOVE IN THE RIGHT DIRECTION? STARTING WITH THE ADMINISTRATORS?

IT WAS A MOVE IN THE RIGHT DIRECTION.

CHAMPION: "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 MISS 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 WHAT WAS GOING ON. FROM WHAT I'D BEEN TOLD FROM MY , 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 MISS 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 MISS STALLWORTH BACK – CHIEF GRACE HAD ALREADY HANDLED IT.

A FEW SHIFTS LATER, CHIEF HARRISON CALLS LIEUTENANT BUSH, TELLING HIM TO RETURN TO THE STATION AND IF STATION FOUR GETS ANY CALLS, TO LEAVE ME AT THE STATION WHEN RESPONDING TO THE CALL. I WAS GETTING A VISIT FROM BOTH DIRECTOR KLEINERT AND MISS STALLWORTH AT STATION FOUR."

JUST TOUCH ON THAT A LITTLE BIT FOR ME.

I MEAN, THAT'S – THAT'S BASICALLY THE BULK OF THAT.

CHAMPION: DID ANYONE EVER TELL YOU WHO HAD REACHED OUT TO HUMAN RESOURCES?

UH – OTHER THAN CHIEF HARRISON, NO. [pause] AND I MADE HUMAN RESOURCES AWARE WHEN THEY CAME TO MEET WITH ME, THAT I DIDN'T CALL THEM BACK BECAUSE CHIEF GRACE HAD TOLD ME THERE HAD BEEN A MISCOMMUNICATION, AND THAT I WAS TOLD NOT TO. THE-, THEIR CONVERSATION WAS TWO TO FIVE MINUTES, TOPS.

CHAMPION: HR?

YES – BUT AGAIN, THIS IS HR COMING OUT TO THE STATION IN FRONT OF THREE OTHER MEMBERS, SEEING ME GET PULLED ASIDE AGAIN BY SOMEBODY ELSE, AND NOW THEY'RE EVEN HEARING THAT I HAVE TO STAY NO MATTER WHAT IF THERE'S A PHONE CALL. THAT WASN'T PRIVATE, THAT WAS LIEUTENANT BUSH, WAS LIKE, "HEY!" IN THE MIDDLE OF THE TRUCK WHILE WE'RE DRIVING BACK, "YOU HAVE TO STAY NO MATTER WHAT." YOU KNOW, WE GET A CALL? *THE PARAMEDIC ON AN ALS TRUCK* HAS TO STAY, NO MATTER WHAT, FOR THESE PEOPLE THAT ARE COMIN' OUT. SO, THE OTHER TWO GUYS ARE JUST LIKE, "WHAT IS GOING ON?" MY LIEUTENANT HAD BEEN LOOPED IN ON A LITTLE BIT OF IT, BUT MY OTHER TWO FIREFIGHTERS I WORKED WITH HAD NO IDEA WHAT WAS GOING ON. THEY WERE JUST HEARING THE RUMORS AND JUST SEEING THE TRAFFIC THAT WAS CONSTANTLY COMING IN AND OUT.

CHAMPION: SO, NONE OF THIS IS BEING DONE DISCREETLY?

NO – NONE OF IT WAS DISCREET.

CHAMPION: DO YOU THINK IT WOULD HAVE BEEN A PROFESSIONAL COURTESY TO HAVE – FOR THEM TO HAVE HANDLED THIS DISCREETLY?

YES.

CHAMPION: UM – WOULD YOU AGREE THAT THIS WAS NO FAULT OF HR? THAT THE SUPERVISORS' ACTIONS, THAT IT WAS NOT DISCREET?

YEAH, HR REALLY DIDN'T KNOW WHAT WAS GOING ON. THEY WERE BEING KEPT IN THE DARK ANYWAYS.

CHAMPION: SO – WHEN THEY COME IN, IT'S ALMOST A FACT FINDING MISSION FOR THEM? IT'S, THEY'RE WALKING INTO AN UNKNOWN?

I THINK THAT . . .

CHAMPION: FROM WHAT YOU COULD TELL?

I COULD – THAT'S FAIR.

CHAMPION: SO, YOU SAID THIS IS A VERY SHORT MEETING?

YES, TWO TO FIVE MINUTES, TOPS; CLOSER TO TWO.

CHAMPION: OKAY, AND JUST TELL ME – TELL ME . . .

HI, I'M SO AND SO – HI, I'M SO AND SO. WE'RE HERE FOR THIS. I'M NOT REALLY SURE WHY YOU'RE HERE... I'M LETTING THE FIRE DEPARTMENT HANDLE THE SITUATION, I DIDN'T CALL YOU BACK BECAUSE OF THIS – AND THEY LEFT. THEY GAVE ME THEIR CARDS.

CHAMPION: DID THEY TELL YOU IF THEY WERE AWARE OF THE MEETING THAT YOUR HAD HAD WITH THE CHIEFS?

THEY SAID THEY WERE – KNEW VERY LITTLE.

CHAMPION: GIVE YOU CARDS FOR YOU TO CONTACT 'EM IF . . .

THEY GAVE ME CARDS.

CHAMPION: AND LEAVE?

AND THEY LEFT.

CHAMPION: ANY DISCUSSION WITH THE CHIEFS ABOUT THIS AFTERWARD?

I IMMEDIATELY CALLED CHIEF HARRISON TO LET HIM KNOW, BECAUSE I WAS TRUSTING THEM TO HANDLE IT BUT I DIDN'T WANT THEM TO THINK I WAS TALKING TO HR BEHIND THEIR BACKS, AND I TOLD HIM WHAT HAD GONE – WHAT HAD HAPPENED, AND WHAT I DISCUSSED WITH HR. I ALSO EXPLAINED TO HIM IT WAS A LESS THAN TWO MINUTE MEETING, AND THAT HR SEEMED TO BE UNAWARE, UM, THAT IT HAD BEEN A MISCOMMUNICATION AND THAT I PROBABLY SHOULD HAVE CALLED THEM BACK. AND, HARRISON WAS LIKE "OKAY." HE WAS IN THE LOOP.

CHAMPION: ALRIGHT, SO YOU SPOKE TO CHIEF HARRISON ABOUT THE . . .

HR MEETING.

CHAMPION: . . . HR MEETING?

YES.

CHAMPION: ANYBODY ELSE?

: NO.

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CHAMPION: "STATION FOUR AFTER THE MEETING: LIEUTENANT BUSH, 06/18/2017 TO PRESENT:"

"LIEUTENANT 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. LIEUTENANT BUSH SAYS HE HASN'T BEEN GOING INTO ANY DETAILS WITH THE ACCUSERS, BUT HE HAS BEEN STANDING UP FOR ME."

YES – SO, WHEN YOU WERE ASKING EARLIER IF ANYBODY HAD BEEN SAYING ANYTHING, THE TWO GUYS THAT I WAS WORKING WITH WERE CONSTANTLY GETTING TEXT MESSAGES. SO, PEOPLE COMING IN AND OUT OF THE STATION, AND THE WAY THINGS HAD BEEN HANDLED? IT WAS GOING TO THE POINT THAT OTHER FIREFIGHTERS THAT DIDN'T KNOW WHAT WAS GOING ON WERE SENDING TEXT MESSAGES TO MY CREW.

CHAMPION: OKAY – SO, YOU HAVE LIEUTENANT BUSH AND FIREFIGHTER FRENCH?

YES.

CHAMPION: AND THEY'RE THE ONES THAT'S GETTING . . .

TEXT MESSAGES . . .

CHAMPION: . . . THE TEXT MESSAGES?

TEXT MESSAGES, AND PHONE CALLS. THEY NEVER TOLD ME WHO EXACTLY WAS SENDING THEM THE TEXT MESSAGES AND PHONE CALLS.

CHAMPION: DID THEY EVER SHOW YOU THE TEXT MESSAGES?

BUSH DID NOT WANNA SHOW ME EXACT NAMES, 'CUZ HE DIDN'T WANT ME TO BE UPSET. BUT, HE SAID IT WAS MULTIPLE PEOPLE.

CHAMPION: OTHER THAN WATCHING THEIR BACKS AROUND YOU, DID – DID . . .

HE DIDN'T TELL ME MORE THAN "WATCHING THEIR BACKS," BUT HE SAID HE WOULD GO "OH MY GOSH, IT'S ANOTHER ONE." CONSTANTLY HE WAS GETTING STUFF, SO YOU WOULD HAVE TO ASK THOSE TWO ABOUT IT.

CHAMPION: YOU STATED LIEUTENANT BUSH STATED HE HAD BEEN STANDING UP FOR YOU?

YES, LIEUTENANT BUSH DID SAY THAT, UM, HE... BECAUSE BUSH KNEW MORE DETAILS THAN ANYBODY ELSE, OTHER THAN MY CHIEF OFFICERS; UM, AND HE ALSO KNEW THAT IT WASN'T BEING HANDLED WELL WITH INFORMATION GETTING OUT. SO, HE SAID "I'M NOT GONNA PUT YOUR BUSINESS OUT THERE," BUT, HE SAID HE WAS STANDING UP FOR ME TELLING THEM THERE'S OTHER SIDES TO STORIES, SO YOU OBVIOUSLY DON'T KNOW THE STORY.

