



FDLE

PROFESSIONAL STANDARDS UNIT

OFFICE OF EXECUTIVE INVESTIGATIONS INTERNAL INVESTIGATION REPORT

Case Number: EI79-2227

Subject: Special Agent in Charge (SAC) Troy Walker
Miami Regional Operations Center

Allegations: *Florida Administrative Code 11I-1.011 (02) – Violations of Law or Rule, to wit:*

- 1) *FDLE Policy 3.4: Standards of Member Conduct*
- 2) *FDLE Policy 1.4: Use of Resources*
- 3) *FDLE Policy 2.6: Acceptable Use of Information Technology*

Report Date: January 18, 2024

Report Prepared by: Special Agent Supervisor (SAS) Molly Akin

Reviewed by:

SECTION I

INVESTIGATIVE PREDICATE

While investigating Preliminary Inquiry Case #: 2023INQ-008, members of the FDLE Office of Executive Investigations (OEI), Professional Standards Unit, discovered a large volume of incoming and outgoing text messages regarding MROC Special Agent in Charge (SAC) Troy Walker 's agency issued cell phone (813-918-3210). Thousands of text messages from December 2022 to June 2023 were discovered, which were personal in nature and considered an egregious misuse of FDLE resources. Furthermore, it was discovered that SAC Walker sent an e-mail to his brother, Major Travis Walker of the Riviera Beach Police Department, containing an internal FDLE Situation Report regarding an active FDLE Deputy Involved Shooting (DIS) investigation (FDLE Case #: MI-27-0214).

SECTION II

DOCUMENTS AND RECORDS

All sources of information relating to this incident are maintained electronically in the Office of Executive Investigations' database (IAPro).

- 1) Text Messages (incoming and outgoing) and relevant text messaging attachments for the period of December 13, 2022-June 16, 2023, related to SAC Walker's agency issued cell phone (813-918-3210).

- 2) Additional Text Messages from June 4, 2023-June 16, 2023 (Forensically recovered from Cell Phone)
- 3) Call Detail Logs for the period of December 2022-June 2023, related to SAC Walker's agency issued cell phone (813-918-3210).
- 4) Text and Email Messages related to dissemination of FDLE Situational Report
- 5) Forensic Analysis Memorandum re: SAC Walker's assigned tablet, cell phone, and laptop computer
- 6) Chain of Custody Forms re: SAC Walker's assigned tablet, cell phone, and laptop computer
- 7) Contact List obtained from SAC Walker's agency issued cell phone
- 8) Call Detail and Text Messaging Analysis Spreadsheets
- 9) Various E-mail Messages related to this investigation

SECTION III

INVESTIGATIVE NARRATIVE

The Office of Executive Investigations, Professional Standards Unit, obtained various agency e-mail messages, text messages, and call detail logs over the course of this internal investigation. Additionally, computer forensic analysis was conducted on SAC Walker's assigned FDLE property, to include a Dell tablet, cell phone, and Dell laptop computer. ***All supporting documents and data supporting this investigation are uploaded to the FDLE Professional Standards Reporting System, known as IAPro.***

Section III, Subsection 1: Dissemination of Deputy Involved Shooting (DIS) Situation Report

On January 30, 2023, SAC Walker sent a FDLE Situation Report regarding an active investigation related to a Broward County Sheriff's Office (BCSO) Deputy Involved Shooting (FDLE Case: MI-27-0214) to Major Travis Walker of the Riviera Beach Police Department.

E-mail from SAC Walker to Twalker@rbpublicsafety.org re: OIS Situation Report

On January 30, 2023, at approximately 20:20 hours, SAC Walker sent the message, "This is our 3rd shooting within two weeks" to Twalker@rbpublicsafety.org. The message included an attachment, "MI-27-0214.pdf", which was a Situation Report pertaining to a January 27, 2023 BCSO deputy involved shooting investigation. The FDLE Situation Report has the following markings in the footer of the document in red colored font: *"** This Situational Report is prepared for internal FDLE use only. **"*

Outgoing Text Message from SAC Walker's Agency Issued Phone (813.918.3210) to [REDACTED]

On January 30, 2023 at approximately 21:27 hours, SAC Walker sent the following text, "I sent you the SitRep from today's OIS. BSO shot and killed a bank robber. This is our 3rd OIS in two weeks."

An open source Internet search for the email address "Twalker@rbpublicsafety.org" revealed that this e-mail address was posted to the Riviera Beach Police Department's website, under contact information for RBPD Major Travis Walker. Based on the contact list stored on SAC Walker's agency issued cell phone, the phone number, [REDACTED], also appears to related to Travis Walker. Upon review of text messages exchanged between the two, it appeared that Travis Walker is SAC Walker's brother.

