



**MICHAEL A. ADKINSON, JR., SHERIFF**  
**Office of the Sheriff, Walton County**

---

HAND DELIVERED ON AUG 30, 2016

RECEIVED: Buddy

WITNESS: Mark A. Hinder

August 30, 2016

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433

Mr. Burgess:

This letter is to advise you that effective Friday, September 2, 2016 you will be placed in a civilian position as a Communications Officer. Your pay will be reduced by the amount you received when you became a Field Training Officer. Your new rate of pay will be \$18.17 per hour.

These actions are being taken as a result of your violation of the following policies:

**General Order 2-8 Section V, Subsection A (2F) Conduct Unbecoming a Public Employee**, which states in part, "*Employees shall conduct themselves, on and off the job, in a manner that will not bring discredit or embarrassment to the Agency, the Sheriff, or the law enforcement profession*".

**General Order 2-8 Section V, Subsection A (2g) Employees Shall Be Courteous**, which states in part, "*Being considerate, respectful, and prompt in dealing with and serving the public and co-workers*".

**General Order 2-8 Section V, Subsection B (2) Contact with the Public**, which states in part, "*Members shall be courteous to the public at all times. They shall be orderly and attentive and will exercise patience and discretion in dealing with the public*".

August 30, 2016  
Re: Discipline (Burgess)  
Page Two (2)

You received a notice of this proposed discipline on August 17, 2016, and in accordance with Walton County Sheriff's Office policy you were given five (5) working days from the receipt of that notice to submit a request for a Predetermination Conference. You submitted a request for a Predetermination Conference and that conference was conducted by Captain Donald Clark with the Jail Operations Bureau on Friday, August 26, 2016. Captain Clark upheld the proposed discipline of your placement in a civilian position as a Communications Officer.

You shall report to your new assignment as a Communications Officer on Friday, September 2, 2016 @ 6:00 p.m.

Respectfully,



Major Tom Ring  
Acting Chief Deputy  
Walton County Sheriff's Office

TR:skb

cc: Personnel File



**MICHAEL A. ADKINSON, JR., SHERIFF**  
**Office of the Sheriff, Walton County**

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August 29, 2016

Major Tom Ring  
Walton County Sheriff's Office  
752 Triple G Road  
DeFuniak Springs, FL 32433

RE: Predetermination Conference of Buddy N. Burgess

Dear Major Ring,

A Predetermination Conference (PDC) was held for Deputy Buddy Burgess on August 26, 2016, at 10:00 a.m., in my office. Deputy Burgess gave an oral statement as to the facts of the supporting documentation that led to his proposed discipline. The supporting document contained paraphrased actions of Deputy Burgess pulled from recordings made by both the public and from his body worn camera.

Deputy Burgess opened his statement with gratitude to the agency for allowing him to remain employed even if it is in a non-sworn capacity. He disagreed with certain technical parts of the paraphrased documentation against him and provided legitimate explanations as to why his camera wasn't on and why he uses his hands to talk which was perceived as pointing. He relayed that each recorded interaction being discussed was directly related to a personal event and that is why he appeared aggressive. Ultimately, Deputy Burgess admitted that he allowed his emotions to get the best of him; he agrees that it could be perceived as inappropriate behavior of a Deputy Sheriff.

As part of the PDC, I reviewed previous discipline given to Deputy Burgess dating back to 2012. Deputy Burgess was disciplined numerous times including a suspension and mandatory attendance of Anger Management Class. All of the discipline was directly related to his aggressive behavior and how he communicated to the public. Taking this into consideration, as well as the current body worn camera footage, I concur with the notice of proposed discipline.

Respectfully,

A handwritten signature in blue ink, appearing to read "D. Clark".

**Captain Donald Clark**  
Bureau Chief of Jail Operations Division  
Walton County Sheriff's Office

CC: File



# WALTON COUNTY SHERIFF'S OFFICE

Michael A. Adkinson Jr., Sheriff

## MEMORANDUM

DATE: August 25, 2016  
TO: Buddy Burgess  
FROM: Captain Donnie Clark  
COPIES:  
SUBJECT: **Pre-Determination Hearing**

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I am in receipt of your request for a Pre-Determination Conference (PDC) in accordance with General Order 2-8, **Conduct Standards, Discipline, and Regulations.**

In accordance with this policy your PDC has been scheduled for Friday, August 26, 2016 at 10:00 a.m. at the Walton County Jail, DeFuniak Springs, Florida 32433. The conference will be held in my office. Per policy you may have a representative accompany you in the conference. This representative will not be allowed to speak, ask questions of the PDC official or make oral arguments.

If you have any questions, please contact me.

Respectfully,

A handwritten signature in blue ink, appearing to read "Donnie Clark".

Captain Donnie Clark  
Jail Operations Bureau

DC:skb





**WALTON COUNTY SHERIFFS' OFFICE**  
**Michael A. Adkinson Jr., Sheriff**  
**MEMORANDUM**

WCSO 10-03  
06/2012

DATE: August 23, 2016

TO: Major Brian Schultz

FROM: Buddy N. Burgess

COPIES: Human Resources

SUBJECT: Predetermination Conference

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I respectfully request a Predetermination Conference in reference to my notice of proposed discipline given on August 17, 2016.



**MICHAEL A. ADKINSON, JR., SHERIFF**  
Office of the Sheriff, Walton County

LETTER OF COUNSELING

DATE:

3/24/15

SIGNATURE:

WITNESS:

March 20, 2015

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433

Deputy Burgess:

You are receiving this Letter of Counseling for your violation of the following policies.

**Special Order #13-002 Axon Flex Body Cameras**, which states in part; "Once the AXON is placed in the Event Mode, officers shall continue to record until the completion of the event, or they have left the scene".