CHAMPION: DO YOU BELIEVE LIEUTENANT BUSH?

I DO. LIEUTENANT BUSH IS A GOOD GUY.

CHAMPION: DO YOU TRUST LIEUTENANT BUSH?

I DO.

CHAMPION: HAS HE BEEN A GOOD SUPERVISOR?

YES.

CHAMPION: OKAY – "BLOUNT STREET HAZMAT INCIDENT (07/01/2017):"

"LIEUTENANT BUSH TOLD ME THE SHIFT AFTER (07/03/2017), 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, 'WE'RE OKAY, SHE'S NOT HERE.'"

AND – SINCE THE INCIDENT, DID YOU EVER LEARN WHAT THE INAPPROPRIATE ACT WAS?

NO – BUT I'M THE ONLY HAZMAT TECH THAT'S A FEMALE, SO I'M THE ONLY "SHE" THAT COULD HAVE BEEN REFERRING TO.

CHAMPION: DID LIEUTENANT BUSH TELL YOU WHO THE FIREFIGHTERS WERE?

NO.

CHAMPION: ALRIGHT – “CITIZEN COMPLAINT, | 07/24/2017:”

“FIREFIGHTER FRENCH HAD A COMPLAINT FILED AGAINST HIM BY A CITIZEN AT A STRUCTURE FIRE ON DEERFOOT LANE (07/24/2017). THE CITIZEN STATED THAT FRENCH WAS EXPOSING HIMSELF. SHE WENT IN TO GREAT DESCRIPTION TO EXPLAIN WHAT HIS MALE ANATOMY LOOKED LIKE ON THAT DAY. I DID NOT SEE ANYTHING – I SAW FIREFIGHTER 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 ONE 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 – AND THEN THE INVESTIGATION WAS LABELED “UNFOUNDED.”

AND – THE POINT OF THIS?

UM, THE POINT OF THAT WAS FROM MY COMPLAINT TO HIS COMPLAINT, UM – MINE WAS TREATED FROM MY LIEUTENANT; THIS IS A VERY SERIOUS INVESTIGATION, EVEN THOUGH HE WAS APOLOGIZING – ADMINISTRATION WAS TAKING IT VERY SERIOUSLY. I HAD NEVER DONE ANYTHING WRONG, ALL MY EVALUATIONS WERE PERFECT. UM, THIS IS A GUY WHO JUST GOT SUSPENDED FOR PUTTING PORN ON SOMEBODY ELSE’S COMPUTER, AND A CITIZEN – NOT EVEN ANOTHER FIREFIGHTER, A *CITIZEN* – IS EXPLAINING HIS DETAIL HIS PENIS. AND, THEY’RE ALREADY TELLIN’ HIM, “DON’T WORRY ABOUT IT, THIS LADY’S CRAZY. SHE’S WAY TOO DESCRIPTIVE.” WHICH, I HEARD CHIEF HARRISON SAY MYSELF AT THE STATION. SO, THEY WERE PLAYING DOWN THIS FROM DAY ONE AND NOT TAKING IT SERIOUSLY. SO, IF YOU’RE GONNA TAKE MY COMPLAINT SERIOUSLY FROM THIS SECOND, LET’S TAKE ALL COMPLAINTS SERIOUSLY OR LET’S NOT TAKE ANY OF THEM SERIOUSLY. LET’S NOT PICK AND CHOOSE WHAT WE’RE GONNA TAKE SERIOUS AND NOT.

CHAMPION: YOU FEEL IT WAS A DOUBLE STANDARD?

I DO. NOW, I WAS THERE WITH FRENCH. I SAW WHAT HE WAS WEARING, I SAW HIM AT THE STRUCTURE FIRE. I DO BELIEVE THAT THIS – THAT HE DID NOT HAVE THIS GOING ON. UM, BUT WE NEED TO TAKE HER COMPLAINT SERIOUSLY FROM THE BEGINNING.

CHAMPION: ALRIGHT – “08/14/2017, SHORTS EMAIL – CHIEF WILLIAMS:”

“I ADDRESSED THIS ISSUE WITH LIEUTENANT MCGUFFEY AT STATION ELEVEN, 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 LIEUTENANT MCGUFFEY AND CHIEF HOLLINGSWORTH APPROVED THE SHORTS. I HAVE NOT HAD ANY ISSUES.”

ELEVEN WOULD HAVE BEEN A YEAR AGO – SO, JUST SO YOU KNOW THE TIMEFRAME ON THAT.

CHAMPION: [pause] HAD ANYTHING BEEN SAID ABOUT THE SHORTS?

NOPE, THEY HAVE BEEN APPROVED BY BOTH MY LIEUTENANT AND MY CHIEF, UM, WHILE I WAS AT ELEVEN.

CHAMPION: OKAY.

“CHIEF WILLIAMS SENT OUT AN EMAIL THAT ONLY DEPARTMENT ISSUE SHORTS COULD BE WORN. LIEUTENANT 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’RE TOO SMALL.’ AT THE TIME, HE UNDERSTOOD THEY WOULD NEED TO MAKE EXCEPTIONS TO THE SOG FOR SOME... SOMEONE...”

THAT WAS A TYPO, SORRY.

CHAMPION: “SOME – SOME PEOPLE, AND I WOULD NEED SOMETHING TO WEAR.”

SO, THIS IS AFTER YOU HAD BOUGHT THE SHORTS?

YES, THIS HAD BEEN A YEAR AFTER.

CHAMPION: AND THE SHORTS HAD BEEN APPROVED?

YES – SO THIS IS THEIR... THEY'RE STARTING OVER, TRYING TO MAKE EVERYBODY WEAR THE EXACT SAME SHORTS, BUT THEY STILL HAVEN'T ADDRESSED THAT WE STILL DON'T HAVE WOMEN'S SHORTS – AND WE'VE ADDED TWO MORE GIRLS SINCE A YEAR AGO.

CHAMPION: OKAY – AND YOU STATED THAT CHIEF HARRISON POINTED OUT THAT YOU WERE "TOO SMALL?"

YES.

CHAMPION: AND, DOES THIS KINDA RELATE BACK TO WHEN WE DISCUSSED THE WET GEAR?

YES.

CHAMPION: YOU STATED THEY DO NOT HAVE ANYTHING THAT FITS, AND TO DATE THERE'S STILL NO . . .

THEY STILL DON'T.

CHAMPION: NOW, YOUR COLLECTIVE BARGAINING MAKES REFERENCE TO, UH, \$400 DOLLARS THAT CAN BE SPENT ON APPROVED APPAREL?

RIGHT.

CHAMPION: IS THIS WHAT YOU USED FOR YOUR SHORTS?

YES.

CHAMPION: ALRIGHT, BUT SOMETHING SUCH AS A – SUCH AS A WETSUIT, THAT'S SOMETHING THAT'S PROVIDED BY THE DEPARTMENT?

YES.

CHAMPION: AND AS OF THIS DATE, HAD THE – HAD THE ISSUE WITH THE SHORTS BEEN RESOLVED?

NO SIR.

CHAMPION: [pause] ALRIGHT – “SHORTS COMPLAINT:”

“LIEUTENANT 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. LIEUTENANT 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. LIEUTENANT BUSH SAID HE’D 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. LIEUTENANT 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.”

AND EARLIER, WHEN YOU MADE REFERENCE TO, UM – THEM BEING DISMISSIVE OF THE ALLEGATIONS AGAINST FIREFIGHTER FRENCH AND EXPOSING HIMSELF, IS THIS THE INVESTIGATION YOU WERE MAKING REFERENCE TO?

YES – THEY WERE TAKING IT VERY SERIOUSLY.

CHAMPION: AND WAS THERE, IN FACT, AN INVESTIGATION?

I WAS TOLD BY MY LIEUTENANT THERE WAS.

CHAMPION: LIEUTENANT BUSH?

YES.

CHAMPION: AND I’D ASKED YOU EARLIER, UH, IF YOU TRUSTED HIM?

YES.

CHAMPION: AND, SO – DO YOU BELIEVE HIM?

I DID – I BELIEVED HIM.

CHAMPION: NEVER GIVE YOU ANY, ANY SPECIFICS – STILL, TO DATE, YOU DON’T KNOW WHO THE ACCUSER IS?

AFTER I – AND THAT’S IN THE NEXT BULLET.

CHAMPION: ALRIGHT – “08/27/2017:”

“I CALLED UNION SHIFT STEWARD LIEUTENANT JIM ALLEN AND MADE HIM AWARE OF THE SITUATION. LIEUTENANT ALLEN CALLED CHIEF HARRISON, WHO DENIED AN INVESTIGATION. LIEUTENANT ALLEN CALLED LIEUTENANT BUSH TO CLEAR UP THE MATTER. LIEUTENANT BUSH INFORMED HIM THAT IT WAS LIEUTENANT HUNSUCKER FROM A SHIFT AT STATION FOUR MAKING THE COMPLAINT ON BEHALF OF ONE OF HIS GUYS. LIEUTENANT ALLEN TOLD LIEUTENANT BUSH MY RIGHTS, AND TOLD HIM IF ANYONE FROM ADMINISTRATION APPROACHES ME ON THIS ISSUE OR THE WORD OF INVESTIGATION GETS USED AGAIN TO CALL HIM IMMEDIATELY. HE CALLED ME BACK TO TELL ME THE ISSUE WAS DEAD AND NOT TO NOTIFY HIM...”

