

Carmine Marceno
Sheriff



State of Florida
County of Lee

"Proud to Serve"

Notice of Discipline Imposed

TO: Communications Supervisor Erik Knight, ID #03-216
FROM: Sheriff Carmine Marceno
SUBJECT: IA# 2019-021
DATE: Jan. 20, 2020

I have reviewed IA# 2019-021 and you have waived your right to a Loudermill Hearing/Predetermination Conference. I agree with the Internal Affairs Investigation findings and it has been determined that you violated Sheriff's Office policies:

1. Neglect of Duty: Leaving Assigned Work Area During Working Hours (LCSO Operations Manual 26.1.2.2.16)
2. Job Knowledge and Performance: General Proficiency (LCSO Operations Manual 26.1.2.5 / 26.3.2)

and the following discipline is imposed effective Jan. 20, 2020

Six (6) months disciplinary probation

Demotion from Communications Supervisor to Communications Dispatcher
5% reduction in pay

 Sheriff Carmine Marceno

01/20

1-20-20

Date

Copy provided to Communications Supervisor Erik Knight ID #03-216 on this 20 day of
January, 2020 by:

 Maj. N. Estep
Bureau Commander

ID#

Jan. 20, 2020

Date

Return original to IA



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Carmine Marceno
Sheriff



“Proud to Serve”

**State of Florida
County of Lee**

To: Sheriff Carmine Marceno

Thru: Chief John Holloway; Major Traci Estep; Commander Paul Cummins, Captain Felicia Riley

From: Lieutenant Travis Hicks #01-148

Date: January 8, 2020

Ref: IA-2019-021

Against: Supervisor Erik Knight #03-216

Charges:

- 1) **Improper Conduct:** (*Conduct Unbecoming Officer/Member 26.1.2.4.67*)
- 2) **Neglect of Duty:** (*Leaving Assigned Work Area During Working Hours 26.1.2.2.16*)
- 3) **Job Knowledge and Performance:** (*General Proficiency 26.1.2.5 / 26.3.2*)

Findings:
1) **Unsubstantiated**
2) **Substantiated**
3) **Substantiated**

Complaint: On November 20, 2019, The Lee County Sheriff's Office Internal Affairs Unit received a complaint noting Communications Supervisor Erik Knight, made comments that were inappropriate and sexually suggestive in nature. Supervisor Knight during other encounters made comments or acted in a manner that left some of his subordinates, feeling uncomfortable being around him. Supervisor Knight also left the Communication Center without supervision while leaving the facility on multiple occasions. During the investigation, documentation and sworn statements revealed Supervisor Knight had several concerning incidents which questioned his job performance as a Communications Supervisor.

Allegation 1: Improper Conduct: *Conduct Unbecoming (26.1.2.4.67)*: No member of this Office shall commit any act of conduct unbecoming an officer/member, which shall include any act or conduct not specifically mentioned in this manual which tends to bring the Sheriff's Office into disrepute or reflects discredit upon the individual member as an officer/member. Such act or conduct may include, but is not limited to, acts involving moral turpitude, participation in any immoral, indecent, or disorderly conduct, or, conduct which causes substantial doubts concerning a person's honesty, integrity, fairness, or respect for the rights of others or the laws of the county, state or nation.



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Allegation 2: Neglect of Duty: Leaving Assigned Work Area During Working Hours 26.1.2.2.16:

Sheriff's Office members should remain at or in assigned work areas during working hours, except for lunch, breaks, personal hygiene or as otherwise authorized by a supervisor. Members leaving designated work areas should always advise a supervisor as to where they are going.

