

OKALOOSA COUNTY CLERK OF CIRCUIT COURT



DEPARTMENT OF INSPECTOR GENERAL



INVESTIGATIVE REPORT: INFORMATION TECHNOLOGY EMPLOYEE MISCONDUCT

**REPORT NO. INV-23-003
REPORT ISSUED MAY 10, 2023**

ISSUED BY: ANDREW THURMAN, INSPECTOR GENERAL

Contents

Executive Summary	2
Background	3
Scope & Methodology	3
Allegations	3
Investigative Narrative	4
Findings of Fact and Recommendations	8
Exhibits	11

Executive Summary

On April 24, 2023, the Inspector General for the Okaloosa County Clerk and Comptroller met with the Director of Human Resources (HR) for the Okaloosa County Board of County Commissioners. HR requested an independent review of alleged policy violations by an IT employee named John Nance. On April 28, 2023 the Inspector General Team (IG) met with HR. During the meeting it was disclosed that Nance may be taking items that do not belong to him, requesting employees work off the clock, fabricating allegations against subordinates, taking a county vehicle home without authorization, and working for another vendor on county time.

During the interview with Nance, he did admit to taking a ball from the playground of a local elementary school, but stated he had no recollection of taking items from Home Depot or Lowes. He also stated if he did remove an extension cord from Emergency Operations Center or a server cabinet from the FWB Courthouse Communications room, it is because it belonged to County Information Technology (IT). He stated he had no recollection of removing any of the K-9 training tools from the Okaloosa County Training facility in Crestview.

Nance stated that he did do some work for Griffin Traffic Signals (Griffin) at the traffic light by the Crestview Commons which is under construction. Griffin was contracted by the developer and the traffic signal is inside the city limits of Crestview. He said he was doing a favor for a friend (Marshal Griffin – General Manager of Griffin), because \$300,000 was being withheld from Griffin until the traffic lights were activated and flashing. He stated he was in his own vehicle and was using his own splicing trailer but later clarified the trailer was owned by Williams Power & Signal.. He did admit it was on a workday for the County, but that he had left work early to take care of the work for Griffin. He stated he received no compensation from Griffin for accomplishing the work other than a thank you.

Background

On April 28, 2023, our office opened an investigation after meeting with the Director of Human Resources regarding a possible violation of the county's fraud, waste, and abuse policies by an Okaloosa County Information Technology employee. An IT employee, Adams, was having a casual conversation with outside vendors and other county employees and mentioned some of the policy violations regarding Nance. Another employee, not within the IT Department, who was a part of the conversation notified HR with their concerns. Several county IT employees were interviewed regarding the alleged policy violations, to include the Director of IT and Nance.

Scope & Methodology

The scope of our investigation included interviews of vendors and various county employees, review of Okaloosa County Human Resource policies and procedures, review of payroll timesheets, and a review of GPS records for Nance's assigned county truck and all three Ford Taurus' assigned to IT by the County,

The investigation was performed in compliance with the *Quality Standards for Investigations* found within the *Principles and Standards for Offices of Inspector General* as published by the Association of Inspectors General. The standard or degree of proof required to establish a conclusion of fact is at least "by a preponderance of evidence," which indicates evidence that establishes the fact sought to be true is more probable than not.

Investigations by the Department of Inspector General will reach one of the following four conclusions of fact per allegation: substantiated, unsubstantiated, unfounded, or not legally sufficient. **Substantiated** means there is sufficient information to justify a reasonable conclusion that the allegation is true. **Unsubstantiated** means there is insufficient information to either prove or disprove the allegation. **Unfounded** means there is sufficient information to indicate the allegation is false. **Not-Legally Sufficient** means that the allegation does not violate current governing directives.

Allegations

Allegation 1: Conduct unbecoming a county employee. Ripping an employee's jeans while at work and making allegations that the employee threatened him with a weapon.

Allegation 2: Requesting subordinates work for the County on their own time.

Allegation 3: Unauthorized use of County vehicle.

Allegation 4: Petit theft; Theft of items from local retailers and other county offices.

Allegation 5: Doing work for an outside vendor on County time not authorized by the County.

Governing directives: Okaloosa County Human Resources Policy Manual

1. F.S.S. 812.014 Petit Theft
2. Chapter XIV – Outside Work
3. Chapter XIX – Use of County Vehicles
4. Chapter XX – Disciplinary Action; Section B, 3b) Infraction of rules, regulations, policy, or procedures as established either by the Board or by the department, Section B, 4q) Conduct unbecoming of a county employee.
5. Chapter XXXII, Anti-Fraud Policy Section C, 2i) serious abuse of County time such as unauthorized time away from work, falsification of work hours reported, or excessive use of County time for personal business.

Investigative Narrative

On April 28, 2023, the Department of Inspector General (IG) for the Okaloosa County Clerk and Comptroller met with the Director of Human Resources (HR). The meeting was requested by HR regarding concerns about alleged policy violations by the IT employee John Nance. HR had spoken with Darron Adams and he informed them of different items that Nance had stolen and/or fabrications Nance made. The IG opened an investigation following the meeting with HR.

Adams was interviewed under oath on April 28, 2023 at the Okaloosa County Courthouse in Crestview. Also interviewed were William Washington, Bobby Boydston, and Ron Hagberg. All interviews were sworn and recorded. All four are employees of the Okaloosa County IT; Hagberg is a supervisor.

Adams relayed his distrust of Nance due to the multiple incidents of fabrications and lies told by Nance. He stated he had a strained relationship with Nance due to dishonesty but also an incident that took place in the fall of 2022. Adams wore a pair of fashion ripped jeans to work. One of the rips was near the front pocket area of the jeans but had a patch behind it. Nance made comments about the ripped jeans and then stuck his finger in the hole and ripped the jeans down to his knee. Adams was upset about the ripped jeans and Nance gave him \$80 to replace the jeans. According to Adams, the incident was brought to the attention of the IT Director, Dan Sambenedetto. The IT Director called them in to talk about the incident to include Bobby Boydston who was present during the incident. Nance allegedly told the IT Director that Adams had pulled out his concealed carry weapon and threatened him with the weapon. Adams denies exposing his concealed weapon and threatening Nance. Adams also stated that Bobby Boydston and Ron Hagberg were present and could confirm his description of the incident. In later interviews Hagberg and Boydston supported Adams version of events. Adams stated that the IT Director had a “talk” with Nance and the relationship between he and Nance improved following the incident.