“AND TO.”

CHAMPION: “AND TO NOTIFY HIM IMMEDIATELY IF I HEARD ANYTHING ELSE ABOUT IT.”

DID YOU EVER HEAR ANYTHING ELSE?

NO.

CHAMPION: OKAY – SHORTS THAT WERE COMPLAINED ABOUT. THESE ARE THE AFOREMENTIONED SHORTS THAT HAD ALREADY BEEN APPROVED?

NO. THOSE – THOSE SHORTS THAT YOU’RE TALKING ABOUT UP THERE ARE MY DAY TO DAY SHORTS. THE SHORTS THAT THEY’RE COMPLAINING ABOUT ARE MY WORKOUT SHORTS.

CHAMPION: OKAY, OKAY. [pause] OKAY, AND THE STATEMENT “HE TOLD ME NOT TO WEAR ANYTHING BUT DEPARTMENT ISSUED SHORTS,” AND YOU STATE, UM, THAT YOU DO NOT HAVE DEPARTMENT ISSUED SHORTS.

RIGHT – SO I WORE PANTS OR SWEATPANTS. I HAVE SOME DEPARTMENT ISSUED SWEATPANTS – FOR THE REST OF THE TIME I WORKED AT ESCAMBIA COUNTY.

CHAMPION: OKAY, SO YOU’RE TOLD BY LIEUTENANT BUSH THAT THERE IS AN INVESTIGATION; NOW YOU’RE BEING TOLD THERE’S NOT AN INVESTIGATION – AND YOU’RE NODDING YES?

YES.

CHAMPION: HOW DID THIS MATTER RESOLVE ITSELF?

I DON'T KNOW. I STILL BELIEVE LIEUTENANT BUSH, THAT THERE WAS AN INVESTIGATION.

CHAMPION: SO, YOU'RE TOLD IT'S LIEUTENANT HUNSUCKER – HAD YOU, HAD YOU BEEN WITH LIEUTENANT HUNSUCKER?

LIEUTENANT HUNSUCKER IS THE LIEUTENANT PARAMEDIC THE SHIFT BEFORE I WORK AT THE SAME STATION.

CHAMPION: [pause] AND AGAIN, NEVER LEARNED ANY DETAILS AS TO WHAT THE COMPLAINT WAS ABOUT?

NO – NO.

CHAMPION: AND, SO THE – THE SHORTS THAT YOU'RE WEARING, UH... YOU SAID THEY HAVE THE COMPRESSION SHORTS ON THE INSIDE?

YES.

CHAMPION: SO, YOU'VE GOT AN INNER GARMENT AND AN OUTER GARMENT?

YEP.

CHAMPION: SHORTS WITHIN SHORTS?

YEP.

CHAMPION: UM, SOMETHING ALONG THE LINE OF, UM, BICYCLE SHORTS? UM, THE INNER SHORT?

YEAH, I GUESS YOU COULD CALL IT THAT. THEY'RE COMPLETELY SEWN TOGETHER.

CHAMPION: KINDA TIGHT ON THE INNER SHORTS, KINDA TIGHT?

YEAH – VERY TIGHT.

CHAMPION: AND THEN THE OUTER SHORT IS A, IS A LOOSER MATERIAL?

YES SIR.

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CHAMPION: BUT, NOTHING TRANSPARENT?

NO.

CHAMPION: UM, ARE THE INNER SHORTS LONGER THAN THE . . .

YES.

CHAMPION: SO, THE INNER SHORTS ARE A LONGER – AGAIN, ALONG THE LINES OF A BICYCLE SHORT, AND THE OUTER SHELL IS A SHORTER SHORT.

YES SIR.

CHAMPION: [pause] HOW'D YOU FEEL ABOUT THIS WHOLE SITUATION?

I WAS VERY UPSET ABOUT IT.

CHAMPION: AND TO DATE, NO MORE INFORMATION ON THIS?

NO SIR.

CHAMPION: SO, IS IT LIEUTENANT ALLEN WHO'S TELLING YOU THAT CHIEF HARRISON TOLD HIM THERE WAS NOT AN INVESTIGATION?

YES.

CHAMPION: SO, THEN LIEUTENANT ALLEN CALLS LIEUTENANT BUSH – YOU STATE TO CLEAR UP THE MATTER. UM, SO AGAIN – THIS IS LIEUTENANT ALLEN TELLING YOU WHAT BUSH HAD TOLD HIM?

YES.

CHAMPION: DID LIEUTENANT BUSH EVER ELABORATE ON THESE CONVERSATIONS WITH LIEUTENANT ALLEN?

I NEVER TALKED ABOUT ANYTHING AFTER I TALKED TO LIEUTENANT ALLEN. THE SHORTS WERE NEVER BROUGHT UP AGAIN.

CHAMPION: DID YOU CONTINUE TO WEAR THE SAME SHORTS?

NO.

CHAMPION: WHAT DID YOUR SHORTS – DO YOU SAI-, YOU SAID AT THAT POINT YOU STARTED . . .

I NEVER WORE SHORTS AGAIN.

CHAMPION: SO YOU STARTED WEARING THE JOGGING PANTS?

I WOULD WEAR SWEATPANTS, OR I WORE PANTS-PANTS.

CHAMPION: "PARAMEDIC PROCESS SUMMARIZED:"

"I CLEARED ORIENTATION PROCESS WHILE I WAS STATIONED AT STATION NINETEEN. EARL RICH MET ME AT THE END OF MY LAST EMS RIDE AND TOLD ME HE HAD SPOKEN WITH CAPTAIN AMMONS AND DOCTOR HENNING. THEY 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."

DOES THIS RELATE BACK TO WHAT WE HAD SPOKE ABOUT YESTERDAY, WITH THE PAY DIFFERENTIAL?

YES, WE'VE, WE'VE TALKED ABOUT BASICALLY ALL OF THIS THROUGHOUT YESTERDAY, BUT THIS IS JUST A SUMMARY OF EVERYTHING WE'VE ALREADY TALKED ABOUT.

CHAMPION: ALRIGHT, SO:

"CHIEF HOLLINGSWORTH GOT ME EMT PAY WHILE AT STATION ELEVEN. THE DEPARTMENT BECAME SHORT MEDICS IN THE SUMMER OF 2016, WITH THE IDEA THEY MIGHT BE OPENING UP ANOTHER ALS STATION. I WAS TOLD I NEEDED TO TAKE MY RSI TEST..."

RSI BEING?

UH, RAPID SEQUENCE INTUBATION.

CHAMPION: "... 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 EMS PARAMEDICS DID NOT HAVE TO MEET WITH DOCTOR HENNING. FIRE WOULDN'T HAVE TO ANYMORE, EITHER. FIRE ADMINISTRATION CLEARED JOHN SIMS AND I ON THE SAME DAY. I TOLD MY LIEUTENANT 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."

THIS AGAIN MAKES REFERENCE TO WHEN YOU STATE THE INDIVIDUAL HAD DONE THE STUDY ON THE COST OF COMPUTERS AND . . .

YES.

CHAMPION: . . . THOSE VARIOUS THINGS . . .

YES.

CHAMPION: . . . TO ACCESS THESE PROTOCOLS.

YES SIR.

CHAMPION: "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."

AND AGAIN, WE DISCUSSED THAT THEY DID IN FACT, UH, PUT YOU OUT WITH SOMEONE FOR ADDITIONAL TRAINING?

OVER A PERIOD OF TIME – BUT EVENTUALLY, I GOT TO THAT POINT.

CHAMPION: "I GOT REASSIGNED TO STATION THIRTEEN 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."

IS THIS THE ONE THAT YOU HAD MADE REFERENCE THAT, UH, COACHED YOU THROUGH A PROCEDURE?

NO.

CHAMPION: OKAY, THIS IS – THAT'S A SEPARATE INCIDENT?

OH, THAT'S – THAT'S NOT EVEN IN HERE. THAT'S A WHOLE 'NOTHER GUY.

CHAMPION: OKAY, OKAY.

"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 STATION THIRTEEN. 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. LIEUTENANT 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. LIEUTENANT RASNICK HAD A BLOW-UP ON ME; SEE HIS COMMENTS IN PREVIOUS SECTION. CHIEF HOLLINGSWORTH ALLOWED ME TO RIDE ON THE AMBULANCE THREE TIMES AND REASSIGNED ME TO STATION FOURTEEN WITH ONE OF THE MEDICS I HAD BEEN TOLD PREVIOUSLY I COULD NOT WORK WITH. I THEN WAS REASSIGNED TO STATION EIGHT, AND FINALLY FELT LIKE I WAS GETTING MORE CONFIDENCE WITH LIEUTENANT 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 STATION THIRTEEN AS THE MEDIC AND THEN MOVED TO STATION FOUR."

AGAIN, THESE ARE STILL THINGS THAT WE HAD PREVIOUSLY DISCUSSED?

YES SIR.

CHAMPION: "I 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."

TELL ME ABOUT THAT STATEMENT.