Allegation 3: Job Knowledge and Performance: General Proficiency 26.1.2.5 (26.3.2):

Sheriff's Office members are required to maintain required certifications, job knowledge, and skills required for the performance of official duties. Sheriff's Office members shall maintain and demonstrate their knowledge of the law and criminal procedure. Sheriff's Office members shall maintain and demonstrate proficiency in required interpersonal skills. Sheriff's Office members shall maintain proficiency in the care and use of vehicles, equipment, and firearms. Sheriff's Office members shall maintain and demonstrate proficiency in accordance with established standards and firearm qualification requirements. Sheriff's Office members may be re-tested for proficiency as provided in direct procedures, with each subsequent failure to qualify constituting an additional offense. Failure to maintain job skills shall result in counseling, instruction or training, and may also result in suspension. Repeated failure to maintain necessary job skills, after counseling and instruction, shall result in increasing the severity of disciplinary actions, up to and including withdrawal of appointment.

Complainant: Anthony Ramsey #09-021

Lee County Sheriff's Office – Communications Manager
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Witnesses: Kristiana Bright #08-087

Lee County Sheriff's Office – Communications Supervisor
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Holli Harber #05-114

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Bridget Martin #07-252

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Megan Sabean #10-047

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Jennifer Dillon #14-042

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
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Tyler Dunaway #14-067

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Jessica Gehle #14-089

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
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Lynsi McConnell #15-076

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Kayleigh James #15-089

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
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Keli Serres #16-004

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Marielle Johnson #16-091

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Kortney Calhoun #16-189

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Amanda Kinzler #17-053

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Kristin Berzins #17-097

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
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Ria Roman #17-142

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
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Ian Brewer #18-071

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Stachia Mottley #18-087

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
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Karren St. Jean #18-088

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
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Susan McKeever #18-110

Lee County Sheriff's Office – Communications
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Toni Augun #18-113

Lee County Sheriff's Office – Communications
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Devin Leeman #18-133

Lee County Sheriff's Office – Communications
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Jarna Platt #18-140

Lee County Sheriff's Office – Communications
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Lynndzee Blanton #18-143

Lee County Sheriff's Office – Communications
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Lexus McClellan #18-151

Lee County Sheriff's Office – Communications
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Jose Perez #19-027

Lee County Sheriff's Office – Communications
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Hannah Walters #19-078

Lee County Sheriff's Office – Communications
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(239) 477-1000

Amanda Saad #19-081

Lee County Sheriff's Office – Communications
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(239) 477-1000

MacKenzie Bishop #19-091

Lee County Sheriff's Office – Communications
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(239) 477-1000

Jai Bell #19-097

Lee County Sheriff's Office – Communications
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Dominique Hicks #19-098

Lee County Sheriff's Office – Communications
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(239) 477-1000

Alyssa Scott

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Levi Lambert #19-131

Lee County Sheriff's Office – Communications
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Nicole Argento

Lee County Sheriff's Office – (Resigned)
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Accused Member:

Supervisor Erik Knight #03-216

Lee County Sheriff's Office- Communications Supervisor
14750 Six Mile Cypress Parkway, Fort Myers, Florida 33912
(239) 477-1000

Previous IA Cases:

- No Substantiated IA case in the preceding five years
- One MTF case in the preceding three years. March 15, 2017, MTF #2017-009
 - Neglect of Duty: 1. Loafing, Inattention to Duties/Procedures
 - Neglect of Duty: 2. Horseplay, Distraction of Others

Internal Affairs Investigation:

On November 19, 2019, Communications Manager Anthony Ramsey completed a to-from memorandum noting several concerns surrounding the actions of Communications Supervisor Erik Knight. Supervisor Kristiana Bright is a Co-Supervisor sharing shift responsibility with Supervisor Knight. Supervisor Bright advised Manager Ramsey of concerning incidents brought to her attention in regards to Supervisor Knight. The incidents deemed as “*creepy*” or inappropriate behavior which left his subordinates feeling “*uncomfortable*”, are listed as follow:

- Supervisor Bright was speaking with Dispatcher Lynndzee Blanton in regards to Dispatcher Blanton making a *tres leche* cake. Supervisor Bright in their conversation stressed that a *tres leche* cake needed to be very moist. Supervisor Knight commented on the conversation by repeating Supervisor Bright’s *moist* comment. When he repeated it, it was done with a sexual innuendo causing Supervisor Bright to tell him he was being inappropriate.