Section III, Subsection 2: Text Messaging: SAC Walker's Agency Issued Phone: 813.918.3210

The Office of Executive Investigations, Professional Standards Unit (PSU) obtained and reviewed all incoming and outgoing text messages from SAC Walker's agency issued cell phone, (813) 918-3210. All text messaging communications summarized in this report are electronically maintained in the case file.

Between December 13, 2022 and June 16, 2023, SAC Walker's agency issued cell phone sent/received 30,210 text messages (17,293 incoming, 12,917 outgoing). Due to the sheer volume of text messages, it was not feasible to determine the precise number of how many of these messages were of a personal nature. However, it could be determined that SAC Walker utilized his state issued phone for both business and personal usage on a routine basis. It appeared that SAC Walker had a separate personal phone, according to some of the text messages located on his agency issued cell phone.

SAC Walker regularly communicated with his family members (his wife, two children, parents, and brothers) via text messaging about various personal matters using his agency issued cell phone.

Additionally, SAC Walker's agency issued cell phone records show that he exchanged inappropriate and unprofessional text message communications, with flirtatious subtext and/or sexual innuendo, with thirteen other people from December 13, 2022 to June 16, 2023. SAC Walker exchanged approximately 6,886 text messages with these individuals. One of the individuals appeared to be a former FDLE member who resigned from FDLE in 2014.

The following table represents the number of incoming/outgoing text messages pertaining to these individuals for the December 22, 2022 to June 16, 2023 period. It should be noted that the messages associated with phone numbers in bold red font contained the most egregious violations of FDLE Policy 3.4, Standards of Member Conduct.

Last 4 Digits of Phone Number	Incoming	Outgoing	Grand Total
7562	59	70	129
3038	332	347	669
0650	805	484	1289
1626	33	82	115
6776	39	42	81
1114	159	191	350
4485	595	419	1014
1460	303	324	627
7569	37	34	71
8590	29	24	53
6521	783	814	1597
6644	317	377	694
0202	76	121	197
	3567	3329	6886

Section III, Subsection 3: MARTS Call Detail re: SAC Walker's Agency Issued Cell Phone

The Office of Executive Investigations, Professional Standards Unit (PSU) obtained and reviewed all call detail records from SAC Walker's agency issued cell phone, (813) 918-3210 from December 2022 to June 2023. It should be noted that the call detail record included the purpose designation for each call from December

2022-April 2023 only. There was an issue with the MARTS system at the time causing a two-month delay in processing. Because SAC Walker resigned in June 2023, he was unable to designate any calls after mid-April 2023 as business or personal usage. In general, it appeared that he marked most calls to and from his family as "Personal". Call detail records show that there were 370 phone calls between SAC Walker's agency issued cell phone and the thirteen phone numbers referenced above. SAC Walker marked 188 of these calls as "Business" related calls, while the remainder of the calls did not have a purpose designation noted.

Section III, Subsection 4: Request to Interview former SAC Walker

On June 16, 2023, SAC Walker retired upon notification of this internal investigation. On Wednesday, November 8, 2023, Special Agent Supervisor (SAS) Molly Akin and Inspector Troy Cope contacted SAC Walker telephonically and offered him the opportunity to review the case file and provide a sworn statement. SAC Walker advised that he did not wish to review the case file or provide a sworn statement at that time.

SECTION IV

CONCLUSIONS

1) FDLE Policy 3.4: Standards of Member Conduct

POLICY:

FDLE members will obey all laws and regulations and maintain the highest standard of professional and ethical behavior at all times.

"Integrity" is a fundamental value of FDLE. Members must conduct themselves in a manner that reflects personal and professional integrity and that reflects positively on the department.

General Parameters, Section B: In the absence of specific rules or standards of conduct, all members must exercise good judgment, avoiding even the appearance of impropriety.

General Parameters, Section H: Members will release confidential information to persons outside the department only upon proper authority. A member's dissemination of confidential information within FDLE shall be on a need-to-know basis or as may otherwise be required to perform the member's official duties.

After a review of all documents and records obtained during this investigation, it can be determined that SAC Walker released an internal FDLE Situational Report, which was clearly marked "For Internal Use Only" regarding an active Deputy Involved Shooting investigation related to the Broward County Sheriff's Office, without proper authority to his brother, Major Travis Walker of the Riviera Beach Police Department.