Specifically, on January 6, 2015 you were wearing your issued department body camera while conducting an investigation in reference to case #15-516. During this time you turned off the camera several times during the investigation. You indicated that you turned the camera on and off to conserve battery life.

Please be advised that future violations of policies and procedures established by the Walton County Sheriff's Office could result in more severe discipline.

Respectfully,

Lt. Robert Gray  
Patrol Bureau District 3 (30AWest)

RG:skb

cc: Personnel File



**MICHAEL A. ADKINSON, JR., SHERIFF**  
Office of the Sheriff, Walton County

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**LETTER OF SUSPENSION**

HAND DELIVERED ON: Nov 7, 2014

SIGNED: Buddy Burgess

WITNESS: Sgt. Paula Penland

November 7, 2014

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433

Deputy Burgess:

This letter is to advise you of your thirty-six (36) hour suspension without pay from your position as Deputy Sheriff with the Walton County Sheriff's Office. You will serve this suspension on November 9<sup>th</sup>, November 12<sup>th</sup> and November 17<sup>th</sup>, 2014 for a total of thirty-six (36) hours. This discipline is a result of your violation of the policies listed below.

**General Order 2-8 Section V Subsection A (f) Conduct Unbecoming a Public Employee**, which states in part, *"Employees shall conduct themselves, on and off the job, in a manner that will not bring discredit or embarrassment to the Agency, the Sheriff, or the law enforcement profession"*.

**General Order 2-8 Section V Subsection B (13) On-Duty or Off-Duty Contact**, which states in part, *"Employees shall not at any time, on or off duty, allow themselves to become involved in any matter that would bring discredit to the WCSO or the Sheriff"*.

You received a notice of this proposed discipline on October 22, 2014, and in accordance with Walton County Sheriff's Office policy you were given five (5) working days from the receipt of that notice to submit a request for a Predetermination Conference. You submitted a request for a Pre-Determination Conference and that conference was conducted by Director H. D. Alford on November 3, 2014. Director Alford recommended that the proposed discipline of sixty (60) hours be reduced to thirty-six (36) hours. Director Alford also recommended that in lieu of you being reassigned to the Jail Operations Bureau, that an in car camera, as well as a body camera be placed on you. The use of both the in car and body cameras shall be in accordance with agency policy. Due to the seriousness of the incidents that you have been involved in, Director Alford recommended that you be placed on a six (6) month Performance Improvement Plan in probationary status. I have reviewed Director Alford's recommendations and I concur with the discipline that was recommended.

November 7, 2014  
Page Two (2)  
Re: Suspension (Burgess)

While on suspension, you will not be permitted to perform any law enforcement duties, including off duty details. You will not present yourself as an employee of the Walton County Sheriff's Office. You will be required to return to duty on your next regular scheduled shift after your suspension.

Sincerely,



Major Joseph D. Preston  
Director of Law Enforcement Operations

JDP:skb

cc: Personnel File





**MICHAEL A. ADKINSON, JR., SHERIFF**  
Office of the Sheriff, Walton County

HAND DELIVERED ON: Nov 7, 2014

SIGNED: Buddy Burgess

WITNESS: Sgt. Paula Dendleton

November 7, 2014

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433

Re: Performance Improvement Plan

Deputy Burgess:

You are being placed on a Performance Improvement Plan for a period of six (6) months for the rating period ending December 31, 2014. Listed below are the standards that require improvement.

**PL1004          Contact with public**

**PR1003          Inter-personal skills**

Comments: On November 7, 2014 you received a thirty-six (36) hour suspension without pay from your position as Deputy Sheriff with the Walton County Sheriff's Office for violation of policies and procedures. Specifically, on September 30, 2014 you were involved in an incident while off duty with a citizen on San Destin property. You had previously been disciplined in the past for this same type of behavior.

You will meet with your immediate supervisor once every fourteen (14) days for progress reviews. Your interaction with the public will be evaluated. You will be re-evaluated on the standards referred to in this letter six (6) months from the date you receive this letter. You will be placed in probationary status during the PIP period. Failure to achieve a minimum acceptable performance during this period, or any future similar behavior may result in your dismissal from your position as a Deputy Sheriff with the Walton County Sheriff's Office.



Lt. Robert Gray

RG:skb

cc: Personnel File



**MICHAEL A. ADKINSON, JR., SHERIFF**  
**Office of the Sheriff, Walton County**

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November 4, 2014

Major Joseph D. Preston  
Director of Law Enforcement Operations  
Walton County Sheriff's Office  
752 Triple G Road  
DeFuniak Springs, Florida 32433

Re: Predetermination Conference  
Buddy Burgess

Major Preston:

A Predetermination Conference was held for Deputy Buddy Burgess on November 3, 2014 at 4:00 p.m. in my office. During the course of the Predetermination Conference Deputy Burgess spoke of several different paraphrases from the investigation. However, the paraphrases he spoke of do not change the outcome of the investigation.

I concur with the investigation being sustained, in the fact that Deputy Burgess willingly admits that an incident between him and Lisa Waddell did occur inside SanDestin Properties on September 30, 2014.

Also, upon review of Deputy Burgess's personnel file, he has received satisfactory ratings on all of his performance reviews. It should be noted that during this calendar year, he has had two (2) incidents of a similar nature that is being dealt with at this time. These incidents are also being considered in my recommendation as to the discipline for Deputy Burgess.

The Notice of Proposed Discipline to Deputy Burgess recommended a sixty (60) hour suspension. I recommend that the sixty (60) hour suspension be reduced to a thirty-six (36) hour suspension. Also, in lieu of Deputy Burgess being transferred to the Jail Operations Bureau, I would recommend that an in car camera, as well as a body camera be placed with Deputy Burgess. The use of both the in car and body cameras should be in accordance with agency policy.