- Call Taker Hanna Walters advised Supervisor Knight alone, took her into a Communications Division office in order to review her evaluation. In doing so, Supervisor Knight closed the door behind them. Call Taker Walters was so uncomfortable she almost had a panic attack.
- Call Taker Walters recalled another incident where she was exiting a door and was unaware that Supervisor Knight was following closely behind her. Once she discovered his presence, it made her very uncomfortable, as she felt he was purposely being quiet to sneak up on her.
- Supervisor Knight was passing out candy in Communication on one of the work shifts. Call Taker Mackenzie Bishop stated she refused his candy offer. Supervisor Knight then commented that he was not trying to get her into his truck [referencing a luring of a child incident]. Call Taker Mackenzie felt Supervisor Knight in his comment, gave off a “*creepy vibe*”.
- Dispatcher Kristin Berzins requested to change her scheduled break time. Supervisor Knight answered her by stating if she was to change her break time, he would not be able to watch her walk to her car.

Along with the aforementioned complaints, it was noted that Supervisor Knight would often disappear from the Communications Center for long periods or leave the facility when he was the only supervisor working in the Communications Center.

It was also discovered through his PMP notes and evaluations, that Supervisor Knight struggled in the performance of several duties required of him as a supervisor.

Lieutenant Travis Hicks, with the Lee County Sheriff's Office Internal Affairs Unit was assigned the investigation regarding the aforementioned complaint. Lieutenant Hicks reviewed related documents and conducted digitally recorded sworn statements of all persons who directly reported to Supervisors Bright and Knight. Additional persons were interviewed after learning they were previously a subordinate of Supervisor Knight.

Supervisor Bright confirmed the information listed in Manager Ramsey's complaint regarding the moist cake comment. Dispatcher Blanton did not recall hearing Supervisor Knight make the comment about the cake. During Supervisor Knight's interview he stated it was Supervisor Bright who made the moist comment with a sexual innuendo not him.

Call Taker Hannah Walters stated nothing inappropriate happened while they were alone; however, she was uncomfortable being alone in a closed room with him. She also stated he quietly followed close behind her while she exited the building for a break. She said it scared her as she could not understand why he would not announce himself, being so close behind her. She stated he then walked to his vehicle as she walked to hers. When she returned into the building, so did he. Supervisor Knight stated although Manager Ramsey has told him that as a practice he should have two people present for evaluations or PMP entry notifications, that it is easier to just get them done when he has down time on the shift and get the person back to work.

Supervisor Knight stated he did not use any time alone with Call Taker Walters for anything other than to discuss work matters relating to her evaluation. He did not recall the incident of following behind Call Taker Walters. Supervisor Knight stated he normally walks light, but stated if he was following close behind her, it was just to catch the door before it closed.

Through the interviews it was learned that the Communications Supervisors passed out candy during the shift to aid in morale boosting and keeping the members alert. During one of the shifts, Call Taker Mackenzie Bishop refused the candy offer by Supervisor Knight. He replied to her refusal by stating, "It wasn't like I am trying to get you into my van". Call Taker Bishop found the comment "creepy". Supervisor Knight stated one of the other subordinates made the initial reference to a white van and he only added to the comment to lighten the mood. He stated he did not intend to come across offensively.

Dispatcher Kristin Berzins stated she knew a different meal break time slot was available. She asked Supervisor Knight if she could she switch to that break time slot. He told her if she was to change her break time, he would not be able to watch her walk to her vehicle. During Berzins' interview with Lieutenant Hicks and within her written sworn statement, she advised she didn't have any concern with Supervisor Knight's response. Berzin advised she shared their conversation with others in Communications, who attempted to persuade her to feel it was an inappropriate comment. Supervisor Knight during his sworn statement advised he did not mean anything inappropriate by the comment. Supervisor Knight stated Dispatcher Berzin and he, often shared the same break time and seeing her go on break or come off her break, would remind him that his break time was near.