Additionally, it can be determined that SAC Walker repeatedly utilized his agency issued cell phone to facilitate and engage in inappropriate and unprofessional conduct via text messaging conversations with various individuals. SAC Walker chose to engage in these conversations on his agency issued mobile phone, while in the performance of his duties as a Special Agent in Charge, making these inappropriate text messaging conversations discoverable. As a result, it can be determined that SAC Walker failed to exercise good judgment and maintain the highest standard of professional and ethical behavior at all times.

Therefore, a finding of SUSTAINED is recommended in the matter.

2) **FDLE Policy 1.4: Use of Resources**

All FDLE resources are provided for official state business. Misuse of any resources will subject a member to lose the resource, disciplinary action and/or criminal prosecution.

After a review of all documents and records obtained during this investigation, it can be determined that SAC Walker willfully and knowingly used his agency issued cellular phone on a routine basis for personal communications not related to official FDLE business. SAC Walker wrongfully used his agency cellular phone by repeatedly having non-business related text conversations with family as well as thirteen other individuals from the December 13, 2022 to June 16, 2023 time period.

Therefore, a finding of SUSTAINED is recommended in the matter.

3) **FDLE Policy 2.6: Acceptable Use of Information Technology**

POLICY: All FDLE resources are provided for official state business.

COMMUNICATIONS EQUIPMENT

E. If operational circumstances dictate the use of text messages members may use the texting function to send business related messages on agency owned and managed cellular devices.

F. All data, including documents, files, emails and texts stored on or sent and received from cellular devices owned by the agency are considered property of the department and are subject to federal and state public records law. Members have an affirmative obligation to ensure that records stored on their cellular devices are also maintained and stored on agency servers or computers for appropriate storage and easy access.

INTERNET/ E-MAIL USAGE

4. All members are prohibited from the intentional or willful access, transmittal, communication, or display of sexually-explicit images, text, music or any other data that reasonably appears to be designed to cause sexual excitement.

After a review of all documents and records obtained during this investigation, it can be determined that SAC Walker willfully and knowingly misused his agency issued cellular phone on a routine basis for personal communications not related to official FDLE business. It can be determined that SAC Walker demonstrated a pattern and practice of misusing his assigned FDLE mobile phone for personal communications. Furthermore, SAC Walker wrongfully used his agency cellular phone to transmit text messages containing sexually explicit messages to various individuals during the December 13, 2022 to June 16, 2023 time period.

Therefore, a finding of SUSTAINED is recommended in the matter.



Florida Department of
Law Enforcement

J. Mark Glass
Commissioner

Office of Executive Investigations

Post Office Box 1489
Tallahassee, Florida 32302-1489
(850) 410-8240
www.fdle.state.fl.us

Ron DeSantis, *Governor*
Ashley Moody, *Attorney General*
Jimmy Patronis, *Chief Financial Officer*
Wilton Simpson, *Commissioner of Agriculture*

MEMORANDUM

Date: January 10, 2024
TO: Case File #2023INQ-008
VIA: Chain of Command
FROM: Inspector Troy K. Cope *TKC*
Office of Executive Investigations
Reference: Preliminary Inquiry Re: MROC Special Agent in Charge (SAC) Troy Walker

On February 17, 2023, an anonymous complaint (identified as a concerned former agent) was received via U.S. Mail regarding FDLE member Special Agent in Charge (SAC) Troy Walker. The complaint alleged that the administration, both the SAC and Assistant Special Agent in Charge (ASAC) were creating a hostile work environment through ruling "with an iron fist", by utilizing "threats and intimidation". The anonymous complainant alleged that SAC Walker was singling out MROC members known as "Old Miami" in an attempt to get them to resign or retire.

It should be noted that another anonymous complaint was previously received in FDLE's "Anonymous Comments" inbox on December 13, 2022, with similar allegations, along with specific accusations that SAC Walker had referred to other MROC members as "Whinny [sic] Ass, Assholes and "Cowardly Ass" in a supervisor meeting. (see Case #: 2022CC-014). Additionally, the complainant alleged that SAC Walker "boasted about removing 73% of MROC personnel" since he was promoted to the MROC SAC position. The complaint was reviewed by Deputy Commissioner (DC) Vaden Pollard and determined that an investigation was not warranted at that time.

This preliminary inquiry regarding the February 17, 2023 complaint was assigned to Inspector Troy Cope for review.

Additionally, in early February 2023, Fraternal Order of Police (FOP), FDLE Special Agents Unit (SAU) President Scott Gibson also met with MROC members who alleged that the MROC administration created a hostile work environment. On April 10, 2023, Inspector Cope contacted FOP SAU President Gibson to discuss the matter and obtain the list of witnesses who had concerns about MROC Command Staff.