November 4, 2014

Page Two (2)

Re: Predetermination Conference (Burgess)

Due to the seriousness of the incidents that Deputy Burgess has been involved in, I recommend that he be placed on at least a six (6) month Performance Improvement Plan in probationary status.

If I can be of further assistance, please contact me.

Respectfully,



H. D. Alford  
Director of Support Services

HDA:skb

Approved  
J. Hester 11/5/14





**MICHAEL A. ADKINSON, JR., SHERIFF**  
Office of the Sheriff, Walton County

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HAND DELIVERED ON: Oct 22 2014

SIGNED: [Signature]

WITNESS: Lt. Robert Gray [Signature]

**NOTICE OF PROPOSED DISCIPLINE**

October 22, 2014

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433

Deputy Burgess:

This letter is to advise you that the Walton County Sheriff's Office intends to place you on a sixty (60) hour suspension without pay from your position as Deputy Sheriff no sooner than Friday, October 31, 2014. You will also be reassigned to the Jail Operations Bureau as a Detention Deputy. This proposed discipline is recommended for violations of:

**General Order 2-8 Section V Subsection A (f) Conduct Unbecoming a Public Employee**, which states in part, "*Employees shall conduct themselves, on and off the job, in a manner that will not bring discredit or embarrassment to the Agency, the Sheriff, or the law enforcement profession*".

**General Order 2-8 Section V Subsection B (13) On-Duty or Off-Duty Contact**, which states in part, "*Employees shall not at any time, on or off duty, allow themselves to become involved in any matter that would bring discredit to the WCSO or the Sheriff*".

Specifically, on September 30, 2014, it was alleged that while off duty you stopped a citizen in your personal vehicle on San Destin property. It was alleged that during that time, you were very rude by yelling at the citizen and presenting your departmental badge. Based on the information received in IA #14-134 the allegations against you were sustained. A copy of the investigative findings in the Internal Affairs investigation is attached for your review. You carried yourself inappropriately as an off duty Deputy Sheriff representing the Walton County Sheriff's Office.

In arriving at the decision to suspend you the Written Reprimand you received on May 28, 2014 for violation of Agency policies and procedures was taken into consideration.

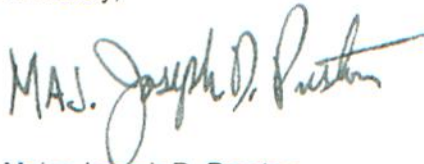
These actions will not be condoned by the Walton County Sheriff's Office. Therefore it is the intent of the Walton County Sheriff's Office to suspend you without pay for sixty (60) hours from your position as Deputy Sheriff no sooner than Friday, October 31, 2014. You will also be reassigned to the Jail Operations Bureau as a Detention Deputy.



October 22, 2014  
Page Two (2)  
Re: Notice of Proposed Discipline (Burgess)

In accordance with General Order 2-8, "Conduct Standards, Discipline, and Regulations", you are entitled to a Predetermination Conference (PDC). To request the Predetermination Conference you must submit the request in written memorandum form to Director H. D. Alford within five (5) working days from your receipt of this letter. If no request is received for a PDC within the five (5) working days, this agency will move forward with the above discipline by serving a final letter of suspension and reassignment. You shall report for your regular scheduled shift until you receive the final letter of suspension.

Sincerely,

A handwritten signature in dark ink, appearing to read "MAJ. Joseph D. Preston". The signature is fluid and cursive, with the last name "Preston" being more prominent.

Major Joseph D. Preston  
Director of Law Enforcement Operations

JDP:skb

cc: Personnel File

**WALTON COUNTY SHERIFF'S OFFICE  
INTERNAL AFFAIRS UNIT**

**Conclusion:**

Based on the information above, I find that the allegation against Deputy Buddy Burgess as follows:

**General Order 2-8**

**Section V Subsection B(13) – On Duty or Off Duty Contact**

**SUSTAINED**

**In Summary:**

The actions of Deputy Buddy Burgess during the above described incidents are a clear violation of General Order 2-8, Section V, Subsection B(13) On-Duty or Off-Duty Contact. Deputy Burgess carried himself inappropriately as an off-duty deputy sheriff representing the Walton County Sheriff's Office. Our actions as law enforcement officers on or off duty reflect back to the agency we represent.

I, the undersigned, do hereby swear, under penalty of perjury:

- That I have read the foregoing document and, to the best of my knowledge, information, and belief, the facts stated therein are true and accurate; and
- 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 Statutes.

  
Lieutenant Walton County Sheriff's Office Internal Affairs  
Unit

STATE OF FLORIDA  
COUNTY OF WALTON

Sworn to (or affirmed) and subscribed before me this 10 day of Oct, 2014, by Lieutenant Artie Rodriguez with the Walton County Sheriff's Office Internal Affairs Unit, who is personally known to me or provided \_\_\_\_\_ as identification.

  
Notary Public or Law Enforcement Officer

My Commission Expires: FTLED

**WALTON COUNTY SHERIFF'S OFFICE  
INTERNAL AFFAIRS UNIT**

**EXHIBITS:**

1. Recorded Interviews
2. Related Statements
3. Related Audio Recordings
4. Related Forms
5. Other Related Documents

**WITNESS INFORMATION:**

Deputy Buddy Burgess  
752 Triple G. Road  
DeFuniak Springs, Fl. 32433  
Phone: (850)892-8186

Deputy Chad Biernacki  
752 Triple G. Road  
DeFuniak Springs, Fl. 32433  
Phone: (850)892-8186

Mrs. Lisa Waddell  
450 South Geronimo Street, Unit #505  
Miramar Beach, Fl. 32550  
Phone: (850)687-7983

Mrs. Maria Ellis  
Sandestin Property  
Miramar Beach, FL  
(850) 585-3856

Mrs. Sydney Bassett  
Sandestin Property  
Miramar Beach, FL  
(248) 895-7573





# WALTON COUNTY SHERIFF'S OFFICE

Michael A. Adkinson Jr., Sheriff

## MEMORANDUM

DATE: October 24, 2014  
TO: Buddy Burgess  
FROM: H. D. Alford  
COPIES:  
SUBJECT: **Pre-Determination Hearing**

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I am in receipt of your request for a Pre-Determination Conference (PDC) in accordance with General Order 2-8, **Conduct Standards, Discipline, and Regulations.**

In accordance with this policy your PDC has been scheduled for Wednesday, October 29, 2014 at 5:00 p.m. at the Walton County Sheriff's Office Main Headquarters, 752 Triple G Road, DeFuniak Springs, Florida 32433. The conference will be held in my office. Per policy you may have a representative accompany you in the conference. This representative will not be allowed to speak, ask questions of the PDC official or make oral arguments.