During interviews with Communications division members, Communications Supervisor Bridget Martin stated she has worked with Supervisor Knight for several years but as of recent has made it a point to avoid contact with him. Supervisor Martin feels he "undresses her with his eyes" when talking to her. She additionally recalled a recent conversation where he entered her office and while speaking to her, made her feel he was sexually aroused. Supervisor Martin explained his tone was "soft" and he looked at her with "doe eyes". Supervisor Martin stated he has never spoken or done anything inappropriate to her, however he gives off a "creepy" vibe. Supervisor Knight in his response said he has known Supervisor Martin for a long time, but he has never viewed her more than a co-worker. Supervisor Knight said they both had a child at the same school and would often have talk in passing. He stated he also stopped in her office to talk to her from time to time but did not agree with or understand why she felt that way.

Dispatcher Kortney Calhoun stated in her sworn statement approximately three years ago, she was out of state at a sporting event. Dispatcher Calhoun used her social media page and posted a photo of herself along with a message of how cold she was. Supervisor Knight responded via a private message noting that his hands could warm her up. He additionally asked her if she would like to attend a baseball game with him. Dispatcher Calhoun declined and notified her chain of command. Dispatcher Calhoun was new to the LCSO and at the time training on Supervisor Knight's shift. She felt the incident was inappropriate and notified her chain of command of the incident. She was moved to another shift to complete her training. Dispatcher Calhoun stated she deleted the messages and the social media account thereafter.

Supervisor Knight admitted to messaging Dispatcher Calhoun however denied making any comments about his hands keeping her warm. He stated she may have taken "something out

of context" as he recalled stating she needed to keep her hands warm. He admitted to asking her to attend a baseball game with him, however stated it was just to hang out with someone, not to form a romantic relationship. He stated he was never told he was the reason Dispatcher Calhoun moved to another shift. He admitted he could now see how it could appear inappropriate as she was a new member of the agency and having a supervisor invite her to an out of work event, but stated at the time, he did not see it any different from inviting one of the males from his shift to hang out away from work.

Supervisor Knight was asked about allegations of favoritism amongst his subordinates, which was mentioned in several sworn statements. He stated if he is talking to some subordinates more than others, it is because he is only trying to keep morale up and take care of them. He stated he will follow up with those subordinates who have confided in him with personal issues from car repairs to concerns with their children; offering what he felt was fatherly advice and often the Employee Assistance Program (EAP).

Supervisor Knight was surprised at being described as "creepy" and stated he does not do it intentional. He did state he tends to creep around the Communications Center, which is how he ensures subordinates are doing what they are supposed to do and not on their cellular phones.

When asked if he felt he violated LCSO Policy for Conduct Unbecoming of a member Supervisor Knight stated he is "*socially awkward*" at times when communicating with people. He does not hang out with a lot of people outside of work and feels a lot of "*maturity*" is needed on his part but doesn't feel he violated LCSO policy.

It was noted in Manager Ramsey's to-from memorandum, that Supervisor Knight was known to disappear from the Communications center for long periods. A look at Supervisor Knight's LCSO access card information, commonly referred to as a "swipe card", revealed extensive periods outside the Communications center. Supervisor Knight during his sworn statement advised he often took his meal break and his fifteen (15) minute break, all at one time.

Due to the various responsibilities of the Communications Supervisor to include notifications to the Watch Commander and or other LCSO personnel in the event of critical incidents, assisting with call takers /dispatcher concerns, and contact with other law enforcement entities; it is essential a supervisor is available at all times. It was noted that he shares a work shift with Co-Supervisor, Kristiana Bright. Between June 2019 and November 2019, Supervisor Bright had approved time off which left Supervisor Knight working as the sole Communications Supervisor on sixteen (16) full shifts. During the sixteen shifts Supervisor Knight was the sole supervisor, he at some point, left the LCSO Headquarter premises on all sixteen (16) shifts; furthermore leaving the entire LCSO Communications Division unsupervised.