Adams also relayed several incidents where Nance took items that did not belong to him. One incident he described was in the fall of 2022 when they were outfitting the new County splicing

trailer. He and Nance went to Home Depot in FWB. Nance took a bit for an impact gun and put it in his pocket. They then went to Lowe's on that same day and Nance took some antifreeze for a pressure washer pump and put it in his man purse. Adams described a purse like bag that Nance always carries with him. Adams stated that they had purchased other items at both locations with the County Purchasing Card (P-Card). Research of Nance's P-Card was conducted and the only date where the P-Card was used in both location on the same day was November 17, 2022. The purchase at Home Depot occurred at 11:57am in the amount of \$725.18. The purchase at Lowe's occurred at 12:46pm in the amount of \$57.88.

Adams described an incident in which Nance took a handful of thumb drives from a north Crestview elementary school, and a ball from the playground. Adams witnessed the theft of the thumb drives but not the theft of the ball. Ron Hagberg and Bobby Boydston both confirmed they witnessed the theft of the thumb drives. Hagberg also witnessed the theft of the ball, and Boydston stated Nance told him he took the ball.

Adams described another incident of theft in which he and Nance were at the Okaloosa County Sheriff's Office (OCSO) K9 training facility on Chappie James in Crestview. Adams stated he opened the refrigerator located at the site and there were several K9 training kits inside. He stated Nance took a cocaine training kit from the refrigerator and said he was taking it home for his dog to play with. The OCSO was contacted and asked if any of their kits were missing. They conducted an inventory and compared it to a purchasing invoice. The only kit missing was the cocaine training kit. During Boydston's interview he stated he did hear Nance and Adams joking about the removal of the K9 training tool.

Adams stated he witnessed Nance remove an extension cord from the Emergency Operations Center and a cabinet/server rack from the FWB Courthouse Communications closet. He stated Bobby Boydston was present as well as William Washington. According to Adams, Washington stated that the cabinet did not belong to IT but to the Sheriff's Office; however, Nance asked Bobby to help him load the cabinet in the truck. Both Washington and Boydston were interviewed and both were not sure who the cabinet belonged to. The cabinet was located in the IT storage area pole barn. The cabinet had no identifying tags as to ownership.

Adams relayed an incident in which he needed to take time off to take his dog to the vet. He parked the county vehicle and trailer in the Crestview location. Nance later called him and told him he needed to move the truck and trailer to the FWB location, and that he needed to do it on his own time because it was his mistake.

Another incident Adams described was Nance taking one of the Ford Taurus' assigned to IT home overnight. This was confirmed by Hagberg, who stated he believed the reason Nance took the vehicle home was because his personal vehicle was in the shop.

Ron Hagberg was interviewed on April 28, 2023 at the FWB Courthouse, following Adams' interview. Hagberg stated Nance had contacted him and asked him to do some work for LiveOak, because a county badge was needed. He stated the contractor would pay him cash. Hagberg declined.

Hagberg produced a photograph of Nance's personal vehicle, attached to the truck was a trailer with a Williams Power & Signal insignia on the side. Hagberg's photograph is date and time stamped for April 14, 2023 at 2:02pm. The truck and trailer are parked in front of the Crestview Commons which was under construction. Adams had relayed the incident but did not personally see it but advised Hagberg took a photograph. Griffin is the contracted vendor to complete work on the traffic lights, and Hagberg stated Nance was doing work for them. April 14, 2023 was a Friday and 2:02pm is within Nance's normal work hours. Nance's time sheet for that pay period was pulled and did not indicate any Paid Time Off for that day.

Bobby Boydston was interviewed on April 28, 2023 at the Okaloosa County Courthouse. Boydston stated he also witnessed Nance's truck pulling the splicing trailer belonging to William Power & Signal on April 14, 2023 during normal work hours for the County.

Regarding the incident where Nance tore Adams jeans while at work, Boydston stated the IT Director, Sambenedetto, had called him into his office. Nance was present also, Sambenedetto, stated Nance had told him that Adams had threatened him with his gun. Boydston stated Adams never pulled his gun and threatened Nance.

He shared Adams and Hagberg's description of Nance as a fabricator of information. He described Adams as honest and did not believe Adams was being untruthful with the events he had relayed.

On May 2, 2023, Dan Sambenedetto, the IT Director was interviewed. He stated he did recall the incident involving the ripped jeans, but that Nance had reimbursed Adams for the jeans. He stated he did speak with Nance about it and felt it was behind them. He was asked about whether there was an allegation made by Nance that Adams had threatened him with a weapon. He did say there was some discussion regarding the concealed weapon but not that Adams had threatened Nance.

Sambenedetto stated he was unaware of Nance working on the traffic light for Griffin or that he had left work early on April 14, 2023. He stated that Randy Showers, the County traffic engineer, may have information on whether Nance was asked to work on the traffic light. Our office had already been in contact with Showers, who stated the traffic signal was requested by the City of Crestview and to contact Wayne Steele, Director of Public Works. He added that the County does do some work on signals but that is usually a coordinated effort with the cities and Florida Department of Transportation (FDOT). When asked if the signal was tied to the fiber network, he said yes, but that the work had already been completed by the contractor Griffin. He also stated that the County IT employees do get involved with work on signals at times but to his knowledge they were not asked to work on this signal, the contractor Griffin did the work. The City of Crestview was contacted and they referred this office to the Crestview Commons developer who was responsible for the signal in question.