If you have any questions, please contact me.

Respectfully,

H. D. Alford  
Director of Support Services

HDA:skb





**WALTON COUNTY SHERIFFS' OFFICE**  
**Michael A. Adkinson Jr., Sheriff**  
**MEMORANDUM**

WCSO 10-03  
06/2012

DATE: October 23, 2014  
TO: Director H. D. Alford  
FROM: D/S Buddy N. Burgess  
COPIES: Human Resources  
SUBJECT: Request for Predetermination Conference

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I formally request a Predetermination Conference in reference to the Notice of Proposed Discipline for Internal Affairs case number 14-134.

Thank you,

*D/S Buddy N. Burgess #306*

D/S Buddy N. Burgess #306  
WCSO Patrol Bravo Shift



**WALTON COUNTY SHERIFFS' OFFICE**  
**Michael A. Adkinson Jr., Sheriff**  
**MEMORANDUM**

WCSO 10-03  
06/2012

DATE: August 6, 2014

TO: Major Preston

FROM: D/S Buddy N. Burgess #306

COPIES: Human Resources

SUBJECT: Grievance in reference to being removed from Beach Patrol

---

I respectfully request this grievance to be reviewed by the Director of Law Enforcement Operations. This request is made due to Captain Howell being named as part of the grievance and it would be a conflict of interest for him to be the reviewing authority on this issue.

RECEIVED

AUG 07 2014

HUMAN RESOURCES  
W.C.S.O.



**MICHAEL A. ADKINSON, JR., SHERIFF**  
Office of the Sheriff, Walton County

---

July 29<sup>th</sup>, 2014

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433

Re: Grievance

Deputy Burgess:

I have reviewed the Step 1 Grievance you filed on July 28<sup>th</sup> 2014 in reference to you being transferred from the Beach/Marine Unit to Patrol.

The transfer from Beach/Marine Unit to Patrol was not a disciplinary action; discipline is described as Written Reprimand, Suspension, Demotion or Termination. Therefore, you have not been disciplined in any way. Furthermore, WCSO General Order 2-7 (V),(A) requires the employee to present the grievance in writing to the Agency Employee Relations Coordinator (Human Resources) in memorandum form within 10 business days following the event. As indicated in your grievance, your transfer was ordered June 11<sup>th</sup>, 2014 (date of the event) and your grievance was received on July 28<sup>th</sup>, 2014. Based on the reasons stated above, I find no reason to overturn your transfer. Therefore, your grievance is denied.

In accordance with General Order 2-7, Agency Grievance Process, you have five (5) business days to notify Major Joe Preston, Director of Law Enforcement Operations in writing, if you are dissatisfied with this response.

Respectfully,

Michael R. Howell, Captain  
South Walton Bureau

cc: Personnel File



**MICHAEL A. ADKINSON, JR., SHERIFF**  
**Office of the Sheriff, Walton County**

---

July 29<sup>th</sup>, 2014

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433

Re: Grievance

Deputy Burgess:

I have reviewed the Step 1 Grievance you filed on July 28<sup>th</sup> 2014 in reference to you being transferred from the Beach/Marine Unit to Patrol.

The transfer from Beach/Marine Unit to Patrol was not a disciplinary action; discipline is described as Written Reprimand, Suspension, Demotion or Termination. Therefore, you have not been disciplined in any way. Furthermore, WCSO General Order 2-7 (V),(A) requires the employee to present the grievance in writing to the Agency Employee Relations Coordinator (Human Resources) in memorandum form within 10 business days following the event. As indicated in your grievance, your transfer was ordered June 11<sup>th</sup>, 2014 (date of the event) and your grievance was received on July 28<sup>th</sup>, 2014. Based on the reasons stated above, I find no reason to overturn your transfer. Therefore, your grievance is denied.

In accordance with General Order 2-7, Agency Grievance Process, you have five (5) business days to notify Major Joe Preston, Director of Law Enforcement Operations in writing, if you are dissatisfied with this response.

Respectfully,

Michael R. Howell, Captain  
South Walton Bureau

cc: Personnel File



## Kelly Schultz

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**From:** Kelly Schultz  
**Sent:** Tuesday, July 29, 2014 10:57 AM  
**To:** Mike Howell  
**Cc:** Sharon Byrd (sbyrd@waltonso.org); Joe Preston  
**Subject:** Grievance: Burgess  
**Attachments:** Grievance.Burgess.pdf

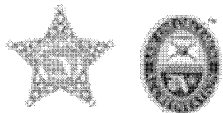
**Importance:** High

**Follow Up Flag:** Follow up  
**Due By:** Monday, August 04, 2014 12:00 PM  
**Flag Status:** Flagged

Captain Howell,  
Attached is a grievance from Deputy Burgess. A reply is due to Deputy Burgess in 5 business days from yesterday, which is close of business on Monday, August 4, 2014. I have included a reminder in this email for noon on the due date to help ensure we comply with the GO.