OH, I WAS JUST STATION THAT'S HOW I BECAME A PARAMEDIC – BUT WE ALSO TALKED ABOUT THAT YESTERDAY. IF YOU HAVE EXPERIENCE AS AN EMT AND YOU HAVE YOUR RN LICENSE, YOU CAN JUST TAKE THE PARAMEDIC TEST. THAT'S WHY I WAS LACKING THE INTUBATIONS, BECAUSE YOU DON'T, UM, INTUBATE AS AN EMT OR AN RN.

CHAMPION: "ESCAMBIA FIRE RESCUE DOES NOT HAVE ANY SET 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 SKILL LEVEL THAN FILLING PARAMEDIC POSITIONS."

OKAY, AND THE SOG FOR THIS IS, UM, 5100.005 – THAT'S, UH, EMT AND PARAMEDIC ORIENTATION.

YES. [pause] AND IF YOU ASK HOW SOME OF THE OTHER GUYS HAVE BEEN CLEARED, YOU'LL FIND OUT THAT THAT IS NOT FOLLOWED.

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CHAMPION: [pause] OKAY, AND AT THIS TIME, I'M PROVIDING YOU WITH THE, UH, TWO PAGE, UM – RULES, POLICIES AND GUIDELINES . . .

MMHM.

CHAMPION: . . . FOR THAT SPECIFIC DUTY, TRAINING. [lengthy pause] AND IF YOU COULD, FOR THE RECORD, UM – MAKE REFERENCE TO THE DATE OF THE POLICY AND ANY REVISION DATE?

UH, THE DATE OF THE POLICY IS 01/05/2010, AND THE REVISION IS 01/25/2011.

CHAMPION: OKAY – AND ANYTHING ABOUT THAT YOU WOULD LIKE TO SPECIFICALLY ADDRESS, WITH WHAT YOU'VE READ?

NOPE. IT'S JUST NOT FOLLOWED FOR THE DIFFERENT PARAMEDICS.

CHAMPION: SPECIFICALLY?

UM, FROM THE RIDES TO, UM – LIKE, HERE IT SAYS "YOU MUST BE CLEARED BY THE FIRST FTO BEFORE YOU'RE ALLOWED TO PROGRESS TO THE NEXT." UM, I WOULD BE WITH ONE FTO AND THEN THE NEXT, AND THE NEXT, AND THE NEXT – BACK AND FORTH, JUGGLED, UNTIL I FINALLY FINISHED MY SEVEN RIDES. UM, UH... PARAMEDICS WITH, UM, MORE THAN FOUR, UM, ARE REQUIRED SIX RIDES. I'VE HEARD OF 'EM, LESS THAN SIX RIDES. UM, YOU WOULD JUST HAVE TO TALK TO THE DIFFERENT PARAMEDICS TO SEE WHAT THEIR PARAMEDIC ORIENTATION HAS BEEN. THIS ISN'T BEING FOLLOWED THROUGHOUT THE DEPARTMENT.

CHAMPION: ARE YOU LEARNING OF THESE VARIED STANDARDS BY SPEAKING TO THE VARIOUS PARAMEDICS?

YES. I MEAN – WE GO TO DIFFERENT, UM, IN-SERVICES EVERY OTHER MONTH, AND WE TALK TO EACH OTHER. THEN WHEN THE NEW ONE COMES IN, WE SEE HOW THEY'RE CLEARING THAT ONE, HOW LONG IT'S TAKING 'EM. UM, WE'VE HAD SOME THAT JUST HAVEN'T BEEN GETTING IT, SO THEY'VE BEEN GOING OVER AND OVER AND MORE AND MORE, OR, UM... UH, YOU KNOW, THAT'S OBVIOUS WHEN THEY'RE OFF THE SCHEDULE FOR MULTIPLE SHIFTS. SO, IT JUST DEPENDS, UM, WHETHER YOU'VE TALKED TO 'EM OR YOU SEE IT ON THE SCHEDULE.

CHAMPION: OKAY, WE'RE AT THE BOTTOM OF PAGE TWENTY ONE – UM, WE'RE AT AN HOUR AND EIGHT MINUTES. NEED A BREAK? WISH TO CONTINUE?

I'M GOOD, WE CAN CONTINUE.

CHAMPION: ALRIGHT.

BRANNING: CLOSE.

CHAMPION: WE WILL CONTINUE.

MMHM.

CHAMPION: ALRIGHT, THE TITLE IS "

"SINCE FALL OF 2016, I'VE NEEDED TO . . . TO HELP ME COPE WITH EVERYTHING HAPPENING TO ME AT WORK. I'VE SEEN BOTH HAVE GIVEN ME A . . . OF . . . STARTED HAVING . . . THAT I HAD NEVER EXPERIENCED BEFORE. IN THE LAST YEAR, I HAVE EXPERIENCED . . . AND AM . . . WHERE I FORCE MYSELF TO . . . A DAY. I HAVE . . . OF WHAT HAD BEEN THREATENED, AND I CAN

AGAIN, WE'RE INTO THE TOPIC OF YOUR HEALTH – SO, I DON'T WANT TO DISCUSS ANYTHING THAT YOU'RE NOT WILLING TO SPEAK TO ME OPENLY ABOUT. UM, IS THERE ANYTHING YOU WANT TO ELABORATE ON THIS TOPIC FURTHER?

I THINK WE'LL JUST LEAVE IT THERE.

CHAMPION: "I AM TOO SCARED TO PICK UP OVERTIME IN FEAR OF WHOM I MIGHT BE WORKING WITH."

AND THIS IS, UH, OVERTIME AS A FIREFIGHTER?

YES.

CHAMPION: UM, AND JUST VARI-, SO WHEN YOU'RE PICKING UP OVERTIME, YOU'RE WORKING WITH VARIOUS STATIONS? YOU'RE JUST ASSIGNED, OR?

YEAH, YOU REALLY, UM – TELESTAFF WILL CALL YOU AND IT WILL TELL YOU FOR HOW MANY HOURS, AND THEN IT WILL SEND YOU TO A STATION. BUT, YOU DON'T KNOW WHO THE CREW IS WHEN YOU GET THE PHONE CALL. AND THEN THAT NIGHT, THE ROSTERS CAN GET CHANGED BASED ON DRIVER NEEDS OR PARAMEDICS, OR WHATEVER.

BEING A PARAMEDIC, I MIGHT PICK IT UP AND THEY TELL ME I'M GONNA BE AT THREE WITH THIS CREW, AND BY SEVEN O'CLOCK THE NEXT MORNING, THEY MIGHT HAVE MOVED ME TO ONE OF THE ALS STATIONS WITH A COMPLETELY DIFFERENT CREW. AND SO, I WAS CONSTANTLY IN FEAR OF WHO I WAS GONNA END UP WORKING WITH. SO, IT DOESN'T – IT JUST WASN'T WORTH IT. I WAS MENTALLY PREPARED TO WORK WITH A CREW THAT I KNEW I WAS WORKING WITH ON MY SHIFT AND THAT'S WHO I WAS GONNA WORK WITH.

CHAMPION: APPROXIMATE TIME PERIOD THAT YOU WITHDREW FROM, UH, WORKING ANY OVERTIME?

MM – ONCE, UM... I'M REALLY NOT SURE. ONCE I REALLY – WATSON REALLY STARTED BOTHERING ME A LOT. ONCE HE STARTED COMING TO THE STATION, BECAUSE HE WAS ONE OF THE BIG ONES I DIDN'T WANNA WORK WITH. UM, SO IT'D BE AROUND THAT TIME PERIOD.

CHAMPION: WHICH WAS?

UH, WE'D HAVE TO LOOK IT UP. IT WAS VERY EARLY – UM, SO, JUNE OF '15.

CHAMPION: JUNE OF '15?

MMHM. I WOULD . . .

CHAMPION: AND YOU STARTED YOUR EMPLOYMENT . . .

OH! NOPE – [unintelligible] LET'S SEE. [unintelligible] I'M REALLY NOT SURE. WOULD HAVE BEEN WHILE I WAS AT ELEVEN; [mumbling] TAKE A LOOK AT THAT.

BRANNING: '16 – YOU WERE THERE DURING JUNE OF '16.

YEAH, JUNE OF '16.

BRANNING: WELL, YOU – YEAH, YOU SAY YOU WERE . . .

YEAH.

BRANNING: . . . ACCORDING TO THIS, FROM JANUARY OF '16.

YEAH, JUNE OF '16.

BRANNING: JUNE 23, 2016 – MAYBE THAT WAS A TYPO?

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YEAH – YEAH.

CHAMPION: DOES YOUR DEPARTMENT PUT ANY LIMITATION – DO YOU HAVE TO, DO YOU HAVE TO BE AN EMPLOYEE BEFORE X AMOUNT OF TIME BEFORE YOU'RE ELIGIBLE TO WORK OVERTIME?

NO.

CHAMPION: SO, THERE'S NO PROBATIONARY PERIOD?

NOPE – UH, THERE'S A PROBATIONARY PERIOD. WE'RE ON PROBATION FOR SIX MONTHS, BUT THAT DOESN'T HAVE ANYTHING TO DO WITH OUR OVERTIME.

CHAMPION: SO EVEN DURING YOUR SIX MONTHS . . .

YOU WORK OVERTIME.

CHAMPION: . . . YOU CAN WORK OVERTIME?

YES.