DOCUMENTS/RECORDS

Inspector Cope reviewed the following documents and records related to this complaint:

1. Anonymous complaint received via email on December 13, 2022
2. Anonymous complaint received via U.S. Mail on February 17, 2023

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3. Recorded sworn interview of Special Agent (SA) Kelly Rawson
4. Recorded sworn interview of retired SA Lisa Valentine
5. Recorded sworn interview of SA Aida Limongi
6. Recorded sworn interview of Resident Agent in Charge (RAC) David Quigley
7. Recorded sworn interview of RAC Dennis Roadruck
8. Exhibits and Notes provided during sworn interviews of SA Rawson, SA Valentine, RAC Quigley, and RAC Roadruck
9. Emails sent and received by SAC Walker (FDLE Email)
10. Text messages sent and received by SAC Walker (Agency Issued Mobile Phone)
11. Excel Spreadsheet of contacts from SAC Walker's Agency Issued Mobile Phone

All documents relating to the preliminary inquiry will be maintained electronically in the Office of Executive Investigations' database, which should be reviewed if additional information is needed.

COMPLAINT REVIEW

During the course of this preliminary inquiry, Inspector Cope reviewed information obtained from the anonymous complaints, reviewed relevant FDLE emails and text messages, and conducted interviews of members who were identified as potential witnesses. The following is a summary of pertinent items obtained regarding the complaints against SAC Walker:

Allegation 1: In the complaints, it was reported that SAC Walker referred to MROC members hired prior to SAC Walker's promotion as "Old Miami", which some members considered a derogatory term intended to single out certain MROC personnel. Further, SAC Walker allegedly boasted about removing 73% of the MROC members hired by the previous MROC administration and had a "hit list" of members he wanted out of MROC.

All members interviewed advised that SAC Walker utilized the term "Old Miami" to refer to members who were employed at MROC before he was promoted to the MROC SAC position. Each member that was interviewed by OEI believed that they were considered "Old Miami" by SAC Walker. SA Kelly Rawson advised that SAC Walker now used the term, "The Crew" to refer to members of "Old Miami", and SAC Walker recently began emphasizing the term "Old Miami" was a mindset, not about the people. RAC Dennis Roadruck's notes outlined several instances of SAC Walker referring to the "Old Miami way of thinking". SA Lisa Valentine advised during her exit interview with SAC Walker he referred to "Old Miami" as a mindset. SA Aida Limongi advised OEI Inspectors that SAC Walker told her that "Old Miami" agents did not trust him, were out to get him, were disloyal, and disgruntled.

Several members interviewed by OEI indicated SAC Walker had a "hit list" on his desk or in his office that listed "Old Miami" members whom he allegedly wanted to get rid of. SA Rawson advised she had heard about the "hit list" from other members to include RAC David Quigley and RAC Roadruck, but had not personally seen the list. SA Lisa Valentine also heard about a "hit list", but did not personally observe it.

SA Aida Limongi, who previously worked at MROC from February of 2006 to July of 2021, advised SAC Walker had a list on his desk of the agents that worked at MROC prior to SAC Walker's promotion to SAC. SA Limongi indicated it was located on his desk and she read it while it was turned upside down. SA Limongi reported the names on the list were members she knew to be "Old Miami" personnel. SA Limongi thought members who were not considered "Old Miami" personnel were listed in a separate column. SA Limongi believed some names were highlighted and possibly crossed out. SA Limongi advised there was no further information on the document, just names.

RAC Roadruck recalled seeing a list of names on a white board in SAC Walker's office that may have been "Old Miami" personnel, but could not recall any specifics. RAC Quigley indicated that in 2014, he was notified by another FDLE member that SAC Walker has placed him on a list and to be careful.

RAC Quigley reported that during Special Agent Supervisor (SAS) meetings, SAC Walker openly stated that he wanted to get rid of "Old Miami" and bragged about getting rid of 73% of "Old Miami" members since taking over as SAC.

OEI PSU obtained an email authored by SAC Walker to FDLE Commissioner Mark Glass on December 19, 2022, where SAC Walker discussed the 73% comment. The email stated, in part, *"I am very glad that within 2 years of me being here 73.56 % of the inherited staff; retired, resigned, etc...and were replaced with capable and competent people."*

Allegation 2: SAC Walker allegedly referred to members of MROC as "Whinny [sic] Ass", "Assholes", and "Cowardly Ass" in supervisor meetings. SAC Walker allegedly made comments about wanting to get members "in the ring for two minutes" who speak negatively about him.