Thanks,  
Kelly

Kelly D. Schultz  
Walton County Sheriff's Office  
752 Triple G Road  
DeFuniak Springs, FL 32433  
Office: 850-892-8186  
Direct: 850-951-4746  
Cell: 850-401-4178  
Fax: 1-888-228-3640





# WALTON COUNTY SHERIFFS' OFFICE

**Michael A. Adkinson Jr., Sheriff**

WCSO 10-03  
06/2012

## MEMORANDUM

DATE: July 28, 2014

TO: Human Resources

FROM: D/S Buddy N. Burgess #306

COPIES:

SUBJECT: Grievance in reference to being removed from Beach Patrol

I am currently a member of the WCSO Dive Unit and have been for about a year. I am proud to hold this position as, I have been training in the field of underwater investigations and I am excited to put this training to use. When an opening on Beach Patrol was first announced at the beginning of 2013 I applied. Not too long after I notified HR of my interest in filling the position in 2013, Captain Howell made the statement to a mutual acquaintance that in fact, there were two positions open in Beach Patrol but I would not like it because it was a lot of work. I did not allow this comment to deter me from attempting to be assigned to Beach Patrol. Sometime after the opening had closed I had been told by several people that I was the only one that put in for the position that met the requirements. This being said, I was never officially told that I would be assigned to the position. After quite some time had passed Deputy Biernacki was assigned to Beach Patrol although he did not apply for the position and at no time expressed any interest in filling the position.

Later in 2013 another announcement was sent out in reference to another position in Beach Patrol being open. I once again applied for this position along with several other deputies. In January of 2014 Deputy Sheriff Fernandez and I were informed we were chosen to transfer to the open beach patrol positions. Deputy Sheriff Fernandez was immediately transferred to Special Operations and started riding along with seasoned beach patrol units. He was afforded the chance to train with current beach patrol units on what is expected of them and how they are expected to handle situations on the beach. On March 7, 2014 I was instructed to go up to the main office to pick up a beach truck to start beach patrol on Monday March 10, 2014. On that day, during the busiest time of the year for beach units, I started with no opportunity to ride with other units or any chance to get trained on what is expected of beach units. Although I was notified of my impending appointment to Beach Patrol in January my uniforms and the required equipment for this position was not ordered until sometime in May. After two months on beach patrol I finally received uniforms and most of my equipment. This was only due to Corporal Curtis' and my own persistence and multiple requests.

On June 11, 2014 I was instructed to meet with Lieutenant Gray and Corporal McIntosh at the south substation. During this meeting I was told, "You are not in any trouble and this is not a punishment, but you belong on patrol and not beach patrol." Throughout our conversation I was told multiple times that this was not a punishment and I was not in any trouble. I was never given any actual reason for this removal. On June 12, 2014 I spoke with Lieutenant Gray again in order to possibly get some clarification on why I was removed. He instructed me to speak to Captain Howell and gave me authorization to do so.

In an attempt to resolve this grievance using my chain of command I have emailed Captain Howell four times as of the date of this memo, July 28, 2014, to request a meeting. My last email was sent on July 14, 2014 and I still have yet to receive a response from Captain Howell. I have attached my correspondences with Captain Howell to this email.

To ensure proficiency in a new position it is standard procedure for a deputy, or any personnel for that matter, to start training immediately after their appointment. I would like to believe that I can handle any position I am assigned but, for whatever reason, I was not given this opportunity. After being chosen to fill the empty beach patrol position it was over three months before I was moved to special operations and properly assigned at the beginning of spring break. This was not the case for Deputy Sheriffs Fernandez and Hooks who immediately began training with beach units after appointment. My last day as a beach unit was June 11, 2014. My replacement, Deputy Sheriff Hooks, started the following Monday, June 16, 2014. On that date he started riding with another beach unit in order to be trained for position the he was appointed. Throughout my time on beach patrol I feel for some reason I was discriminated against and was not provided proper equipment or training. I was hastily removed from beach patrol with no reason and received no response from my chain of command when I attempted to ascertain where my shortcomings were or a reason for my removal.

## Buddy Burgess

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**From:** Buddy Burgess  
**Sent:** Monday, June 16, 2014 10:12 AM  
**To:** Mike Howell  
**Cc:** Robert Gray  
**Subject:** Meeting

I respectfully request a few moments of your time to sit down and talk when you are available.

Thank you,



**D/S Buddy N. Burgess #306**  
**WCSO Patrol B Squad**

"If you're being chased by a police dog, try not to go through a tunnel,  
then on to a little seesaw, then jump through a hoop of fire. They train for that."

## Buddy Burgess

---

**From:** Mike Howell  
**Sent:** Monday, June 16, 2014 10:35 PM  
**To:** Buddy Burgess  
**Cc:** Robert Gray  
**Subject:** Re: Meeting

I will be back in the office Tuesday. However, I have a meeting at 1800 hrs. in Ft. Walton Beach Tuesday evening. I can meet any other evening.

Thanks, Mike H.

Sent from my iPhone

On Jun 16, 2014, at 10:12 AM, "Buddy Burgess" <[bburgess@waltonso.org](mailto:bburgess@waltonso.org)> wrote:

I respectfully request a few moments of your time to sit down and talk when you are available.

Thank you,

<image001.jpg>

**D/S Buddy N. Burgess #306**

**WCSO Patrol B Squad**

"If you're being chased by a police dog, try not to go through a tunnel, then on to a little seesaw, then jump through a hoop of fire. They train for that."



## Buddy Burgess

---

**From:** Buddy Burgess  
**Sent:** Tuesday, June 17, 2014 2:34 PM  
**To:** Mike Howell  
**Subject:** Re: Meeting

I understand. Wednesday or Thursday I can come down any tube after 3 and Friday any time is good for me.