During the sixteen (16) shifts, Supervisor Knight was away from the LCSO Headquarters facility for approximately 322 minutes, which further equates to 5.37 total hours. The time he spent away averaged approximately twenty (20) minutes with the most time away noted as twenty-nine (29) minutes.

During the investigation it was revealed that other Communications Supervisors were aware they were not allowed to leave headquarters while working as the sole supervisor. When confronted with this, Supervisor Knight stated he was never told he could not leave the facility for breaks. He stated whenever he was the sole supervisor, he carried a portable radio when he

went on break. Members knew to radio him via the TAC 6 radio channel, if he was needed. Supervisor Knight was unable to assign anyone to do the duties he would do in an emergency, and did not notify anyone when he left the facility.

There was an incident where Supervisor Knight could not be reached by the portable radio. Supervisor Knight stated he was monitoring another incident on a primary channel therefore did not know he was being called on the TAC channel. Supervisor Knight agreed that if he is away from the Communication Center he could not fully complete the requirements of his supervisory duties. Supervisor Knight stated he has been the sole supervisor for many shifts due to his previous Co-Supervisor's retirement and would go without a break. He stated he was ordered to make sure he take his meal break. Lieutenant Hicks advised him the taking of a meal break was not the concern, but leaving the facility while he was the lone Supervisor was. He was aware of the great responsibility of a Communications Supervisor and leaving the facility while the sole Communications Supervisor placed him at a disadvantage in the event of an emergency. He however stated he did not feel he violated LCSO Policy for leaving his assigned work area during working hours, as he was not told he could not do so.

Supervisor Knight has been a Communications Supervisor for approximately eight (8) years. Lieutenant Hicks reviewed PMP entries and previous evaluations of Supervisor Knight and learned there have been multiple documented incidents noting deficiencies in his performance as a supervisor. Through his last three years of PMP notes and evaluations, it was obvious that Supervisor Knight struggled in the performance of several duties required of him as a supervisor.

10-6-2016 – 10-5-2017 Erik Knight's Evaluation / PMP Notes

- Received a corrective consultation for professionalism and reliability
- Made little improvement for leadership.
- Written reprimand for Neglect of Duty and Horseplay
- Came to work wearing a wrinkled and faded uniform shirt
- Failed to address employee conflict incident
- Failed to follow chain of command
- Failed to use professional etiquette on the radio and telephone
- Missed mandatory meeting and tardy to work several times
- Sent to training classes for management and leadership skill building

10-6-2017 – 10-5-2018 Erik Knight's Evaluation / PMP Notes

- Struggling with professionalism and reliability
- Received two Corrective Counseling notations for tardiness
- Received a Corrective Counseling for Concerted Job Actions
- Received a written reprimand for attendance concerns
- Failed to notify a Watch Commander of pending calls
- Failed to counsel performance issues of subordinates.

10-6-2018 – 10-5-2019 Erik Knight's Evaluation / PMP Notes

- Struggles with judgement and decision-making.

- Ordered to attend remedial Supervisor training
- After training still lacking leadership characteristics
- Sent to sensitivity training after he emailed an inappropriate photograph
- Failed to monitor call takers
- Does not have control or the respect of his subordinates
- Tardy to work after he forgot his access card
- Failed to notify the on call Communications Administrator of major incidents
- Poor communication with subordinates

10-6-2019 – Current Erik Knight’s PMP Notes

- Failed to communicate with his Co-Supervisor about incidents
- Failed to check on Deputy status during traffic stops
- Used a fallen officer’s obituary in counseling a subordinate

All persons interviewed were asked about Supervisor Knight’s conduct and behavior while working together. It was consistent that the majority of persons did not have a concern working with him or being alone with him. Many of the persons interviewed however stated that they did not respect him or have confidence in him as a supervisor or as a leader within the Communications Division and would rather deal with his Co-Supervisor than him. Co-Supervisor Bright revealed her frustration as this puts a great deal of the shift work on her as she has to handle the various shift issues and conflicts that should be shared between her and Supervisor Knight. Supervisor Knight stated he did not believe he was unapproachable and that subordinates may reach out to his Co-Supervisor because of where she may be seated, making her easier to physically contact. Sworn statements however were specific in noting that his Co-Supervisor was sought out instead of him as they felt she, rather than Supervisor Knight would better handle their concerns. Many even stated if the Co-Supervisor was absent or unavailable they would rather request insight from another communications member instead of Supervisor Knight.