SA Rawson advised that SAC Walker "does a lot of name calling." SA Rawson stated that SAC Walker called all of FDLE's white male SACs "Bubbas", and referred to "Old Miami" agents as "assholes" and "cowards" in supervisor's meetings. SA Rawson advised that MROC's gym has a boxing ring in it, and has heard SAC Walker state out loud and advised others have heard SAC Walker state something to effect of *"All I need is two minutes in the ring with the cowards that talk shit behind my back."*

RAC Quigley indicated SAC Walker entered a command staff meeting on May 10, 2021, "very agitated", which stemmed from a prior Commissioner's meeting. RAC Quigley reported SAC Walker called members of MROC "Whiny [sic] Ass", "Assholes", "Cowards", and "Cowardly asses". RAC Quigley advised SAC Walker did not mention a specific individual when these comments were made.

RAC Roadruck indicated SAC Walker has used the term "coward" many times referring to the individuals who talk behind his back or complain to "Tallahassee" (Headquarters). When RAC Roadruck was asked about the use of the term "asshole" by SAC Walker in SAS meetings, RAC Roadruck stated that it "sounded familiar", but was not able to provide specifics of the context. RAC Roadruck indicated that he had an hour and a half phone conversation with SAC Walker on December 20, 2022, where they discussed "heated" conversations that occurred between he and SAC Walker. RAC Roadruck memorialized this phone call in the notes he provided Inspector Cope. RAC Roadruck also advised that he has heard SAC Walker make statements about getting "two minutes in the ring" when referring to people who talk behind his back. RAC Roadruck was not aware of SAC Walker specifically enticing a specific individual to get into the boxing ring whom he believed was speaking negatively about him.

SA Limongi reported SAC Walker was careful not to call anyone a disparaging name to their face, but recalled SAC Walker utilizing the term “disgruntled” when referring to “Old Miami” personnel. SA Limongi recalled numerous “heated” phone calls, where SAC Walker was not pleased with her work as the Bargaining Unit representative and upset that she reported concerns to “Tallahassee” (Headquarters). SA Limongi reported SAC Walker would curse during their heated phone calls. SA Limongi reported that SAC Walker stated to SA Limongi, “if you are afraid, that’s a you issue”, during a disagreement about an operations plan for a search warrant, regarding the time the search warrant would be executed. SA Limongi advised that she had a relationship with FDLE’s Special Operations Team (SOT), [REDACTED], and that she felt more comfortable with the time she chose due to the recent deaths of FBI personnel serving a search warrant she had worked with. SA Limongi indicated that SAC Walker admonished her for wanting to do the search warrant [REDACTED].

SA Limongi reported receiving a voicemail from SAC Walker that contained inappropriate language regarding the search warrant issue. It should be noted that to date, SA Limongi has not been able to produce the voicemail for this inquiry. However, OEI Inspectors located an outgoing text message from SAC Walker’s agency issued phone to SA Limongi’s agency issued phone, pertaining to the search warrant. The text message, dated March 21, 2021, stated:

Aida, I am removing you from the MBPD response this evening, because I am considering your health issues. Moving forward when you are called answer you phone, don't text unavailable, unless you give a reason why. Next, I was extremely disappointed last week when you were given a direct order and instead of adhering you called a SOT Member to verify.....he too told you the same, however the information relayed back to your supervisor was inaccurate. For the record: Neither SOT South, SOT North, or Capitol SOT serve [REDACTED] SW's unless there is an exceptional circumstance that can be clearly articulated by the Case Agent & supervisor.....and only then will the SAC give consideration and render a decision. I hope that we are clear.

SA Limongi responded, “Copy”, which was immediately followed by SAC Walker requesting SA Limongi to call him. It should be noted that SAC Walker took a screenshot of the aforementioned text message with SA Limongi that was located on SAC Walker’s agency issued phone. It should also be noted that SA Limongi also reported during her interview being admonished by SAC Walker for just responding “unavailable” to a call-out without providing a reason.

SA Valentine did not report directly hearing any disparaging comments from SAC Walker about other members.

After receiving notification of the first anonymous complaint, dated December 13, 2022, SAC Walker responded to these allegations to Commissioner Glass in an email that was dated December 19, 2022, which stated in part, “*The language in their letter [is] in accurate, however, they all know my position on cowardice acts, but cursing and calling people names, ‘hilarious’; they could have had a bit more ingenuity.*” (It should be noted that according to SAC Walker’s e-mails, he believed the initial anonymous complainant to be a female, possibly retired SAS Carol Frederick.)