Regarding Nance taking home a county vehicle, Sambenedetto stated he had given Nance permission on three occasions to take a county vehicle home. He referred back to text messages he had exchanged with Nance and stated it was around the middle of April 2023. This does coincide with the dates found in the GPS records pulled by HR where the Ford Taurus was taken to Nance's residence in Panama City.

John Nance was interviewed on May 4, 2023 at HR, the interview was sworn and recorded. Nance did admit to ripping Adams' jeans, and stated they were inappropriate for work. He did pay him for the jeans and was scolded by Sambenedetto for the incident. When directly asked about the concealed carry incident, he stated Adams did later pull his gun out but Nance did not feel it was a threat and did not report it.

Nance did admit to taking the ball from the elementary school ground and putting it in his truck but doesn't remember taking any thumb drives. He stated if he took an extension cord from EOC, it was because it is all IT equipment. He did recall the server cabinet from the FWB communications closet, and said he cleared it with McKeivy after the fact. McKeivy is the OCSO IT employee.

Adams, Hagberg, and Boydstun had mentioned an incident where Nance had taken one or more traffic cones from the vendor LiveOak while they were parked at Cheers Pub for lunch in Shalimar. According to those interviewed, LiveOak puts the cones around their truck when its parked. Nance stated that yes he did take one of their cones and gave it back to them advising them that the cones were not legal because they were blue.

When asked about taking the items from Home Depot and Lowes, he stated he doesn't remember. When asked if he took one of the K-9 cocaine training kits from the refrigerator at the OCSO training facility in Crestview, he stated "not that I remember".

He was asked if he ever directed Adams to work off the clock and move a truck and trailer from Crestview to FWB, he had no recollection, but did remember the request regarding Hagberg. He stated he put LiveOak and Hagberg in touch with one another. LiveOak was behind on work and wanted to work on the weekend to catch up but needed a county employee to essentially escort them. Nance was asked if the work Hagberg was being asked to do could be included on the county employee's timecard and he said no.

Nance did admit to working on the traffic signal for Griffin. He stated Marshall Griffin is a friend of his and called asking for his help because the developer was withholding \$300,000 from him until the lights were up and flashing. He stated it was not county related and that it was during his normal working hours, but he used his personal truck and his own splicing trailer completing the work at the end of the day. He was asked specifically about the trailer because it said William Power & Signal (WPS) on the side. He stated the county had leased the splicing trailer until November 2022 and it had been parked on Nance's property since then, but they had come and picked their trailer up. He was asked when they came and got the trailer and he showed a picture and text of WPS picking up the trailer, it was dated May 3, 2023. He was asked if he received compensation for doing the work for Griffin and he said just a "thank you". He did not ask Sambenedetto about leaving work early and doing the work because Sambenedetto was on vacation.

He stated he did "zero" work outside of county work but does allow some contractors to put their equipment on his property with no lease agreement, just a handshake deal, maybe a little money, or dinners.

Findings of Fact and Recommendations

Allegation 1: Conduct unbecoming a county employee. Nance admitted he ripped an employee's jeans while at work. He stated the employee had holes in his jeans that were inappropriate for work attire and he grabbed a piece of the jean and ripped it. He gave the employee \$80 to replace the jeans. He also admitted to saying that the same employee exposed his concealed carry firearm while at work but denies he made the allegation the employee threatened him with it. The IT Director, Dan Sambenedetto stated he did talk to Nance about the incident regarding the ripping of the jeans. The employee, Darren Adams, in his interview stated Nance stated Adams had threatened him with the weapon. Another employee, Bobby Boydston was interviewed and stated Adams never exposed his concealed weapon, in a threatening or any other manner, towards Nance.

Finding 1: Substantiated.

Chapter XX – Disciplinary Action; Section B, 3b) Infraction of rules, regulations, policy, or procedures as established either by the Board or by the department, section B, 4q) Conduct unbecoming of a county employee.

Allegation 2: Requesting subordinates work for the County on their own time.

Adams stated in a sworn statement that Nance told him to retrieve an IT truck and trailer from the location in Crestview and drive it to FWB on his own time because Adams had parked the trailer in Crestview by mistake. Nance stated he did not recall telling Adams to work on his own time.

Ron Hagberg stated Nance called him on a weekend and asked if he would go down and help a contractor who was doing work on the weekend to catch up. He stated under oath Nance told him the contractor, LiveOak, would pay Hagberg cash for coming out. Hagberg declined. Nance stated he did recall this incident and stated he did not tell Hagberg he had to help the contractor, he just put the two in touch with one another. Nance was asked if this was County authorized work that Hagberg would have been able to record on his county timecard and Nance replied, no.

Finding 2: Substantiated.

Chapter VI – Safe Harbor Policy

Allegation 3: Unauthorized use of County vehicle.

Two IT employees stated Nance, who has an assigned County truck, took an IT Ford Taurus home overnight when his vehicle was in the shop. The Ford Taurus and Nance's assigned county truck GPS information was reviewed. The truck had no trips to Panama City where Nance resides during the timeframe reviewed. The Ford Taurus did have three overnight trips to Nance's residence in Panama City: one in March 2023, and two consecutive days in April 2023. The IT Director was interviewed and stated that Nance had requested permission to take the vehicle home on three occasions, and the request matched the dates the GPS showed the vehicle was taken to Nance's residence.

Finding 3: Unfounded

Allegation 4: Petit theft; Theft of items from local retailers and other county offices.

Nance admitted to taking a ball from the playground of an elementary school in the north end of the County. He said the ball was on their side of the office area so he picked it up and threw it in the truck. When asked about taking the bit from Home Depot and antifreeze for a pressure washer pump from Lowes, he did not deny taking them, but stated he doesn't remember taking them. He was asked about the extension cord taken from EOC and the server cabinet from the communications room at the FWB Courthouse, he stated it all belongs to IT. He also stated he did not recall taking any K-9 training tools from the Okaloosa County Sheriff's Office training facility in Crestview.

The OCSO confirmed they had purchased cocaine training kits for their K-9's and they were stored at the training facility. They inventoried the kits they keep in the refrigerator at the training facility and determined the only item missing was a cocaine training kit; the same type of kit described by Adams that Nance had removed from the training facility refrigerator sometime during the fall of 2022.