CHAMPION: OKAY:

"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."

THIS STATEMENT, UM – "TO ACT ON THEIR THREAT."

I FELT WATSON WAS BEING THREATENING WHEN HE, UM, WAS DOING THE "RAPE GAME," LOOKING AT ME AND HUMPING, UM, PAGE. I THOUGHT THAT WAS THREATENING, AND SO, UM, I WAS HAVING THOSE NIGHTMARES. SO, I WAS HAVING TO LOCK MY DOOR AT NIGHT. AND, UM – YOU KNOW, NOT EVERY STATION I WAS AT, I HAD MY OWN BUNK ROOM. BUT, IT WAS AT THE STATION THAT I HAD MY OWN BUNK ROOM THAT I WAS LOCKING MY DOOR.

CHAMPION: THIS INDIVIDUAL WASN'T ON YOUR SHIFT THOUGH, RIGHT?

NO – BUT, HE HAD SHOWED UP RANDOMLY AT MY STATIONS BEFORE, SO I DIDN'T KNOW WHAT HE WAS WILLING TO DO.

CHAMPION: AND YOU HAD EXPLAINED TO ME, UH, AT SOME POINT YESTERDAY ABOUT HOW YOU ACCESS THE STATIONS?

YES – ALL OF THEM HAVE A DOOR CODE, AND WE HAVE ACCESS TO ALL THE CODES FOR ALL THE STATIONS. SO, HE WOULD HAVE ACCESS TO EVERY SINGLE STATION I WAS AT.

CHAMPION: WAS IT HE, SPECIFICALLY, THAT YOU FEARED?

IT WAS HE, SPECIFICALLY, BUT... OTHER PEOPLE, YOU KNOW. I DIDN'T KNOW WHO WAS PUTTING THE APPLICATION ON MY BED. UM, YOU KNOW, THERE WERE OTHER RUMORS GOING ON. I WAS WATCHING MY BACK, UM, BECAUSE OF EVERYTHING GOING ON, NOT JUST THAT. BUT, WATSON WAS DEFINITELY ONE OF THE MAIN COMPONENTS THAT WORRIED ME.

CHAMPION: "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 HAVE TO WATCH MY BACK."

THIS IS A VERY SERIOUS ALLEGATION – VERY SERIOUS; "THE FIRST LINE OF DUTY DEATH, NO MATTER WHAT." "I WAS EVEN TOLD RUMORS," THAT'S HOW – THAT'S HOW THIS STATEMENT BEGINS. WHO'S TELLING YOU THIS?

I WAS AT A CONFERENCE IN THE BEGINNING OF THE TIME STARTING AT THE COUNTY. UM, I DON'T REMEMBER THE EXACT PERSON, BUT I REMEMBER IT BEING A CITY FIREFIGHTER, BECAUSE I REMEMBER IT BEING ONE OF THE PEOPLE THAT HAD WORKED WITH MY [REDACTED] AND THE CONVERSATION STARTED – "DO YOU FEEL SAFE AT WORK?" AND I WAS, "WHERE ARE YOU GOING WITH THAT?" AND THEY WERE TALKING ABOUT HOW THEY HAD OVERHEARD THE COUNTY GUYS TALKING ABOUT ME, HOW I WAS GONNA BE THE FIRST LINE OF DUTY DEATH NO MATTER WHAT. AND THAT'S ALWAYS STUCK IN THE BACK OF MY HEAD. SO, I'VE ALWAYS KEPT THAT IN THE BACK OF MY HEAD. I'VE TRIED TO FORGET IT, BECAUSE I'VE TRIED TO WORK WITH THESE GUYS. UM, IT WAS AT THE VERY BEGINNING OF MY CAREER, SO . . .

CHAMPION: WE'RE BACK TO 2015?

YES.

CHAMPION: OKAY.

SO, IT – IT WAS ONE OF THOSE CONFERENCES. UM, I DO NOT REMEMBER THE PERSON, AND I – LIKE I SAID, I TRIED TO FORGET THIS, 'CUZ THESE ARE THE GUYS THAT I AM SUPPOSED TO... I AM SUPPOSED TO TRUST TO HAVE MY BACK, AND THEY ARE SO BOLD IN A CONFERENCE IN FRONT OF OTHER PEOPLE TO BE TALKING ABOUT THIS. TO WHERE SOMEBODY WHO KNOWS ME AND CARES ABOUT ME HEARS THIS, AND THEY COME TO ME.

CHAMPION: UM ...

SO, IT WAS A RUMOR, 'CUZ I DON'T HAVE A NAME – BUT, I DID LEAVE IT IN MY JOURNAL WHILE I WAS PUTTING IT HERE, BECAUSE THAT WAS SOMETHING THAT HAS STUCK WITH ME THE WHOLE TIME, THAT SOMEBODY WOULD SAY SOMETHING LIKE THAT.

CHAMPION: JUST TO POINT OUT FOR YOU – AS, OR, YOU KNOW... AS I DID MY RESEARCH ON THIS BEFORE I EVER SPOKE WITH YOU.

MMHM.

CHAMPION: AND I'M READING THESE JOURNAL ENTRIES, AND I GET TO THIS – AS AN OUTSIDE READING THAT, I WAS VERY SHOCKED. I WAS VERY APPALLED BY THIS STATEMENT, AND AS YOU CAN SEE, THROUGHOUT MY COPY OF THIS, I HAVE DIFFERENT AREAS THAT I'VE HIGHLIGHTED. AND AGAIN, THIS WAS VERY EYE OPENING, THAT... AND AGAIN, WE'RE TALKING ABOUT RUMORS. SOMETIMES THERE'S NOT AN INKLING OF TRUTH TO A RUMOR. OTHER TIMES, THOUGH – RUMORS ARE FOUND TO BE VERY FACTUAL. I HAVE THE DILEMMA OF THAT BURDEN OF PROOF, THAT FACT FINDING OF WHO CAN VERIFY, WHO CAN IDENTIFY – AND THAT'S, THAT'S WHERE I'M AT WITH THIS. "I WAS TOLD," AND WITH THAT INDIVIDUAL'S IDENTITY UNKNOWN, UM... I WANT TO DO FOLLOW-UP ON THIS. YOU SAID YOU WERE AT A CONFERENCE? IS THAT, THAT CORRECT? WHEN YOU LEARNED THIS INFORMATION?

YEAH – IT WOULD HAVE BEEN AT THE BEG-, UM, TOWARDS THE BEGINNING OF MY CAREER, SO. LIKE I SAID, IT WAS SOMETHING THAT I WANTED TO PUT OUT OF MY MIND, SO I DON'T REMEMBER EXACT DETAILS – BUT I'M TELLING YOU THE DETAILS I DO REMEMBER ABOUT IT.

CHAMPION: WHERE WAS THIS CONFERENCE?

IF IT WAS AROUND THAT TIME, THAT WOULD HAVE BEEN, UM, THE END OF THE YEAR WOULD HAVE BEEN HROC, WHICH I DIDN'T GO TO – I JUST WENT TO THE SOCIALS.

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CHAMPION: SO, YOU'RE AT A SOCIAL WHEN YOU'RE . . .

I MUST HAVE BEEN, LIKE – I MUST HAVE BEEN AT ONE OF THE SOCIALS.

CHAMPION: AND AGAIN, THE LOCATION?

PENSACOLA BEACH.

CHAMPION: I PROVIDED YOU AND YOUR ATTORNEY COPIES OF MY CARD YESTERDAY – THIS IS SOMETHING THAT I WOULD LIKE FOR YOU TO DEDICATE SOME RECALL TO. TRY TO RECALL WHO PROVIDED YOU THIS INFORMATION.

YES SIR.

CHAMPION: AGAIN, THIS – “THE FIRST LINE OF DUTY DEATH, NO MATTER WHAT.” [pause] ALRIGHT, WE'RE GOING TO MOVE ON FROM THAT. WE ARE AT “NOTE FROM

“IN ALMOST TWO YEARS, I'VE ONLY SPENT SIX 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 PROBLEM CREWS. THESE CREWS INCLUDE, BUT ARE NOT LIMITED TO KNOWN DRUG AND ALCOHOL PROBLEMS, DISCIPLINARY ACTIONS, SUSPENSION AND PURE LAZINESS.”

UM, WHAT'S THE REFERENCE TO DRUG AND ALCOHOL PROBLEMS?

UH, ALCOHOL WOULD BE JAMES REED. DRUG WOULD BE GAVIN NIGH. UM, THERE'S ONE ON A SHIFT THAT'S COMING OFF, THAT HIS LIEUTENANT, UM – JAKE ANDERSON IS CONSTANTLY REFERRING TO HIM HAVING A DRUG PROBLEM... UH, WHAT IS HIS NAME . . .

CHAMPION: AND WHEN WE SAY, WHEN WE SAY “KNOWN” DRUG – KNOWN?

GAVIN'S BEEN SUSPENDED FOR DRUG ISSUES.

CHAMPION: WHAT TYPE OF DRUGS ARE WE TALKING? PRESCRIPTION DRUGS, ILLEGAL DRUGS, UM?

I DON'T KNOW, PERSONALLY. I KNOW WHAT PEOPLE HAVE SAID IT WAS, BUT I DON'T KNOW PERSONALLY WHAT DRUGS. UM, WHAT WAS THE OTHER... [unintelligible]. THE OTHER GUY CAME FROM NAS.