Sent from my Verizon Wireless 4G LTE Smartphone

----- Reply message -----

From: "Mike Howell" <mhowell@waltonso.org>  
To: "Buddy Burgess" <bburgess@waltonso.org>  
Cc: "Robert Gray" <rgray@waltonso.org>  
Subject: Meeting  
Date: Mon, Jun 16, 2014 10:34 PM

I will be back in the office Tuesday. However, I have a meeting at 1800 hrs. in Ft. Walton Beach Tuesday evening. I can meet any other evening.

Thanks, Mike H.

Sent from my iPhone

On Jun 16, 2014, at 10:12 AM, "Buddy Burgess" <bburgess@waltonso.org> wrote:

I respectfully request a few moments of your time to sit down and talk when you are available.

Thank you,

<image001.jpg>

**D/S Buddy N. Burgess #306**

**WCSO Patrol B Squad**

"If you're being chased by a police dog, try not to go through a tunnel,  
then on to a little seesaw, then jump through a hoop of fire. They train for that."

## **Buddy Burgess**

---

**From:** Buddy Burgess  
**Sent:** Wednesday, June 25, 2014 5:39 PM  
**To:** Mike Howell  
**Subject:** Meeting

I know last week was extremely hectic with everything going on but I wanted to touch base with you again about sitting down and talking to you. I am available pretty much anytime. Just let me know when and I will be there.

Thank you,

A handwritten signature in cursive script that reads "Buddy N. Burgess".

**Buddy N. Burgess #306**

**WCSO Patrol B Squad**

"If you're being chased by a police dog, try not to go through a tunnel, then on to a little seesaw, then jump through a hoop of fire. They train for that."

## **Buddy Burgess**

---

**From:** Buddy Burgess  
**Sent:** Monday, July 14, 2014 10:32 AM  
**To:** Mike Howell  
**Subject:** Meeting

I would still like to have a meeting with you at your earliest convenience.

Thank you,

Buddy Burgess

Sent from my Verizon Wireless 4G LTE Smartphone



## Buddy Burgess

---

**From:** Mike Howell  
**Sent:** Wednesday, June 25, 2014 5:56 PM  
**To:** Buddy Burgess  
**Subject:** Re: Meeting

In sorry. I got bit by a brown recluse spider and was off last week. Trying to catch back up.

Sent from my iPhone

On Jun 25, 2014, at 5:39 PM, "Buddy Burgess" <[bburgess@waltonso.org](mailto:bburgess@waltonso.org)> wrote:

I know last week was extremely hectic with everything going on but I wanted to touch base with you again about sitting down and talking to you. I am available pretty much anytime. Just let me know when and I will be there.

Thank you,

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**Buddy N. Burgess #306**

**WCSO Patrol B Squad**

"If you're being chased by a police dog, try not to go through a tunnel, then on to a little seesaw, then jump through a hoop of fire. They train for that."

## Buddy Burgess

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**Sent:** Wednesday, June 25, 2014 5:56 PM  
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<image001.jpg>

**Buddy N. Burgess #306**

**WCSO Patrol B Squad**

"If you're being chased by a police dog, try not to go through a tunnel, then on to a little seesaw, then jump through a hoop of fire. They train for that."

## **Buddy Burgess**

---

**From:** Buddy Burgess  
**Sent:** Monday, July 14, 2014 10:32 AM  
**To:** Mike Howell  
**Subject:** Meeting

I would still like to have a meeting with you at your earliest convenience.

Thank you,

Buddy Burgess

Sent from my Verizon Wireless 4G LTE Smartphone

## Kelly Schultz

---

**From:** Kelly Schultz  
**Sent:** Tuesday, July 29, 2014 10:57 AM  
**To:** Mike Howell  
**Cc:** Sharon Byrd (sbyrd@waltonso.org); Joe Preston  
**Subject:** Grievance: Burgess  
**Attachments:** Grievance.Burgess.pdf

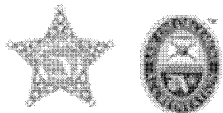
**Importance:** High

**Follow Up Flag:** Follow up  
**Due By:** Monday, August 04, 2014 12:00 PM  
**Flag Status:** Flagged

Captain Howell,  
Attached is a grievance from Deputy Burgess. A reply is due to Deputy Burgess in 5 business days from yesterday, which is close of business on Monday, August 4, 2014. I have included a reminder in this email for noon on the due date to help ensure we comply with the GO.

Thanks,  
Kelly

Kelly D. Schultz  
Walton County Sheriff's Office  
752 Triple G Road  
DeFuniak Springs, FL 32433  
Office: 850-892-8186  
Direct: 850-951-4746  
Cell: 850-401-4178  
Fax: 1-888-228-3640







**MICHAEL A. ADKINSON, JR., SHERIFF**  
Office of the Sheriff, Walton County

HAND DELIVERED ON: 5/3/14

SIGNED: Buddy Burgess #5206

WITNESS: [Signature]

REVISED

June 2, 2014

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433



Re: Mandatory Referral

Deputy Burgess:

This letter is your notification that you shall attend a mandatory employee assistance program administered by Pattison Professional Counseling Center. Per your request I have rescheduled your first appointment for Thursday, June 12, 2014 @ 10:00 a.m. at their office located at 259 East Oakdale Avenue, Crestview, Florida.

Failure to attend any of the scheduled appointments could result in discipline, up to and including dismissal.

Sincerely,

Major Joseph D. Preston  
Director of Law Enforcement Operations

JDP:skb



**MICHAEL A. ADKINSON, JR., SHERIFF**  
Office of the Sheriff, Walton County

HAND DELIVERED ON: 5-28-2014

SIGNED: [Signature]

May 28, 2014

WITNESS: [Signature]

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433

**RE: Written Reprimand**

Deputy Burgess:

You are receiving this Written Reprimand for your violation of the following agency policies:

**General Order 2-8 Section V Subsection A (2f) Conduct Unbecoming a Public Employee** which states in part, "Employees shall conduct themselves, on and off the job, in a manner that will not bring discredit or embarrassment to the Agency, the Sheriff, or the law enforcement profession".