The removal of the items from Home Depot, Lowes, and the training facility were witnessed by other county employees and statements were given under oath. Regarding the extension cord and the server cabinet, it could not be determined that the items did or did not belong to IT. The server cabinet was located in the supply area for IT off of Lewis Turner Blvd.

Finding 4: Substantiated

F.S.S. 812.014 Petit Theft. Chapter XVIII – Unlawful Acts Prohibited. Chapter XIII – Code of Conduct.

Allegation 5: Doing work for an outside vendor on County time not authorized by the County.

Nance is an Exempt Employee defined in the HR manual as – Executive, professional, administrative, and computer employees, as defined in the Fair Labor Standards Act, are normally exempt from overtime except as described in the section on Pay for Work During emergencies or Disasters.....Exempt employees are hired for an annual salary rate to accomplish a job for the County. Although generally expected to be present and working for the total hours of the normal workweek, exempt employees are allowed some latitude with respect to time spent at work. For example, a manager who works numerous additional hours to complete a project may, with his/her department director's permission, take some time off work at a later date.

Nance did state he did some work for the vendor Griffin, at Griffin's request because a payment of \$300,000 was being withheld until the traffic lights in front of the new "Crestview Commons" was operational and flashing. Nance stated he did a favor for a friend and used his personal vehicle to pull a splicing trailer that he owned to the site to complete the task. A photograph of Nance's personal vehicle and splicing trailer was taken by another IT employee. The photograph was date and time stamped for April 14, 2023 at 2:02pm, a Friday. This would be during Nance's normal working hours. Nance stated he left work early on that day to complete the task.

A review of Nance's time sheet for that pay period was reviewed by payroll and there were no indications Nance took time off on that date. The IT Director was interviewed and he stated he was unaware Nance was doing any work for Griffin and Nance had not requested to leave early on that day. The IT Director was on vacation when this occurred.

The splicing trailer in the photograph had a business logo on the side, Williams Power & Signal. Nance stated the trailer belonged to him. The IT Director called Williams Power & Signal (WPS) who stated that the trailer belonged to him and Nance had not returned it since the time the County had leased the trailer for their use. The lease ended around October 2022. When Nance was asked if the trailer did in fact belong to Williams Power and Signal he stated that the trailer had been on his property since the county lease ended but they had since retrieved the trailer. Nance was asked when they retrieved the trailer and he provided a text from WPS stating they picked up the trailer with a photograph. The text was from May 3, 2023, one day prior to the interview with Nance, and one day after the interview with the IT Director who stated to HR he had contacted WPS about the trailer.

Finding 5: Substantiated

Chapter XXXII, Anti-Fraud Policy; Section C, 2(i) Serious abuse of county time such as unauthorized time away from work, falsification of work hours reported, or excessive use of county time for personal business.

Chapter VI – Compensation Plan Q, 3(f) For record keeping and reporting purposes, compensatory time off earned and taken must be accounted for in the payroll system by entries on biweekly time reports.

Renee Ramirez

Renee Ramirez, CIGI, CIGA, CFE, CECFE, CFCI

Inspector General Investigator/Auditor

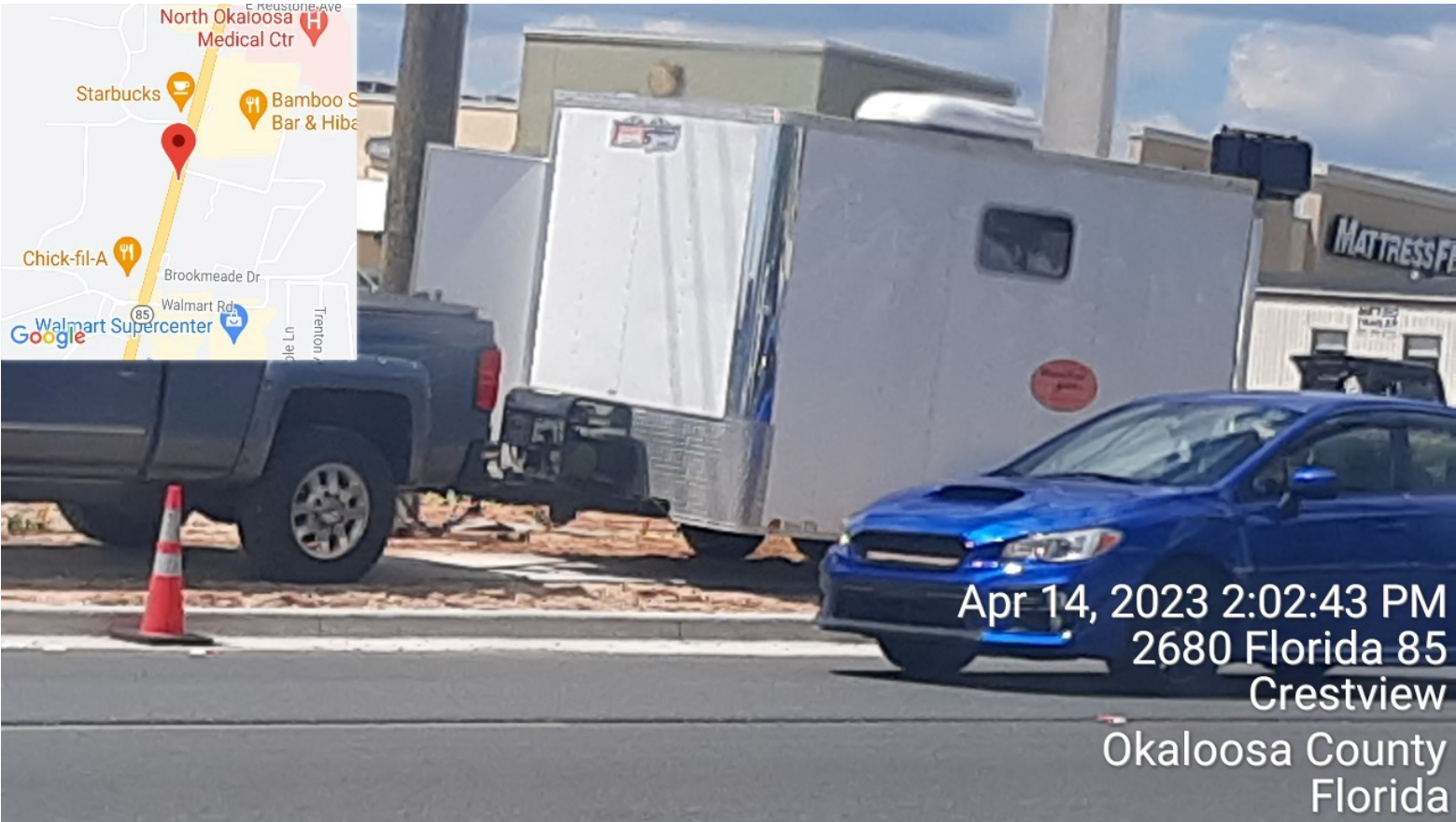
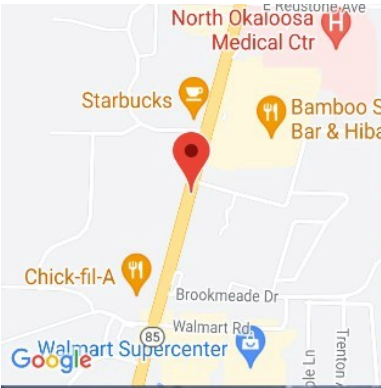
Okaloosa County Clerk of Court