Supervisor Knight stated he has been working on curbing his behavior of joking on the radio or with members of the Communications Division. He stated he has been trying to weed out the joking side of him and be more serious, but sometimes finds it difficult to do so. To ease the mood and tension of “*tough calls*” and boost morale of his subordinates, he likes to “*throw out a silly joke*” to help everyone get through the shift. Listening to the interviews of his subordinates, he now realizes he needs to work harder at fixing his “*juvenile*” behavior.

Manager Ramsey agreed that Supervisor Knight at times is helpful in providing humor or jokes to help lighten the mood when certain calls or incidents affected the Communications Center, however “*he doesn’t know the line or at what point to stop*”. Manager Ramsey advised there has been a great amount of training afforded to him and it is unknown what else to do for him.

Supervisor Knight stated he has been trying to change things about himself and has attended leadership courses and used his own funds to purchase training materials to help him become a stronger supervisor. Supervisor Knight agreed he needed to work on this area of his responsibility as a Communications Supervisor. Although Manager Ramsey told Supervisor

Knight that he lacked the respect of a leader, he did not believe he violated LCSO policy on Job Knowledge and Performance- General Proficiency.

Official Record:

1. Preliminary IA report IA2019-021
2. Employee Database Printout of Supervisor Erik Knight #03-216
3. Notification of Investigation (2) signed by Erik Knight #03-216
4. Florida's Officer Bill of Rights signed by Erik Knight #03-216
5. Right to Representation signed by Erik Knight #03-216
6. Email Exchange between Deputy Bryon Haycock and Lt. Hicks
7. Evaluations and PMP Notes for Erik Knight (2016- Current)
8. Supervisor Remedial Plan for Erik Knight
9. Written Reprimand / Corrective Counseling
10. To-From written by Manager Anthony Ramsey
11. To-From written by Hannah Walters
12. To-From written by Kristin Berzins
13. Supervisor Bright / Supervisor Knight / Manager Ramsey Schedules (Swipe Access)
14. Supervisor Erik Knight's Access Log Information (Summation of #13)
15. Audio Recording of Erik Knight's IA Notification
16. Digital sworn statement of Alyssa Scott
17. Digital sworn statement of Amanda Kinzler
18. Digital sworn statement of Amanda Saad
19. Digital sworn statement of Anthony Ramsey
20. Digital sworn statement of Bridget Martin
21. Digital sworn statement of Devin Leeman
22. Digital sworn statement of Dominique Hicks
23. Digital sworn statement of Hannah Walters
24. Digital sworn statement of Holli Harber
25. Digital sworn statement of Ian Brewer
26. Digital sworn statement of Jai Bell
27. Digital sworn statement of Jarna Platt
28. Digital sworn statement of Jessica Gehle
29. Digital sworn statement of Karren St. Jean
30. Digital sworn statement of Kayleigh James
31. Digital sworn statement of Keli Serres
32. Digital sworn statement of Kila Bell
33. Digital sworn statement of Kortney Calhoun
34. Digital sworn statement of Kristiana Bright
35. Digital sworn statement of Kristin Berzins
36. Digital sworn statement of Levi Lambert
37. Digital sworn statement of Lexus McClellan
38. Digital sworn statement of Lynndzee Blanton
39. Digital sworn statement of Lynsi McConnell
40. Digital sworn statement of Mackenzie Bishop
41. Digital sworn statement of Marielle Johnsen