On December 19, 2022, SAC Walker sent another email in reference to the December 13, 2022 Anonymous complaint to Regional Legal Counsel Jackie Boswell and ASAC Chris Woehr, which stated in part: “*It's all lies, or she bastardized some of my comments....cursing the Supervisors out? Ridiculous, but everyone knows my position on cowards.*”

Allegation 3: SAC Walker and ASAC Christopher Woehr allegedly utilized the deployment of personnel for Operation Vigilant Sentry (OVS) to force MROC member Special Agent [REDACTED] to retire in February of 2023. Additionally, SAC Walker reportedly conveyed a threat through RAC Roadruck about SA [REDACTED] making a complaint or filing a lawsuit against SAC Walker.

On January 23, 2023, SA [REDACTED] was notified she would be deployed to the Florida Keys for her OVS deployment, leaving February 8, 2023, for one week. SA [REDACTED] advised she notified SAC Walker and ASAC Woehr that she did not have childcare for her son for the required length of the deployment; however, she knew of other Agents who would agree to go in her place. On February 3, 2023, SA [REDACTED] was notified by email from ASAC Woehr (with consultation of SAC Walker) that she would be alleviated from deployment on February 8, 2023, but expected to deploy on the next wave on February 14, 2023. Subsequently, on February 7, 2023, SA [REDACTED] submitted a memo via her chain of command advising of her intent to retire, declaring her last day as February 10, 2023. SA [REDACTED] attempted to rescind her retirement by memo via the chain of command on February 10, 2023, but it was denied by SAC Walker (which was confirmed by Inspector Cope's review of emails).

SA [REDACTED] believed SAC Walker utilized RAC Roadruck to convey a threat to her about making a complaint or filing a lawsuit. SA [REDACTED] advised that RAC Roadruck was approached by SAC Walker and he stated to RAC Roadruck, "[REDACTED] would be a fool to make any kind of complaint or lawsuit against me. She has a young son and I don't want to have to bring up a lot of dirt about her." SA [REDACTED] believed this was a tactical move by SAC Walker, because he knew RAC Roadruck would speak with her.

RAC Roadruck confirmed that SAC Walker did speak directly with him about SA [REDACTED] retirement on February 13, 2023. RAC Roadruck was advised by SAC Walker that he hoped SA [REDACTED] did not pursue the matter further, and did not want to have to "dredge up ugly things from her past", and indicated he did not want her son to have to hear the "negativity" about SA [REDACTED]. RAC Roadruck perceived this statement to refer to SA [REDACTED] lack of productivity and work performance issues. RAC Roadruck reported that he was not instructed by SAC Walker to convey the message to SA [REDACTED]. RAC Roadruck indicated he may have told SA [REDACTED] what SAC Walker said when he ran into her by chance after the conversation with SAC Walker occurred.

Allegation 4: SAC Walker allegedly attempted to alter the Investigative Reports (IR) and Investigative Summaries of two (2) high-profile use of force investigations with false information to purposely influence criminal charges being brought against the subject officers.

SA Rawson reported that SAC Walker allegedly attempted to improperly influence two (2) use of force investigations assigned to MROC's Broward Field Office (BFO). SA Rawson reported that SAC Walker tried to pressure the Case Agents (SA Paul Williams and SA Lisa Lamey) to change their reports and wording within the Investigative Summary regarding the actions of the subject officers to help ensure they would be charged criminally for their actions. It should be noted each case garnered national attention due to the actions of the officers caught on video, and also involved a white officer interacting with a black suspect. The cases were identified in FDLE's Automated Investigative Management System (AIMS) as Case #MI-04-0016 (Fort Lauderdale Police Department Officer Steven Pohorence), assigned to SA Williams, and Case #MI-14-0288 (West Palm Beach Police Department Nicholas Lordi), assigned to SA Lamey.

RAC Roadruck was the supervisor of both SA Williams and SA Lamey for the aforementioned cases. RAC Roadruck reported that SAC Walker was involved in both cases. RAC Roadruck advised SAC Walker wanted the officers charged that were the subjects of the respective investigations. RAC Roadruck indicated SAC Walker disagreed with the wording within the Investigative Summaries, and scrutinized individual Investigative Reports for the Officer Lordi case. According to RAC Roadruck, SAC Walker questioned wording regarding the actions of the officers and information reported regarding the victims' actions toward the officers in the cases. RAC Roadruck advised that the final products submitted to the SAOs for each case contained accurate information and no information was withheld from the SAOs based on the actions of SAC Walker. It should be noted that both subject officers were arrested; Officer Pohorence was found not guilty at trial, and Officer Lordi's case was dropped by the SAO.