CHAMPION: [pause] ARE YOU A BELIEVER IN PROGRESSIVE DISCIPLINE?

WHAT DO YOU MEAN BY PROGRESSIVE DISCIPLINE?

CHAMPION: MOST INSTITUTIONS HAVE AN IMPLEMENTATION OF A DISCIPLINARY PROCESS, WHICH YOU, YOU HAVE YOURSELF IN YOUR COLLECTIVE BARGAINING AGREEMENT. AND, THERE ARE THINGS WE CAN DO IN OUR CAREER THAT ARE SO EGREGIOUS THAT A FIRST OFFENSE, WE CAN BE TERMINATED. WHEREAS WHEN WE HAVE MINOR OFFENSES – A POLICY OFFENSE, A PROCEDURAL OFFENSE, UH, WE’RE DISCIPLINED WITH A VERBAL COUNSELING, UM... IF THERE’S SUCH A REPEAT OFFENSE, THAT PROGRESSES TO A WRITTEN REPRIMAND, TO A SUSPENSION, TO “YOU’RE NOT LEARNING THESE LESSONS, AND NOW WE’VE GOT FIVE INCIDENTS.” AND, THROUGH THE PROGRESSION WE’VE GONE FROM THE LOWEST FORM OF DISCIPLINE TO TERMINATION.

YES.

CHAMPION: SO, A PRACTICE OF PROGRESSIVE DISCIPLINE.

YES.

CHAMPION: DO YOU – DO YOU BELIEVE IN PROGRESSIVE DISCIPLINE?

YES.

CHAMPION: AND, OF COURSE – WHEN WE TALK ABOUT WORKING WITH PEOPLE WHO HAVE, WHO HAVE BEEN DISCIPLINED, WHO HAVE BEEN SUSPENDED... UM, JUST ABOUT ANYWHERE WE WORK, WE’RE GOING TO BE EXPOSED TO SOMEONE WHO HAS INCURRED A FORM OF PROGRESSIVE DISCIPLINE. UM, THAT’S NOT A REFLECTION ON US, BUT WE DO KNOW WHAT WE’RE WORKING WITH IN A LOT OF SITUATIONS, CORRECT?

YES.

CHAMPION: UM, DO YOU FEEL ANY OF THESE PEOPLE HAVE ENDANGERED YOU?

I FEEL WHEN THEY CONTINUE TO SHOW THAT THEY’RE HAVING THE DRUG-LIKE USE BEHAVIORS AGAIN, AND THEY’RE NOT BEING ACTED ON AND THE LIEUTENANTS AREN’T SEND THEM FOR, UM, DRUG TESTS – THAT IS ENDANGERING OUR CITIZENS AND OUR OTHER FIREFIGHTERS.

AND, THE LIEUTENANT SAYING THAT HIS FIREFIGHTER IS A DRUGGIE, AND THEN THE FIREFIGHTER THAT I WAS WORKING WITH HAVING, UM, SYMPTOMS THAT LOOKED LIKE HE WAS USING AGAIN, AND MY LIEUTENANT NOT SENDING HIM FOR A DRUG TEST... YES, I FEEL LIKE THOSE WERE ISSUES THAT SHOULD HAVE BEEN ADDRESSED.

CHAMPION: OKAY, AND BE SPECIFIC – TO YOUR LIEUTENANT AND THE OFFICER EXHIBITING SYMPTOMS?

UM, JAKE ANDERSON WOULD CALL HIS FIREFIGHTER A "DRUGGIE," AND THAT HE WAS FIRED FROM NAS FOR USING DRUGS. UM, HE WOULD STATE THAT HE WOULD JUST DISAPPEAR FOR NO REASON, AND THAT WHILE HE WOULD CHECKING-, CHECKING OFF THE TRUCK IN THE MORNING, HE WOULD JUST FALL ASLEEP IN HIS, UM, SEAT – SOMETIMES FOR FORTY FIVE MINUTES FOR NO REASON. THEN, MY FIREFIGHTER, UM, STOPPED EATING. HE WOULDN'T EAT FOR A WHOLE SHIFT.

CHAMPION: THIS IS WHO?

GAVIN NIGH – AND HE STARTED HAVING, UM, STRANGE BEHAVIORS LIKE WANTING TO SLEEP ALL DAY; HE ENDED UP HAVING A HIGH HEART RATE AND HAD TO GO TO THE HOSPITAL. UM, UH – WHAT ELSE... BUT HIS CREW FROM SEVENTEEN SAID HIS BEHAVIORS WERE VERY SIMILAR FROM WHEN HE HAD POPPED POSITIVE THE LAST TIME. MONEY WAS ALSO GOING MISSING FROM OUR KITTY – WHICH IS WHERE WE ALL PUT IN MONEY FOR GROCERIES. UM, AND WE DID NOT KNOW WHY THE MONEY WAS GOING MISSING.

CHAMPION: WHEN WAS THIS HAPPENING, AND WHO WAS THE SUPERVISOR?

THAT WAS WHILE I WAS AT STATION THIRTEEN, AND LIEUTENANT KING WAS IN CHARGE. BUT, LIEUTENANT KING ALSO WAS ON MILITARY LEAVE A LOT OF THE TIME. SO, WE CONSTANTLY HAD DIFFERENT SUPERVISORS IN AND OUT ON OVERTIME.

CHAMPION: AND WERE ANY OF THESE BEHAVIORS ADDRESSED WITH ANY OF THESE . . .

OH – GAVIN ALSO CONSTANTLY CALLED OUT SICK. LIKE, NEVER WORKED A WHOLE TWO WEEKS STRAIGHT.

CHAMPION: AGAIN, WERE ANY OF THESE BEHAVIORS ADDRESSED WITH SUPERVISORS?

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THEY WOULD ALL BE TALKED ABOUT BY THE SUPERVISORS, BUT THE SUPERVISORS WOULD NEVER – THE SUPERVISORS WOULD TALK ABOUT IT WITH THE CREW, BUT THEY WOULD NEVER GO UP. SO, THERE WAS NO REASON TO ADDRESS THEM WITH THE SUPERVISORS IF THE SUPERVISORS WERE TALKING ABOUT THEM.

CHAMPION: YOU STATE THAT THE ONE FIREFIGHTER WAS FIRED FROM ANOTHER AGENCY – DISMISSED FROM ANOTHER AGENCY?

THAT IS WHAT THE RUMOR WAS, BUT I HEARD HIS LIEUTENANT SAY IT HIMSELF.

CHAMPION: HIS LIEUTENANT WAS?

LIEUTENANT ANDERSON. I DON'T KNOW WHY HIS NAME – I CAN'T THINK OF HIS NAME RIGHT NOW.

CHAMPION: OKAY – “I LOVE MY JOB BECAUSE I,” . . .

NELLUMS – SORRY. NELLUMS . . .

CHAMPION: GO AHEAD.

. . . IS HIS LAST NAME.

BRANNING: YOU REMEMBERED IT?

BRIAN NELLUMS.

BRANNING: Y'ALL KEEP GOING – I'M GOING TO USE THE RESTROOM.

OKAY.

CHAMPION: “I LOVE MY JOB BECAUSE I GET TO HELP PEOPLE. THE DEPARTMENT CONSTANTLY SENDS OUT EMAILS TO REMIND 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."

REVISIT THE STATEMENT "I WAS NEVER GIVEN A CHANCE TO SUCCEED HERE." EXPOUND ON THAT FOR ME.

I REALLY WASN'T – I WAS MOVED TEN DIFFERENT TIMES, I WAS PUT WITH OFFICERS THAT DIDN'T WANT TO TRAIN ME. WE'VE TALKED THE LAST TWO DAYS ABOUT ALL THE DIFFERENT EXPERIENCES I'VE GONE THROUGH IN LESS THAN TWO YEARS. I REALLY WASN'T GIVEN A CHANCE HERE, AND I WORKED FOR FOUR YEARS IN ANOTHER AGENCY, AND I NEVER HAD ANYTHING LIKE THIS HAPPEN.

CHAMPION: "I FEEL I'VE BEEN SET UP FOR FAILURE TIME AND TIME AGAIN." EXPOUND ON THAT FOR ME.

THE SAME. UM – THE DIFFERENT CREWS WITH THEIR DIFFERENT ISSUES. THE DIFFERENT STATIONS... I MEAN, IF YOU DON'T GET TIME TO BOND WITH A CREW, AND YOU'RE NOT STAYING IN ONE PLACE... LIEUTENANT ALLEN ASKED TO KEEP ME, THE ONE WHO TRAINED ME FOR THE TWO WEEKS – AND HE WASN'T ALLOWED TO DO THAT. I WOULD HAVE HAD A WHOLE DIFFERENT CAREER IF I HAD BEEN ABLE TO STAY WITH HIM.

CHAMPION: THAT KINDA GOES INTO MY NEXT QUESTION – REFLECTING, REFLECTING ON YOUR TIME THAT YOU'VE BEEN WITH ESCAMBIA COUNTY FIRE RESCUE. WHAT HAS BEEN YOUR HAPPIEST TIMES?