101 East James Lee Blvd, Crestview, FL 32536

(850) 689-5000 ext. 3432

Exhibits

1. Photograph of Nance's personal truck and splicing trailer
2. Photograph of the server cabinet in the IT supply warehouse
3. GPS reports
4. Confirmation by OCSO of purchasing K-9 Training Kits
5. Nance payroll information for April 14, 2023
6. Lowes receipt
7. Home Depot receipt





Status	Start Time	End Time	Duration	Length (mi)	Top speed (mph)	Avg Speed (mph)	Lat Ing	Address	Zone name	Engine idle	Odometer (mi)
Moving	03/17/2023 09:10:30 AM CDT	03/17/2023 09:15:48 AM CDT	5m 18s	0.5	21.9	5.4					
Stopped	03/17/2023 09:15:48 AM CDT	03/20/2023 12:19:00 PM CDT	75h 3m 12s				30.445517° -86.580920°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	45s	1354.6
Moving	03/20/2023 12:19:00 PM CDT	03/20/2023 12:24:54 PM CDT	5m 54s	1.9	48.1	19.5					
Stopped	03/20/2023 12:24:54 PM CDT	03/20/2023 12:30:24 PM CDT	5m 30s				30.434977° -86.602038°	327 Eglin Pkwy NE, Fort Walton Beach, FL 32547, USA	N/A	38s	1356.5
Moving	03/20/2023 12:30:24 PM CDT	03/20/2023 12:34:50 PM CDT	4m 26s	1.9	48.4	26.2					
Stopped	03/20/2023 12:34:50 PM CDT	03/20/2023 01:35:55 PM CDT	1h 1m 5s				30.445473° -86.580866°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	9m 33s	1358.5
Moving	03/20/2023 01:35:55 PM CDT	03/20/2023 01:40:39 PM CDT	4m 44s	1.6	47.9	19.7					
Stopped	03/20/2023 01:40:39 PM CDT	03/20/2023 01:48:36 PM CDT	7m 57s				30.439952° -86.599163°	601 FL-85, Fort Walton Beach, FL 32547, USA	N/A	26s	1360.0
Moving	03/20/2023 01:48:36 PM CDT	03/20/2023 01:52:33 PM CDT	3m 57s	1.5	43.4	23.1					
Stopped	03/20/2023 01:52:33 PM CDT	03/20/2023 04:43:45 PM CDT	2h 51m 12s				30.445466° -86.580902°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	29m 26s	1361.6
Moving	03/20/2023 04:43:45 PM CDT	03/20/2023 05:59:24 PM CDT	1h 15m 39s	62.9	79.4	49.8					
Stopped	03/20/2023 05:59:24 PM CDT	03/21/2023 05:48:47 AM CDT	11h 49m 23s				30.260280° -85.966717°	110 Gulf View Dr, Panama City Beach, FL 32413, USA	N/A	1m 8s	1424.5
Moving	03/21/2023 05:48:47 AM CDT	03/21/2023 07:00:01 AM CDT	1h 11m 14s	63.5	76.5	53.5					
Stopped	03/21/2023 07:00:01 AM CDT	03/21/2023 12:44:00 PM CDT	5h 43m 59s				30.445539° -86.580933°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	25s	1488.1
Moving	03/21/2023 12:44:00 PM CDT	03/21/2023 12:59:57 PM CDT	15m 57s	10.4	59.9	39.2					
Stopped	03/21/2023 12:59:57 PM CDT	03/21/2023 03:02:28 PM CDT	2h 2m 31s				30.536262° -86.477683°	90 E College Blvd, Niceville, FL 32578, USA	N/A	1m 4s	1498.6
Moving	03/21/2023 03:02:28 PM CDT	03/21/2023 03:19:14 PM CDT	16m 46s	10.3	63.6	36.9					
Stopped	03/21/2023 03:19:14 PM CDT	03/23/2023 09:50:14 AM CDT	42h 31m				30.445480° -86.580881°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	1m 31s	1509.5
Moving	03/23/2023 09:50:14 AM CDT	03/23/2023 09:53:27 AM CDT	3m 13s	0.5	18.6	9.3					
Stopped	03/23/2023 09:53:27 AM CDT	03/23/2023 10:24:57 AM CDT	31m 30s				30.442448° -86.579657°	1191n Eglin Pkwy, Shalimar, FL 32579, USA	N/A	2m 21s	1510.0