42. Digital sworn statement of Megan Sabean
43. Digital sworn statement of Nicole Argento
44. Digital sworn statement of Ria Roman
45. Digital sworn statement of Stachia Mottley
46. Digital sworn statement of Susan McKeever
47. Digital sworn statement of Suzann Loring
48. Digital sworn statement of Toni Augun
49. Digital sworn statement of Tyler Dunaway
50. Evidence Review / Information provided to Subject Officer

Conclusion:

Supervisor Erik Knight was accused of having behavior described as “*creepy*” and sexually suggestive. The incidents, which occurred between weeks prior to this complaint and ranged upwards of three years ago, were all addressed within the aforementioned complaint. At the conclusion of the investigation, there was no evidence or witness testimony to support that Supervisor Knight committed any of the accused acts relating to Conduct Unbecoming of an LCSO Member. Therefore, this investigation was unable to provide evidence that Supervisor Knight’s actions brought the Sheriff’s Office into disrepute, reflected discredit upon himself as an LCSO member, caused substantial doubt of his honesty, integrity, fairness, or respect for the rights of others or the laws of the county, state or nation. Therefore, the allegation of **Improper Conduct: Conduct Unbecoming Officer/Member 26.1.2.4.67** is **Unsubstantiated**.

LCSO Policy states that Sheriff’s Office members should remain at or in assigned work areas during working hours, except for lunch, breaks, personal hygiene or as otherwise authorized by a supervisor. Members leaving designated work areas should always advise a supervisor as to where they are going. The Communications Supervisor is expected to readily supervise and or handle certain priority incidents especially where time is essential. Supervisor Knight still had the ability to take his meal and hygiene breaks however, as the only supervisor working within his Division, he did not request nor was he ever given permission to leave the Communications Center unsupervised. Supervisor Knight stated he was never given this as a directive, however he stated when there are two supervisors working; they both could not take a meal break at the same time, as one of them needed to be available to deal with the concerns of the unit. This was evident that Supervisor Knight knew he needed to be immediately available to respond to the Communications Center when working as the sole Communications Supervisor. During interviews with other Communications Supervisors, this appeared as common knowledge amongst them as well.

Since June of 2019, he was the sole supervisor for sixteen (16) shifts. On all shifts, Supervisor Knight without permission left the premises and in doing so left the Communications Division unsupervised. Therefore, the allegation of **Neglect of Duty: (Leaving Assigned Work Area During Working Hours 26.1.2.2.16)** is **Substantiated**.

Erik Knight has been a Communications Supervisor for eight (8) years. His evaluations and PMP entries since 2016, displayed a vast amount of unfavorable notations, revealing he struggled in the performance of his assigned duties to include: not holding subordinates accountable; tardiness; unprofessionalism; failure to follow chain of command; and ineffectively

leading his subordinates. LCSO policy states that members are required to maintain job knowledge and skills required for the performance of their official duties. Sheriff's Office members shall maintain and demonstrate proficiency in required interpersonal skills. Sheriff's Office members may be re-tested for proficiency as provided in direct procedures, with each subsequent failure to qualify constituting an additional offense.

Supervisor Knight in 2016 was sent to several training classes for the repeated deficiencies. In 2018 after being in his position for seven (7) years, he was ordered to receive remedial Supervisory training. After the training, there are still notations made regarding his performance as a Communications Supervisor. There have been concerns with his ability to supervise and because he does not have the respect of his subordinates within the LCSO Communications Division. Supervisor Knight also received agency sponsored leadership training and told Lieutenant Hicks he purchased additional leadership materials on his own; yet he still struggles in his responsibility as a Communications Supervisor. Therefore, the allegation of **Job Knowledge and Performance: (General Proficiency 26.1.2.5 / 26.3.2) is Substantiated.**

I, Lieutenant Travis Hicks do hereby swear, under penalty of perjury, that to the best of my personal knowledge, information, and belief, I have not knowingly or willfully deprived, or allowed another to deprive, the subject of the investigation of any of the rights contained in ss.112.532 and 112.533, Florida Statues.

Sworn to and subscribed before me
this 8th day of January 2020.



Notary Public



Lieutenant Travis Hicks #01-148
Lee County Sheriff's Office