I WORKED WITH LIEUTENANT ALLEN AND LIEUTENANT HUNTER – AND WORKING WITH BOTH OF THEIR CREWS WERE GOOD TIMES.

CHAMPION: OKAY, AND – THOSE TIMES WOULD HAVE COVERED, UM, REFLECTING TO YOUR, UM . . .

UH, SIX WEEKS.

CHAMPION: SIX WEEKS COMBINED?

COMBINED.

CHAMPION: OKAY. SO, TALKING ABOUT THE BEST OF TIMES – NOW WE'LL VISIT THE WORST OF TIMES; WORST STATION, WORST TIME PERIOD?

I DON'T REALLY HAVE A WORST – I MEAN, EVERYTHING... [pause] EVERYTHING STARTED TO ADD UP ON EACH OTHER. UM, I MEAN – EVERYTHING WAS PRETTY... [lengthy pause] DIAMOND AND KING WERE BETTER THAN THE OTHER LIEUTENANTS, BUT – AT EIGHT AND THIRTEEN. BUT, YOU KNOW... GARRETT AND TIME WITH RASNICK AND POLK – ALL EQUALLY SUCKED.

CHAMPION: "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 THE MISTAKES AND CHANGE, I HAVE CONTINUALLY BEEN LET DOWN BY THE SO-CALLED 'BROTHERHOOD' AND MY ADMINISTRATION."

THE WHOLE POINT OF THIS NOTE WAS BECAUSE I WASN'T GETTING TO HAVE A VOICE IN THAT MEETING. SO, I WROTE THIS LITTLE PART SO I COULD READ THIS AT THE MEETING WITH CHIEF GRACE, AND I GOT TO SAY SOMETHING. SO, THAT'S WHAT THAT WAS FOR.

CHAMPION: OKAY:

"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."

UH, "THE NOTE I'VE ENCLOSED," UH, "DEPARTMENT ORDERS."

UH, CHIEF GRACE SENDS OUT EMAILS, UM, WHICH HE CALLS DEPARTMENT ORDERS, THAT ARE, UM – LIKE WITH LIEUTENANT HUNTER'S CREW, WE CHANGED A FLAT TIRE ON THE SIDE OF THE ROAD. AND UM, UH... ONE OF THE ADMINISTRATORS, UH, THE COUNTY ADMINISTRATORS, HAD SEEN US ON THE SIDE OF THE ROAD AND SENT CHIEF GRACE AN EMAIL AND SAID, "I SAW YOUR CREW AT SIXTEEN CHANGING A FLAT TIRE. I'M SO PROUD OF Y'ALL," AND SO HE SENT OUT AN ORDER ABOUT US TO, UM, YOU KNOW... HOW GOOD WE DID ON A CARDIAC ARREST. AND, THOSE WERE JUST DIFFERENT ONES THAT MY NAME WAS ON.

CHAMPION: AND, WHO – YOU ENCLOSED TO WHOM?

UM, I HAD ORIGINALLY PUT SOME TOGETHER, UM . . .

CHAMPION: IS THIS THE PACK THAT YOUR OOK?

I – I THINK I HAD PUT THOSE TOGETHER, UM, AND GIVEN THOSE TO, UM, ALLISON? DID ALLISON NOT HAVE THOSE?

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CHAMPION: OH, I . . .

OH, I THOUGHT AL-, YEAH.

CHAMPION: . . . I'M JUST MAKING REFERENCE TO WHAT'S . . .

I THOUGHT I GAVE THOSE TO ALLISON.

CHAMPION: NEXT:

"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 LIEUTENANT ROWE IN THE MORNINGS UNTIL HE DEPLOYED."

SO, WE'RE MAKING REFERENCE TO, UH, PHYSICAL ABILITIES?

YES.

CHAMPION: "CURRENTLY, I AM STATIONED WITH AN OFFICER THAT IS OVERWEIGHT. AFTER EVALUATING HIS DIET AND EXERCISE ROUTINE, I CONVINCED HIM TO DO A CIRCUIT WORKOUT WITH ME EVERY DAY. WE STARTED AS A COMPANY TRYING FOUR NEW EXERCISES AT THE END OF THE CREW'S INDIVIDUAL WORKOUTS. NOW, LIEUTENANT WILL DO A FULL CIRCUIT WORKOUT WITH ME ON HIS SHIFT DAY."

SO, YOU'VE TAKEN IT UPON YOURSELF TO, UM, HELP YOUR, UM, FELLOW FIREFIGHTERS? AND WAS THIS FIREFIGHTER RECEPTIVE? IT SOUNDS . . .

YES, HE WAS.

CHAMPION: "MY LIEUTENANT 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 HAD WORKED FOR HIM IN THE PAST. WE ONLY COOKED MEALS SPECIFIC TO HIS DIET AT THE STATION. ON DAY TWELVE OF THE DIET ALONG WITH THE CIRCUIT EXERCISES AND RUNNING, HE IS DOWN FIFTEEN POUNDS. THE CREW PLANS TO RUN HIS FIRST 5K WITH HIM."

AND, WE MADE REFERENCE TO SEPTEMBER?

YEP.

CHAMPION: SO, THIS MONTH?

THAT WOULD HAVE BEEN THIS MONTH, YEP.

CHAMPION: DO YOU KNOW IF WE ACCOMPLISHED THAT?

I DO NOT KNOW – I HAVEN'T HAD CONTACT WITH ANYBODY, NOW THAT EVERYTHING'S BEEN GOING ON.

CHAMPION: OKAY – "BEYOND MINIMUM STANDARDS CLASS (BMSC):"

"DURING BMSC, I PERFORMED AT THE TOP OF THE CLASS BOTH MENTALLY AND PHYSICALLY. I SHOWED THE KNOWLEDGE BASE NEEDED TO PERFORM THE TASKS."

AND, WHEN WAS THIS?

THAT WAS THE SAME ONE WE TALKED ABOUT BEFORE, UM... BACK HERE. SO, WE'RE TALKING THE BEGINNING OF... SO, BEGINNING OF 2016; LIKE, FEBRUARY, MARCH AREA.

CHAMPION: "STATION ELEVEN, BOTTLE CONSUMPTION DRILL 05/18/2016:"

"CIRCUIT WORKOUT: TIRE FLIPS, TIRE HITS, STAIR CLIMBS, DUMBBELL CARRIES AND BURPEES. THE GOAL WAS TO COMPLETE AS MANY ROUNDS OF POSSIBLE UNTIL YOUR LOW AIR ALARM, THEN SEE HOW LONG YOU COULD CONSERVE YOUR AIR (3000 BOTTLE) BY YOUR CHOICE OF AIR SAVING TECHNIQUE."

THEN YOU HAVE THE RANKINGS AT STATION ELEVEN, AND THE TIMES:

LIEUTENANT MCGUFFEY – 23:00

HARRISON – 39:15

FATHEREE – 51:00

1:00:46

STATION SEVENTEEN:

LIEUTENANT CHAPMAN – 31:10

FEHL – 29:00

LONGSWORTH – 30:45

NIGH – 37:20

AND, THESE ARE JUST . . .

I ACTUALLY SET UP THE WORKOUT, AND WE INVITED ANOTHER STATION TO COME OVER AND WORK OUT WITH US. THE WHOLE POINT OF A BOTTLE CONSUMPTION DRILL IS TO SEE HOW MUCH WORK YOU CAN DO ON ONE BOTTLE. AND, UM – IT WAS JUST TO SHOW THAT I WAS ABLE TO DO IT, AND I WAS ABLE TO DO MUCH MORE THAN MY LIEUTENANT, AND MORE THAN ALL OF THE FIREFIGHTERS.

CHAMPION: KIND OF MAKING A POINT WITH THE, UH, "YOU'RE A GIRL" COMMENTS?

NOT THE "I'M A GIRL" COMMENT, BUT OBVIOUSLY I'M CAPABLE IF I'M PERFORMING HIGHER THAN MY COUNTERPARTS.

CHAMPION: ABILITIES.

YES SIR.

CHAMPION: "TIMESHEETS:"

"WHILE LIEUTENANT KING WAS GONE ON MILITARY LEAVE, HE PASSED OFF THE LIEUTENANT 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 B WATCH BATTALION CHIEF, HE WENT AROUND TO THE STATIONS GOING OVER TIMESHEETS, AND TOLD HIS OFFICERS HE ONLY RECEIVED ONE TIMESHEET FROM ALL THE STATIONS THAT WAS CORRECT – MINE."

ANY COMMENT?

NO SIR.

CHAMPION: OKAY, AND THEN, UM – WE END THIS WITH THE STATION ASSIGNMENTS, WHICH WE HAD, UH, DISCUSSED YESTERDAY. WE HAD THE – THE TEN ASSIGNMENTS, THE FIRST BEING AN ASSIGNMENT. UH, THOSE THEREAFTER WERE TRANSFERS – TWO OF WHICH WERE YOUR REQUESTED TRANSFERS.

WERE MY DREAM SHEETS THAT THE, UH, BATTALION CHIEF THEN PUT ME THERE.

CHAMPION: AND THEN, JUST TO POINT OUT – THE ONE TRANSFER WAS BASED UPON THE MOLD ISSUE?

RELOCATION, MMHM.