**General Order 2-8 Section V Subsection A (2g) Employees Shall Be Courteous,** which states in part, "Being considerate, respectful and prompt in dealing with and serving the public and co-workers".

**General Order 2-8 Section V Subsection B (2) Contact with the Public,** which states in part, "Members shall be courteous to the public at all times. They shall be orderly and attentive and will exercise patience and discretion in dealing with the public".

Specifically, on April 30, 2014 you stopped a citizen, Lewis McLean near the intersection of US Highway 98 and County Road 83 who was attempting to drive around a barricade. Upon contact with Mr. McLean you hit the hood of Mr. McLean's vehicle and reached inside and removed the keys from the ignition. Although the intent was only to get the undivided attention of Mr. McLean your actions resulted in \$697.68 of damage to Mr. McLean's vehicle. This type of conduct will not be condoned by the Walton County Sheriff's Office.

A copy of this reprimand will be placed in your personnel file.

Please be advised that future violations of procedures established by the Walton County Sheriff's Office could lead to a more severe level of discipline up to and including dismissal.

Sincerely,

Lt. Robert E. Gray  
South District Commander

REG:skb

cc: Personnel File



**MICHAEL A. ADKINSON, JR., SHERIFF**  
**Office of the Sheriff, Walton County**

\_\_\_\_\_ HAND DELIVERED ON \_\_\_\_\_  
 \_\_\_\_\_ SIGNED \_\_\_\_\_  
 \_\_\_\_\_ WITNESS \_\_\_\_\_

May 28, 2014

Buddy Burgess  
 752 Tipton Road  
 DeFuniak Springs, Florida 32432

RE: Walton Reprimand

Deputy Burgess:

You are receiving this Walton Reprimand for your violation of the following agency policies:

General Order 2-6 Section V Subsection A (2) Conduct Unbecoming a Public Employee which states in part, "Employees shall conduct themselves on and off the job in a manner that will not bring discredit or embarrassment to the Agency, the Sheriff, or the law enforcement profession."

General Order 2-8 Section V Subsection A (2) Employees Shall Be Courteous, which states in part, "Being courteous, respectful and prompt in dealing with and serving the public and co-workers."

General Order 2-9 Section V Subsection B (1) Contact with the Public, which states in part, "Members shall be courteous to the public at all times. They shall be orderly and attentive and will exercise patience and discretion in dealing with the public."

Specifically, on April 30, 2014 you stopped a citizen, Lewis McLean near the intersection of US Highway 90 and County Road 83 who was attempting to drive around a barricade. Upon contact with Mr. McLean you hit the hood of Mr. McLean's vehicle and reached inside and removed the keys from the ignition. Although the intent was only to get the undivided attention of Mr. McLean your actions resulted in \$807.88 of damage to Mr. McLean's vehicle. This type of conduct will not be condoned by the Walton County Sheriff's Office.

A copy of this reprimand will be placed in your personnel file.

Please be advised that future violations of procedures established by the Walton County Sheriff's Office could lead to a more severe level of discipline up to and including dismissal.

Sincerely,

Lt. Robert E. Gray  
 South District Commander

REG:skp

cc: Personnel File



# WALTON COUNTY SHERIFF'S OFFICE

Michael A. Adkinson Jr., Sheriff

## MEMORANDUM

DATE: April 16, 2014  
TO: Buddy Burgess  
FROM: Major Joseph D. Preston  
COPIES:  
SUBJECT: **Grievance Response**

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I am in receipt of your Step 1 grievance concerning the Written Reprimand you received on March 19, 2014 concerning Department Vehicle Crashes. After review, I find in favor of your request that the Written Reprimand be withdrawn and sealed in your personnel file.

I hope this resolves your grievance.

Respectfully,

A handwritten signature in black ink that reads "Major Joseph D. Preston".

Major Joseph D. Preston  
Director of Law Enforcement Operations

JDP:skb

cc: Personnel File



**WALTON COUNTY SHERIFFS' OFFICE**  
**Michael A. Adkinson Jr., Sheriff**

WCSO 10-03  
06/2012

**MEMORANDUM**

DATE: March 26, 2014

TO: Human Resource Office

FROM: Deputy Sheriff Buddy N. Burgess

COPIES: Sgt Matt Maikowski, Cpl Will Curtis

SUBJECT: Grievance reference Written Reprimand Dated March 13, 2014

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On 3/19/2014 I was given a Written Reprimand in reference to two traffic crashes in which I was said to have been involved in. The letter states the first crash occurred on August 3, 2013 and the second on September 27, 2013. I am not aware of a traffic crash in which I was involved in on September 27th. The Written Reprimand cites violations of General Order 2-05. Per General Order 2-05 Section V. Procedures it states, "The crash Review Board's duties will include: b. Providing the member the opportunity to make a voluntary statement and provide any new information." I was not informed this board was convening and therefore was not afforded the opportunity to exercise this option.

The Written Reprimand also states the review of both incidents as February 27, 2014 and the Written Reprimand was dated March 13, 2014. Per General Order 2-08 Section VII subsection G, "After review, the disciplining authority will provide the member being disciplined, within three working days, a letter serving as final agency action regarding discipline. The discipline must be implemented within ten (10) business days following the conclusion of the review. The final letter will be provided to the Human Resources Manager for placement in the member's personnel file." This Written Reprimand being dated March 13th is not within the 3 working days requirement as stipulated within General Order 2-08 or within the 10 days of the conclusion of the review dated February 27, 2014.