Status	Start Time	End Time	Duration	Length (mi)	Top speed (mph)	Avg Speed (mph)	Lat Ing	Address	Zone name	Engine idle	Odometer (mi)
Moving	04/05/2023 11:59:30 AM CDT	04/05/2023 12:16:30 PM CDT	17m	10.4	56.3	36.7					
Stopped	04/05/2023 12:16:30 PM CDT	04/05/2023 02:17:41 PM CDT	2h 1m 11s				30.536287° , -86.477641°	90 E College Blvd, Niceville, FL 32578, USA	N/A	53s	1621.2
Moving	04/05/2023 02:17:41 PM CDT	04/05/2023 02:34:52 PM CDT	17m 11s	10.3	60.8	36.0					
Stopped	04/05/2023 02:34:52 PM CDT	04/06/2023 07:09:03 AM CDT	16h 34m 11s				30.445525° , -86.580799°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	15s	1631.8
Moving	04/06/2023 07:09:03 AM CDT	04/06/2023 07:11:24 AM CDT	2m 21s	0.2	18.5	5.6					
Stopped	04/06/2023 07:11:24 AM CDT	04/06/2023 07:51:21 AM CDT	39m 57s				30.445517° , -86.580815°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	17s	1632.0
Moving	04/06/2023 07:51:21 AM CDT	04/06/2023 07:51:41 AM CDT	20s	0.0	3.6	0.4					
Stopped	04/06/2023 07:51:41 AM CDT	04/08/2023 01:04:41 PM CDT	53h 13m				30.445464° , -86.580868°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	0s	1632.7
Moving	04/08/2023 01:04:41 PM CDT	04/08/2023 01:04:43 PM CDT	2s	0.0	4.6	13.4					
Stopped	04/08/2023 01:04:43 PM CDT	04/14/2023 08:31:41 AM CDT	139h 26m 58s				30.445569° , -86.580844°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	0s	1634.9
Moving	04/14/2023 08:31:41 AM CDT	04/14/2023 08:31:43 AM CDT	2s	0.0	6.8	5.9					
Stopped	04/14/2023 08:31:43 AM CDT	04/16/2023 06:45:59 PM CDT	58h 14m 16s				30.445536° , -86.580809°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	0s	1635.5
Moving	04/16/2023 06:45:59 PM CDT	04/16/2023 06:46:01 PM CDT	2s	0.0	3.8	20.6					
Stopped	04/16/2023 06:46:01 PM CDT	04/18/2023 02:58:48 PM CDT	44h 12m 47s				30.445567° , -86.580960°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	0s	1636.2
Moving	04/18/2023 02:58:48 PM CDT	04/18/2023 03:26:18 PM CDT	27m 30s	11.4	67.6	25.0					
Stopped	04/18/2023 03:26:18 PM CDT	04/18/2023 03:37:50 PM CDT	11m 32s				30.538277° , -86.472837°	C-2, Niceville, FL 32578, USA	N/A	11m 32s	1647.6
Moving	04/18/2023 03:37:50 PM CDT	04/18/2023 04:49:44 PM CDT	1h 11m 54s	51.9	75.9	43.3					
Stopped	04/18/2023 04:49:44 PM CDT	04/19/2023 05:48:01 AM CDT	12h 58m 17s				30.260212° , -85.966672°	110 Gulf View Dr, Panama City Beach, FL 32413, USA	N/A	0s	1699.6
Moving	04/19/2023 05:48:01 AM CDT	04/19/2023 06:52:26 AM CDT	1h 4m 25s	57.5	71.6	53.5					
Stopped	04/19/2023 06:52:26 AM CDT	04/19/2023 07:29:14 AM CDT	36m 48s				30.536506° , -86.477591°	90 E College Blvd, Niceville, FL 32578, USA	N/A	0s	1757.1

Status	Start Time	End Time	Duration	Length (mi)	Top speed (mph)	Avg Speed (mph)	Lat Ing	Address	Zone name	Engine idle	Odometer (mi)
Moving	04/19/2023 07:29:14 AM CDT	04/19/2023 07:29:34 AM CDT	20s	0.0	3.3	0.3					
Stopped	04/19/2023 07:29:34 AM CDT	04/19/2023 08:00:29 AM CDT	30m 55s				30.536519° , -86.477488°	90 E College Blvd, Niceville, FL 32578, USA	N/A	0s	1757.1
Moving	04/19/2023 08:00:29 AM CDT	04/19/2023 08:00:30 AM CDT	1s	0.0	5.3	72.5					
Stopped	04/19/2023 08:00:30 AM CDT	04/19/2023 08:15:10 AM CDT	14m 40s				30.536469° , -86.477535°	90 E College Blvd, Niceville, FL 32578, USA	N/A	4s	1757.2
Moving	04/19/2023 08:15:10 AM CDT	04/19/2023 08:35:14 AM CDT	20m 4s	11.7	65.8	35.0					
Stopped	04/19/2023 08:35:14 AM CDT	04/19/2023 08:58:28 AM CDT	23m 14s				30.445432° , -86.578189°	10 10th Ave, Shalimar, FL 32579, USA	N/A	4s	1768.9
Moving	04/19/2023 08:58:28 AM CDT	04/19/2023 08:58:44 AM CDT	16s	0.0	11.4	8.3					
Stopped	04/19/2023 08:58:44 AM CDT	04/19/2023 09:37:12 AM CDT	38m 28s				30.445067° , -86.578446°	1 9th Ave ABC, Shalimar, FL 32579, USA	N/A	5m 28s	1769.0
Moving	04/19/2023 09:37:12 AM CDT	04/19/2023 09:37:53 AM CDT	41s	0.2	25.1	14.6					
Stopped	04/19/2023 09:37:53 AM CDT	04/19/2023 11:45:23 AM CDT	2h 7m 30s				30.446204° , -86.581033°	1250 Eglin Pkwy, Shalimar, FL 32579, USA	N/A	11m 9s	1769.2
Moving	04/19/2023 11:45:23 AM CDT	04/19/2023 12:04:51 PM CDT	19m 28s	10.2	71.6	31.4					
Stopped	04/19/2023 12:04:51 PM CDT	04/19/2023 01:42:13 PM CDT	1h 37m 22s				30.395730° , -86.512251°	29 Harbor Blvd, Destin, FL 32541, USA	N/A	42s	1779.4
Moving	04/19/2023 01:42:13 PM CDT	04/19/2023 01:59:23 PM CDT	17m 10s	10.1	65.8	35.4					
Stopped	04/19/2023 01:59:23 PM CDT	04/19/2023 03:52:06 PM CDT	1h 52m 43s				30.445589° , -86.580927°	Okaloosa County Transit Stop, Shalimar, FL 32579, USA	N/A	21m 13s	1789.6
Moving	04/19/2023 03:52:06 PM CDT	04/19/2023 05:19:16 PM CDT	1h 27m 10s	64.8	77.6	44.6					
Stopped	04/19/2023 05:19:16 PM CDT	04/20/2023 06:14:26 AM CDT	12h 55m 10s				30.260293° , -85.966704°	110 Gulf View Dr, Panama City Beach, FL 32413, USA	N/A	18s	1854.6
Moving	04/20/2023 06:14:26 AM CDT	04/20/2023 07:26:44 AM CDT	1h 12m 18s	63.4	73.4	52.6					
Stopped	04/20/2023 07:26:44 AM CDT	04/24/2023 10:40:37 AM CDT	99h 13m 53s				30.445986° , -86.581043°	1250 Eglin Pkwy, Shalimar, FL 32579, USA	N/A	27s	1919.8
Moving	04/24/2023 10:40:37 AM CDT	04/24/2023 10:40:57 AM CDT	20s	0.0	5.0	1.0					
Stopped	04/24/2023 10:40:57 AM CDT	04/24/2023 11:40:36 AM CDT	59m 39s				30.446014° , -86.581121°	1250 Eglin Pkwy, Shalimar, FL 32579, USA	N/A	0s	1919.8