A review of FDLE emails revealed SAC Walker was involved in the Investigative Summary review process and gave strong opinions about how the information presented in the investigative summaries portrayed the subject officer and use of force victim. Emails reviewed for the Investigative Summary review process for MI-04-0016 (Officer Pohorance) revealed that SAC Walker expressed concern to ASAC Christopher Woehr and Reginal Legal Advisor Jackie Boswell on June 28, 2020, that the Investigative Summary presentation of the facts were biased in favor of the subject officer. On June 29, 2020, emails confirmed that SAC Walker met in person at the Broward Field Office with SA Williams and RAC Roadruck regarding his concerns. Following this meeting, SAC Walker approved the Investigative Summary to be submitted to the SAO without any further comment.

As it related to the Investigative Summary for MI-14-0288 (Officer Lordi), SAC Walker listed six (6) "observations, questions, suggestions, and revisions" he had regarding his review of the summary in an email dated February 3, 2022, to SA Lamey. Emails reviewed confirmed SA Lamey made further edits to the Investigative Summary and submitted the changes to be reviewed by SAC Walker. On February 9, 2022, SAC Walker approved the Investigative Summary, but stated in his approval email, to SA Lamey, "*Although, I disagree with some aspects of this summary, please proceed.*"

Allegation 5: SAC Walker was accused of committing criminal and civil violations of various Florida Statutes.

In the anonymous complaint dated December 12, 2022, MROC's administration to include the "SAC & ASACs" were accused of violating the following Florida Statutes without any specific details noted: Section 839.13 Falsifying Records; Section 838.022 Official Misconduct; Section 112.533(4) Willfully Disclosing Information Obtained Pursuant to a FDLE Investigation; Section 112.532 Law Enforcement Officers' and Correction Officers' Bill of Rights; and Section 918.13 Destruction of Evidence in a Felony Case, Florida Statutes. No information was developed at this time to substantiate these violations of Florida Statutes.

Allegation 6: SAC Walker's leadership style and personal interactions with MROC members was highlighted as causing unwarranted stress to those under his command and created a hostile work environment.

SA Rawson stated SAC Walker "rules by fear and intimidation" and by "retaliation", and creates a hostile work environment. SA Rawson listed several items she believed created the hostile work environment by SAC Walker to include, enabling MROC members under his command to gather information (gossip) on other members to report back to SAC Walker; utilized slurs, epithets, and name calling (as outlined above); threatens members (see boxing comments above); contacts members after hours to "brow beat" them about unrelated work topics; and pulls

members aside for one (1) to two (2) hours to discuss how good SAC Walker is for MROC, and how he is a victim. SA Rawson advised by members that SAC Walker believed she may have written the anonymous complaint (first complaint received in December of 2022).

SA Rawson indicated that she does not go to her assigned office, the Broward Field Office, when SAC Walker was scheduled to be there. SA Rawson did not want to get "cornered" by SAC Walker to have to endure a long conversation. SA Rawson advised she changed her behavior to avoid SAC Walker when she knows he was coming to the office. SA Rawson stated, *"I don't come because I am just uncomfortable at this stage interacting with him."* SAC Walker does not talk about cases or how she is doing, but tries to get information from her or that he knows something about what she has said about him. SA Rawson indicated this intimidates her and the fact that SAC Walker seeks SA Rawson out makes her uncomfortable. SA Rawson believed SAC Walker was targeting her because she was a female and perceived as the weakest link. SA Rawson advised that SAC Walker recently gave her two (2) dog leashes, which also made her uncomfortable, as they are not friends.

Text message exchanges between SA Rawson and SAC Walker confirmed SAC Walker asked SA Rawson if she had dogs and had items she would appreciate on January 31, 2023. SA Rawson confirmed she had two (2) dogs, which SAC Walker replied he would leave some items on her chair at the BFO. SAC Walker followed-up with SA Rawson to check if she received the items on February 27, 2023. SA Rawson answered on February 28, 2023, *"Yes. Thanks. The thin blue line leashes and collars were very cool. 🐾"*

On April 10, 2023, SA Rawson was informed by ASAC Jose Ramirez she would be required to work from the MROC building, rather than the Broward Field Office. SA Rawson was not provided an explanation for this change and did not inquire further about it either. SA Rawson stated this was the "last straw" for her, so she decided to end her Deferred Retirement Option Program (DROP) term and retire. SA Rawson reported that she had worked at the Broward Field Office since 2016.

It should be noted that the email sent to ASAC Ramirez and SAS Al Borges, dated April 10, 2023, by SA Rawson to notify them of her intention to retire contradicted her statement that this was the "last straw" leading to her retirement. The email in pertinent part stated, *"After 32 years, I have decided to end DROP early and my last day will be June 30th, 2023. As you can see from the date on my paperwork from the division of retirement, this decision is not based on anything that was discussed in the squad meeting today. I will complete my packet and submit within the next 2 weeks."* An attached image of SA Rawson's Department of Management Services Termination Packet was dated April 6, 2023.