**MICHAEL A. ADKINSON, JR., SHERIFF**  
Office of the Sheriff, Walton County

HAND DELIVERED ON: 03-19-14

SIGNED: D/S Burgess #15306

WITNESS: St. M. [Signature] #205

March 13, 2014

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433

**RE: Written Reprimand**

Deputy Burgess:

You are receiving this Written Reprimand for your violation of General Order 2-5, **Department Vehicle Crashes**, which states in part; *"It is the policy of this agency to review all crashes involving agency vehicles, and to administer any resulting discipline in a fair and consistent manner. The agency will use a combination of corrective actions, remedial training and disciplinary measures to ensure the safe operation of department vehicles"*.

Specifically on August 3, 2013, you were involved in a minor traffic accident. Also, on September 27, 2013, you were involved in a minor traffic accident, which was the second accident within the forgiveness policy established in GO 2-5. The Traffic Crash Review members found that you did contribute to both accidents.

A copy of this reprimand will be placed in your personnel file.

Please be advised that future violations of procedures established by the Walton County Sheriff's Office could lead to a more severe level of discipline up to and including dismissal.

Sincerely,

Lt. Keith A. Chamblee  
Patrol Division

KAC:skb

APPROVED:

  
Major Joseph D. Preston  
Director of Law Enforcement Operations

cc: Employee file



# WALTON COUNTY SHERIFF'S OFFICE TRAFFIC CRASH REVIEW

WCSO 90-02  
02/2013

Date of Review: Feb 27, 2014

Case #: Unknown

Date of Incident: Aug 3, 2013

Vehicle #: 836

Operator: Buddy N. Burgess

It is the finding of the board that this was a:

Minor Crash \_\_\_\_\_

More Serious Clear Violation \_\_\_\_\_

Extreme Violation \_\_\_\_\_

This is the \_\_\_\_\_ event within the forgiveness period.

Committee Members

LT. LOREZ  
TAL. BROWN  
LT. PITMAN  
SA. ADRIAN

Chairperson's Notes

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It is the decision of this board that you did ✓ ~~did not~~ contribute to this accident.

\_\_\_\_\_  
Chairman

Feb 27, 2014

\_\_\_\_\_  
Date



# WALTON COUNTY SHERIFF'S OFFICE TRAFFIC CRASH REVIEW

WCSO 90-02  
02/2013

Date of Review: Feb 27, 2014

Case #: Unknown

Date of Incident: Sep 27, 2013

Vehicle #: 836

Operator: Buddy N. Burgess

It is the finding of the board that this was a:

Minor Crash ☒

More Serious Clear Violation ☐

Extreme Violation ☐

This is the \_\_\_\_\_ event within the forgiveness period.

## Committee Members

Lt. Lorenz  
Tammy  
Lt. Pittman  
Capt. Hurd

## Chairperson's Notes

THE BOARD REVIEWED HIS LAST TWO VEHICLE INSPECTIONS  
AND ISSUES WERE NOTED.

It is the decision of this board that you did ☒ ~~did not~~ contribute to this accident.

H. Hurd  
Chairman

Feb 27, 2014

Date



**MICHAEL A. ADKINSON, JR., SHERIFF**  
Office of the Sheriff, Walton County

---

March 23, 2012

DATE: 3/26/2012

SIGNATURE: Buddy Burgess #306

WITNESS: Glenn R. Hodge #272

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433

Re: Written Reprimand

Deputy Burgess:

You are receiving this Written Reprimand for your violation of the following policies:

General Order 2-8 Section V Subsection A (2f) **Conduct Unbecoming a Public Employee**, which states in part,

*"Employees shall conduct themselves, on and off the job, in a manner that will not bring discredit or embarrassment to the Agency, the Sheriff, or the law enforcement profession".*

General Order 2-8, Section V Subsection B (2) **Contact with the Public**, which states in part;

*"Member shall be orderly and attentive and will exercise patience and discretion in dealing with the public".*

On March 3, 2012, our agency received a citizen complaint against you. During a Supervisor's Inquiry you admitted to making the remark to the complainant that he was not paying taxes.

These actions will not be condoned by the Walton County Sheriff's Office. A copy of this reprimand will be placed in your personnel file.

March 23, 2012  
Page Two (2)  
RE: Written Reprimand (Burgess)

Further violations of procedures established by the Walton County Sheriff's Office could result in more severe discipline.

Respectfully,

  
Lt. Jason Adkinson  
Patrol Division

JA:skb

Approved:

  
Captain Brian Schultz  
Patrol Division

cc: Personnel File





**MICHAEL A. ADKINSON, JR., SHERIFF**  
**Office of the Sheriff, Walton County**

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**LETTER OF COUNSELING**

DATE: 9-19-2011

SIGNATURE: [Signature]

WITNESS: [Signature] 9/19/11

September 19, 2011

Buddy Burgess  
752 Triple G Road  
DeFuniak Springs, Florida 32433

Mr. Burgess:

You are receiving this Letter of Counseling for your violation of General Order 1-16, Section V Subsection F(1) **Computer Usage**, which states in part, "Members may have limited personal use of these resources that do not interfere with the Sheriff's Office or with the member's ability to carry out Sheriff's Office business. Also, you were in violation of General Order 2-8 Section V Subsection B (16) **Agency Computer Security Policy**, which states in part; "The deliberate failure to abide by the Agency's established security policy is a violation for any member of the WCSO. This includes visiting unacceptable websites". Specifically on August 14, 2011, you made improper access to a non-work related web site, Netflix and put it up on the weather monitor. You had accessed your user account on NetFlix, while on duty, eleven (11) times prior to this incident.

Further violations of procedures established by the Walton County Sheriff's Office could result in more severe discipline.

Respectfully,

Lt. Keith A. Chamblee  
Emergency Management and Public Safety Communications

KAC:skb

cc: employee file