

**MEMORANDUM:**

**OFFICE OF THE SHERIFF**

**2016-161**

**TO:** Deputy Sheriff Chad Tavenner

**FROM:** Sheriff Donald F. Eslinger

**DATE:** May 3, 2016

**SUBJECT:** Notice of Final Discipline

I have reviewed Administrative Investigation PC-16-0008 conducted by Professional Standards Investigator Bradley Bender. I concur with the "**SUSTAINED**" findings of the following Written Directives:

General Order #1, XI.B.1. Knowledge and Obedience to Laws  
General Order #1, XII.C.1. False Statements and Reports  
General Order #1, XV.B. Carelessness  
Enforcement Policy #9, IX.A. Domestic Violence, Documentation

The underlying facts involved in this investigation show that Chericia Brown and Henry Brown were married and had two children in common. Although still married, they were estranged and were residing separately. In fact Ms. Brown had obtained an Injunction for Protection against Henry Brown. On April 8, 2016, Chericia Brown met Henry Brown at the KinderCare located at 625 Executive Park Court, Apopka, unincorporated Seminole County, Florida to conduct a child exchange. Mr. Brown was not to have contact with Chericia Brown. Thus, this was a direct violation of the injunction for protection.

While at the KinderCare Chericia and Henry Brown got into an altercation, which resulted in Chericia Brown leaving the area on foot. Chericia Brown called Donald Jones to assist her in retrieving her vehicle from KinderCare. While Chericia Brown and Donald Jones were attempting to retrieve her vehicle from the KinderCare, Henry Brown returned to the area, and attempted to ram Jones's vehicle, and chased them on State Road 436 for a short distance. Ms. Brown, while an occupant of a vehicle being driven by Donald Jones, called 911 and ultimately met with Altamonte Springs Police Department officers. Based on the information provided by Chericia Brown, it was determined that the incident involving Chericia and Henry Brown actually took place in the unincorporated area of Seminole County rather than within the municipal city limits of Altamonte Springs. Chericia Brown was instructed to meet with Seminole County Sheriff's deputies at the KinderCare.

After meeting with the Altamonte Springs Police Department, Ms. Brown then returned to her vehicle at the KinderCare which is where you met with her at approximately 9:55 p.m. While on scene, you learned that Chericia Brown possessed an injunction for protection against Henry Brown, which had been violated by Henry Brown when they were in contact with each other earlier in the evening at the KinderCare and you had knowledge that a domestic violence related crime occurred.

At no time subsequent to your contact with Ms. Brown or anyone else who had or may have had knowledge of the events, did you complete a report, attempt to file formal charges, or notify anyone that probable cause existed to arrest Henry Brown or even complete an offense report.

To make matters worse, when questioned by your supervising sergeant at the time, Sgt. Daxter Girard, you minimized the situation by stating you were only conducting an escort for a disturbance that occurred in the jurisdiction of Altamonte Springs. You did not tell him about Henry Brown trying to block Chericia Brown and Donald Jones while in his car or about the children being in Henry Brown's vehicle during the attempted block. Additionally, you lied about important details such as what had happened, where the incident took place and whether domestic violence had occurred. You also did not tell Sgt. Girard there was an injunction for protection. You failed to complete a report, file formal charges, or notify anyone that probable cause existed to arrest Henry Brown. Nor did you complete an offense report.

Then, on April 9, 2016 at approximately 12:20 a.m., just two hours after your earlier contact with Chericia Brown, you responded to a call for service at 640 Executive Park Court regarding a suspicious dark red van with a black male driver. Based upon the earlier description of the vehicle reportedly driven by Henry Brown, and the new information you received, even you, acknowledged that you realized that the suspicious vehicle was possibly Henry Brown attempting to locate Chericia Brown. But again, you failed to complete a report, file formal charges, or notify anyone that probable cause existed to arrest Henry Brown, complete an offense report or even contact Ms. Brown to advise her of this additional information.

Florida State Statute 741.29(2) requires law enforcement officers to complete an offense report in every alleged domestic violence incident. You failed to follow the law in this case. Our policies and training emphasize the importance of properly investigating and documenting the handling of domestic violence incidents especially those wherein an injunction for protection has been issued. Our policies and procedures also emphasize the importance of accurate communication with supervisors. You not only withheld important information from your supervisor, you also lied to him about matters he directly questioned you about.

Additionally, when questioned about your handling of the April 8, 2016 call for service by Investigator Multari during the death investigation of Chericia Brown and her children, you lied numerous times to Investigator Multari. You admitted to providing deceitful answers to Investigator Multari when questioned about this by Administrative Investigator Bradley Bender during your Administrative Investigation interview. You also acknowledged committing the other violations being investigated.

The core values of our agency are premised on our responsibility to protect and to serve all persons in our community. The men and women of the Seminole County Sheriff's Office are committed to maintaining and promoting respect for the law, protecting the lives and property of the public we serve and upholding the law. We must also abide by the policies and procedures of the Seminole County Sheriff's Office.

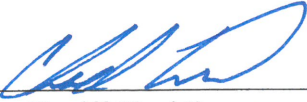
The mission of the Seminole County Sheriff's Office is to enhance the quality of life by reducing crime and the fear of crime throughout Seminole County. Your actions and inactions with regard to this call for service did nothing to further this mission. Each employee is expected to be committed to our mission and committed to individual and organizational ethics, integrity and honesty. Your actions have brought discredit to our agency, have violated our core values and have violated the public trust.

You were provided a copy of the proposed Discipline earlier today and verbally indicated to me in the presence of Chief Lemma, that you were waiving your right to a pre-disciplinary Hearing/meeting with

Deputy Sheriff Chad Tavenner

Page 3 of 3

me regarding this matter and were prepared to receive your Final Discipline. Therefore, this Notice of Final Discipline is provided to you and your Termination will take effect upon receipt of this Notice of Final Discipline.



Deputy Sheriff Chad Tavenner



Date

cc: Chief Deputy Dennis Lemma  
Lisa Spriggs, Executive Director Administrative Services  
Bodie McCoy, Director Administrative Services