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CHAMPION: OKAY. OKAY – THAT COMPLETES A REVIEW OF THE JOURNAL. WITH THAT BEING SAID – HOW LONG HAVE YOU JOURNALED [sic]?

I STARTED THE JOURNAL, UM, FROM REALLY AS SOON AS I GOT HIRED. SO, MY FIRST DAY OF WORK WAS WHEN I STARTED THE JOURNAL, AND I DATED BACK TO, UM, THE PRE-EMPLOYMENT. SO, FROM FIRST DAY OF WORK I WOULD WRITE ANYTHING THAT WAS SIGNIFICANT TO ME.

CHAMPION: OKAY – AND UM, I'M SAYING JOURNAL. SOME PEOPLE REFER TO A JOURNAL AS A DIARY, SOME PEOPLE CALL IT A DAILY PLANNER, UH – VARIOUS... WHAT DO YOU REFER TO IT AS?

JOURNAL IS FINE.

CHAMPION: OKAY – UM, HAD YOU JOURNALED [sic] PRIOR TO, TO THIS?

NOT FOR WORK – I NEVER HAD A JOURNAL FOR WORK.

CHAMPION: AND YOUR JOURNAL – WAS IT AN ELECTRONIC JOURNAL? WAS IT, UH, A BOOK? UM . . .

I WOULD TAKE NOTES ON, UM, MY CELL PHONE, IF I HAD A PRIVATE TIME TO GET MORE ACCURATE QUOTES, UM, DURING WORK – BUT I DIDN'T WANT, UM, TO DO STUFF AT WORK IN THE EVENT PEOPLE WOULD SEE WHAT I WAS DOING. UM, SO OFTEN IT WOULD BE AS SOON AS I GOT HOME THAT NEXT MORNING, AND I WOULD JOT DOWN WHAT I REMEMBERED – AND THEN YES, IT WAS ELECTRONIC.

CHAMPION: SO, ELECTRONIC SUPPLEMENTED WITH . . .

RIGHT, I WOULD ADD – I WOULD ADD IN WHAT I HAD ON MY CELL PHONE.

CHAMPION: AND AGAIN, BEFORE WE WRAP THINGS UP, YOU KNOW – UM, WE'VE DISCUSSED, UM, SUPPLEMENTAL EVIDENCE TO THE JOURNAL. UM, SO – YOU HAVE MY, YOU HAVE MY CARD. JUST CONTACT ME WHEN YOU HAVE THAT, AND WE WILL ARRANGE HOW WE'RE GOING TO DO THAT TRANSFER. UM, AGAIN THE... STATEMENT WITH THE LINE OF DUTY DEATH; I'VE ASKED YOU TO REFLECT UPON THAT. UM, IF ANYTHING COMES ABOUT WITH THAT, I WOULD LIKE TO KNOW AS SOON AS POSSIBLE. UM – AS AN EMPLOYEE OF ESCAMBIA COUNTY, HOW WOULD YOU LIKE TO SEE THIS MATTERS RESOLVED?

MY QUESTION IS, HOW WOULD YOU?

BRANNING: GOOD POINT. YOU MEAN FOR THE BENEFIT OF THE DEPARTMENT GOING FORWARD, NOT FOR HER INDIVIDUALLY?

CHAMPION: ANY EMPLOYEE WITHIN AN AGENCY HAS, HAS AN EXPECTATION. WE'RE ALL HELD TO A STANDARD. WE SHOULD ALL BE EQUALLY HELD ACCOUNTABLE. IS IT FAIR TO SAY IF YOU VIOLATE A POLICY – AND WE DISCUSSED PROGRESSIVE DISCIPLINE EARLIER. IF YOU, UM – AN EXTINGUISHER'S USED. YOU USE, UH, SCBA – THOSE HAVE TO BE SERVICED THEREAFTER, CORRECT? YOU HAVE TO RECHARGE AN EXTINGUISHER THAT, THAT SCBA HAS – THAT TANK'S GOTTA BE REFILLED. AND, LET'S JUST USE THAT AS THE EXAMPLE. AND, THAT'S YOUR DUTY TO SEE THAT THOSE MEASURES ARE TAKEN. YOU'VE FAILED TO DO THAT, WE'RE ON A CALL – THAT PIECE OF EQUIPMENT'S UTILIZED AND IT FAILED. THAT FAILURE IS YOUR FAILURE, WOULD YOU AGREE WITH THAT EXAMPLE?

OKAY?

CHAMPION: THAT, THAT WAS YOUR DUTY. SO, AS A CONSEQUENCE FOR FAILING TO DO THAT – WITH THIS EQUIPMENT FAILURE THAT YOU ARE RESPONSIBLE FOR ITS MAINTENANCE, I ELECTED TO GIVE YOU A WRITTEN REPRIMAND. SO, THAT'S – THAT'S YOURS. AND, WE'VE COVERED, UH, A LOT OF... A LOT OF MATERIAL; WHAT ARE YOUR EXPECTATIONS OF THE AGENCY TO ADDRESS THESE MATTERS?

BRANNING: SERGEANT CHAMPION . . .

CHAMPION: YES SIR?

BRANNING: I'M GOING TO ADVISE HER NOT TO ANSWER THAT QUESTION, BECAUSE IT COULD INVOLVE MATTERS THAT PERTAIN TO HER INDIVIDUALLY. UH, WHEN I FIRST HEARD THE QUESTION, I THOUGHT YOU WERE TALKING ABOUT "HOW WOULD YOU LIKE TO SEE CHANGE." I READ INTO IT, OR I UNDERSTOOD YOUR QUESTION TO BE GLOBALLY, "HOW WOULD YOU LIKE TO SEE MATTERS IMPROVE AS A RESULT OF WHAT SHE HAS BROUGHT TO THE COUNTY'S ATTENTION." BUT, IF IT INVOLVES THINGS PERTAINING TO A RESOLUTION OF, OF CIRCUMSTANCES INDIVIDUALLY, I'D ADVISE HER NOT TO ANSWER THAT, BECAUSE IT WOULD INVOLVE ATTORNEY / CLIENT PRIVILEGED INFORMATION, AND HER, UH, HER RIGHTS UNDER APPLICABLE FEDERAL AND STATE STATUTES.

CHAMPION: AND IN REFERENCE, SO – YOU FEEL THAT THE TOPIC OF... YOU TOOK IT AS HOW SHE WOULD LIKE TO SEE THE AGENCY?

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BRANNING: THAT'S HOW I UNDERSTOOD YOUR QUESTION – AND IF, AND IF THAT'S WHAT IT IS, THEN – THEN, YOU KNOW, TO THE EXTENT THAT WHAT SHE WOULD LIKE TO SEE HAPPEN MATTERS, THEN SURE SHE CAN TELL YOU. BUT, TO THE EXTENT THAT SHE WOULD HAVE TO BE ADVISING WHAT INDIVIDUALLY SHE WOULD EXPECT TO SEE HAPPEN, OR LIKE TO SEE HAPPEN? I WOULD ADVISE HER NOT TO ANSWER ON THAT PIECE.

CHAMPION: ALRIGHT.

BRANNING: UM, BUT GLOBALLY, FOR THE BETTERMENT OF FIRE RESCUE? SURE.

CHAMPION: LET'S ADDRESS THAT.

I WOULD LIKE TO SEE CHANGE IN THE DEPARTMENT. I WOULD DEFINITELY LIKE TO SEE IT BE A BETTER WORKPLACE.

CHAMPION: WE HAVE THIS BOOK OF OPERATING GUIDELINES. THESE SOGs, POLICIES AND PROCEDURES – IS THERE ROOM FOR IMPROVEMENT HERE?

I'D LIKE TO SEE THAT SOME FOLLOW – ER, I WOULD LIKE TO SEE THEM FOLLOWED, AND THEY NEED TO BE UPDATED. YOU LOOK THROUGH 'EM, YOU'LL SEE THE VERY FIRST FIRE CHIEF, AND YOU WILL SEE VERY FEW OF THEM HAVE BEEN UPDATED IN A LONG TIME.

CHAMPION: MAKING REFERENCE TO – I ASKED YOU TO READ THE POLICY DATE, AND THE REVISION DATE?

YES SIR.

CHAMPION: ARE THERE MATTERS THAT YOU'VE EXPERIENCED THAT DO NOT HAVE GUIDELINES?

YEAH.

CHAMPION: ANY, ANYTHING THAT SHINES LIKE A LIGHT TO YOU? THAT NEEDS TO BE ADDRESSED, SPECIFICALLY?

NOTHING AT THIS TIME.

CHAMPION: OKAY – WE'VE HAD LENGTHY CONVERSATION FOR, FOR TWO DAYS. DURING THIS TIME, IS THERE... IS THERE ANYTHING THAT YOU WERE JUST HOPING I WOULD ASK YOU THAT I NEVER ASKED?

NO SIR.

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**CHAMPION: IS THERE ANYTHING THAT I'VE FAILED TO ASK YOU THAT I SHOULD KNOW THAT
WOULD BE OF IMPORTANCE TO THIS INVESTIGATION?**

NO SIR.

**CHAMPION: ALRIGHT, WELL I HAVE NO FURTHER QUESTIONS FOR YOU AT THIS TIME, AND
WE WILL CONCLUDE THE INTERVIEW AT 1505 HOURS.**