From: [John Merchant](#)
To: [Renee S. Ramirez](#)
Subject: Fwd: Synthetic training aids
Date: Monday, May 8, 2023 6:10:55 PM
Attachments: [Elite K-9 cart 1.9.2020.mht](#)
[Materials Requisition Form- Elite K9 1.9.20.pdf](#)

EXTERNAL EMAIL: This email originated from outside of the Okaloosa County Clerk's Office. Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Renee,

Here is the email documenting the purchase of the training aids. Please let me know if you need anything further.

Thanks,
JM

Lt. John Merchant
North District Watch Commander, A/C Shifts
UAS Coordinator
Okaloosa County Sheriff's Office
50 2nd St. Shalimar, FL 32579
(850)651-7400
Please excuse any typos. Sent from my iPhone

Begin forwarded message:

From: Anthony Kelly <akelly@sheriff-okaloosa.org>
Date: May 8, 2023 at 4:06:47 PM CDT
To: John Merchant <jmerchant@sheriff-okaloosa.org>, Johnathan Duenas <jduenas@sheriff-okaloosa.org>
Subject: Synthetic training aids

During the month of January 2020, Scent Logix (Synthetic narcotics) training aid kits were purchased from Elite K9 utilizing proceeds from the USPCA National Field Trials we hosted in 2019. The kits ordered consisted of the following items:

Item: SLN100 **Price:** \$1,094.95
2 Cocaine imprint aids, 2 Methamphetamine imprint aids, 2 Ecstasy imprint aids, 2 Heroin imprint aids, 4 cages, and 4 bags

A separate Fentanyl kit was ordered at the same time which consisted of the following:

Item: SLN008 **Price:** \$184.95
1 Fentanyl imprint aid

Each aid consists of a canvas bag containing the synthetic substance, which is stored inside of a thick plastic Ziploc style outer bag.

I have attached copies of the "shopping cart" from Elite K9 where the order was placed along with the MR which was sent to Captain Allen then to Cynthia Bowen in Finance. Ms. Bowen should have a copy of the invoice/packing slip where these items were received.

Upon my departure from the K9 Unit in January 2022, only 1 aid of each odor had been opened and utilized for training. The others remained sealed in their respective protective outer bags, all of which were properly stored in the refrigerator at the K9 training center.

Please let me know what else I can do to assist you in the matter.

Respectfully,
TK

Tony Kelly, Sergeant

Field Operations, East District D-Shift

Okaloosa County Sheriff's Office

50 2nd Street

Shalimar, Florida 32579

(850)461-4808

akelly@sheriff-okaloosa.org

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We are committed to upholding the Constitution of the United States and the laws of Florida with excellence and integrity. We strive to reduce crime while providing fair and equal treatment for all. We are honored to serve and protect.

From: [Jennifer D. Wooton](#)
To: [Renee S. Ramirez](#); [Jessica L. Allen](#)
Subject: RE: J. Nance - Timesheet Support
Date: Tuesday, May 2, 2023 7:35:21 AM
Attachments: [image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Good morning Renee,

Just wanted to let you know, there was not a "Corrected" exception report sent for John Nance for pay period ending 04/16/2023 with this payroll. Let me know if you need anything else.

Thanks,



Jennifer D. Wooton | Payroll Clerk
Okaloosa County Clerk of Court
101 East James Lee Blvd, Crestview, FL 32536
(850) 689-5000 ext. 3417 | www.okaloosaclerk.com



[How am I doing?](#)

From: Renee S. Ramirez <rramirez@okaloosaclerk.com>
Sent: Monday, May 1, 2023 7:27 AM
To: Jessica L. Allen <jallen@okaloosaclerk.com>
Cc: Jennifer D. Wooton <jwooton@okaloosaclerk.com>
Subject: RE: J. Nance - Timesheet Support

Thank you

From: Jessica L. Allen <jallen@okaloosaclerk.com>
Sent: Friday, April 28, 2023 2:58 PM
To: Renee S. Ramirez <rramirez@okaloosaclerk.com>
Cc: Jennifer D. Wooton <jwooton@okaloosaclerk.com>
Subject: J. Nance - Timesheet Support

Good afternoon Renee,

Per our conversation, for the pay period of 4/3/2023 – 4/16/2023 payroll did not receive an Exception Report for exempt employee John Nance. Per the report from the timekeeper he worked 72 regular pay hours and 8 hours holiday pay (Good Friday).

If there is a corrected timesheet, it could possibly be submitted next week when timesheets are due to payroll. However, as of right now, we have not received a correction for him.

Please let me know if I can assist with anything additional.

Thank you,

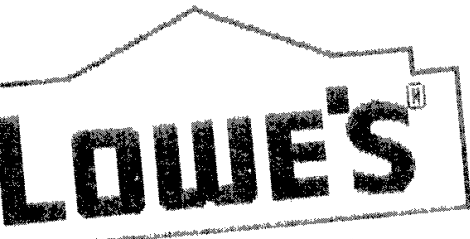
Jessica Allen | Payroll & Accounts Receivable Clerk
Okaloosa County Clerk of Court



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96 PONY 4IN RATCHETING CLAMP	23.94
3 @ 7.98	
819 ZEP PRO 1 SPRAY BOTTLE	3.98
227 MOXIE 12-IN LONG HNDL DP(9.98
834 TBLT 25FT TAPE MEASURE	19.98
MINIMUM RETAIL PRICE APPLIED TO THIS ITEM*	

SUBTOTAL:	57.88
TAX:	0.00
INVOICE 41079 TOTAL:	57.88
VISA:	57.88

SA: XXXXXXXXXXXX9489 AMOUNT:57.88 AUTHCD: 025081

CHIP REFID:047941120966 11/17/22 12:45:41

*PIN Verified CUSTOMER CODE: trlr

APL: VISA CREDIT TVR: 0080048000

ATD: A0000000031010 TSI: E800

STORE: 479 TERMINAL: 41 11/17/22 12:46:26

OF ITEMS PURCHASED: 6

EXCLUDES FEES, SERVICES AND SPECIAL ORDER ITEMS



THANK YOU FOR SHOPPING LOWE'S



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get more done.**

414 B. MARY ESTHER CUTOFF, FWB, FL 32548
PHONE#:850-301-0450 * * * * *

6301 00061 87777 11/17/22 11:57 AM
SALE CASHIER SUSAN

712216021259 1LB T SCREW <A> 14.47N
MULTIMATERIAL T-STAR 8X1 1/2 1 LB
025582301871 12IN V-JAW <A,U> 21.97N
CH-LOCK 12" V-JAW T&G PLIER
194767000011 UTILITY KNIF <A,S> 14.97N
HUSKY FOLD LKBACK UTIL KNIFE 3PK
092644323072 27-IN-1 MULT <A> 25.97N
27-IN-1 MULTI-BIT TAMPERPROOF SCREWD
045242363339 INKWHPT1PK <A> 5.97N
MKE INKZALL WHITE PAINT MARKER
045242363346 INKYWPT1PK <A> 5.97N
MKE INKZALL YELLOW PAINT MARKER
045242333592 INKZLMRKR2 <A> 2.09N
MKE INKZALL FINE PNT BLK MARKER 2PK
052427010483 GORILLA TAPE <A> 9.98N
GORILLA BLACK DUCT TAPE 30YD
037103350473 20 OZ. FIBER <A> 19.97N
CRESCENT VIBGRD 20 OZ. FGLASS HAMMR
638060080016 ELECT.TAPE <A>
SCOTCH SUPER 88 ELECTRICAL TAPE 1PK
5@8.23 41.15N
638060079911 ELECTTAPE <A>
SCOTCH 35 ELECTRICAL TAPE WHITE 1PK
2@7.68 15.36N
638060079980 ELECTTAPE <A>
SCOTCH 35 ELECTRICAL TAPE VIOLET 1PK
3@7.68 23.04N
638060079935 ELECTTAPE <A> 6.98N
SCOTCH 35 ELECTRICAL TAPE YELLOW 1PK
638060079904 ELECTTAPE <A> 7.68N
SCOTCH 35 ELECTRICAL TAPE RED 1PK
076174742749 DIAG PLIERS <A> 24.97N
DEWALT 8" DIAGONAL PLIERS WITH PRYIN
008236649918 TRIGGER SNAP <A> 5.87N
TRIGGER SNAP
028756957270 GE SUP KBCL2 <A> 9.48N
SUPREME SILICONE K&B 2.8 OZ. CLEAR
092644764028 SCISSORS <A>
5-1/4" ELECTRICIAN'S SCISSORS
4@19.97 79.88N
092644632273 JOURNEYMAN H <A> 41.97N
JOURNEYMAN HIGH LEVERAGE CABLE CUTTE
092644710230 7"LNSCTPLIER <A> 24.97N
7" LONG NOSE SIDE CUTTING PLIERS
885911572583 DWAIIRDGMF <A> 6.77N
DW MAXFIT 3" STEEL MAG DRIVE GUIDE
885911618618 4PC NUTDRIVR <A> 10.97N
DW MAXFIT NUT DRIVER SET 4PC
076174766684 50PK BLADE <A> 21.97N
DEWALT CARBIDE UTILITY BLADES 50PK
821454004655 8" CABLETIE <A>
8" NATURAL CABLE TIE 1000PK
2@41.88 83.76N
033287200153 RYB18V6PCKIT <A,S> 199.00N
RYB ONE+ 6-TOOL COMBO KIT

SUBTOTAL 725.18
SALES TAX 0.00

TAX EXEMPT
TOTAL \$725.18
XXXXXXXXXXXX9489 VISA
USD\$ 725.18
AUTH CODE 006243/6613609 TA
Chip Read Verified By PIN
AID A0000000031010 VISA CREDIT

P.O.#/JOB NAME: TRLR
<U> - NON-DISCOUNTABLE ITEM



6301 61 87777 11/17/2022 4887

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