Additionally, a text message exchange, dated February 21, 2023, between SAC Walker and former MROC Assistant Special Agent Charge (ASAC) Felipe Williams (via their agency issued mobile phones) confirmed that potential changes to MROC's organization of personnel were being contemplated. The changes discussed in the text message did not appear to target any one person, but did confirm SA Rawson's squad would be affected, along with several other squads in MROC.

SA [REDACTED] believed SAC Walker and ASAC Woehr used the OVS deployment as a way to force her to retire and she felt she had no other choice. SA [REDACTED] indicated she wanted to continue working and left a lot of money on the table. SA [REDACTED] stated, *"I was not ready to retire. I was not done."*

SA Limongi opined the culture at MROC right now was "... extremely hostile if you are not on the good list." SA Limongi advised members are afraid to get called into SAC Walker's office, to get in trouble, or to get on his radar. SA Limongi reported members are afraid of SAC Walker to retaliate against them, specifically through squad transfers and the long personal meetings or phone calls.

SA Limongi indicated she was subjected to long meetings with SAC Walker, which occurred in person and by phone. SA Limongi felt the meetings were hostile. SA Limongi described the first part of the meeting was SAC Walker discussing all of the great things he has done for MROC, and how SAC Walker gets no respect for it. Additionally, SAC Walker would state that he was a victim of racism in the community and at MROC. SAC Walker would discuss how everybody was out to get him, and for SA Limongi to know her place. SA Limongi advised that it made her "feel small and that you're getting disciplined by a parent". SA Limongi stated the meetings were emotionally draining, served no purpose except for SAC Walker to berate her.

RAC Quigley indicated the aforementioned SAS meeting where SAC Walker utilized foul language created a "paranoid" and "hostile work environment". RAC Quigley opined that MROC has 38 agents, down from 104 due to how the agents are treated. RAC Quigley advised that he has been frequently accused of things by SAC Walker that he has not done, and has no consideration about his feelings.

RAC Quigley reported several instances where members from his squad have been deployed by the command staff of MROC without his knowledge only to find out directly from the member. RAC Quigley believed this violating FDLE's command and control policy, because, per FDLE Policy 1.12, "*Supervisory members are accountable for the activities of members under their immediate control.*" Policy 1.12 clearly outlines SACs and ASACs are above SASs in the FDLE command structure and does not restrict their ability to contact and deploy members. Policy 1.12 does not require notice to be made to the members direct supervisor. Policy 1.12 also stated, "*In situations involving personnel of different functions engaged in a single operation, command will be exercised by the ranking member unless specific operational guidelines, the affected regional SAC, or a higher authority direct otherwise.*" Therefore, the ranking FDLE supervisory member would be responsible for the member(s) deployed by them.

SAC Walker expressed his opinion about RAC Quigley in a text message sent by SAC Walker to an unidentified individual on SAC Walker's FDLE mobile phone on December 16, 2022, that stated:

Now sheriff Ramsay (Monroe) did saying the meeting that he thinks the Key West is retired on duty and useless which I firmly agree...he is worthless and one that I inherited.....vechio says he is a superstar....he's one of my worst. I only have two Supervisors left from old Miami and I wouldn't have promoted either. All others I recruited and promoted.

RAC Roadruck outlined in his notes several meetings and phone calls between himself and SAC Walker regarding requests or something SAC Walker was not happy about with how RAC Roadruck was handling it. The meetings were described as adversarial, confrontational, heated and demeaning, where he and SAC Walker had differences. RAC Roadruck reported that SAC Walker used profanity during these exchanges. RAC Roadruck indicated his belief that he had a target on his back based on his association/friendship with "Old Miami".

Additional Observations:

Inspector Cope reviewed various text messages which were exchanged between SAC Walker's agency issued phone, and other MROC members where they joked about SA Rawson and "Old Miami". It should be noted that SA Rawson believed SAC Walker solicited members to "spy" on her, and report information back to SAC Walker. Group text messages were located in SAC Walker's FDLE mobile phone that indicated members sent messages to SAC Walker and others about SA Rawson. Group text messages located on January 6, 2023, stated, "*Hey Troy the other day you asked us what Kelly does. I have the answer based on what she put up in her desk at bfo.*" The attached photograph, was of SA Rawson's name plate at her cubicle, which displayed eight (8) post-it notes describing her duties, a printout with words "Old Miami" displayed, and another that said "sheepdog". The author of the group text mocked the display, stating "Proud 'Old Miami' 🐶", and added "... she's a sheepdog 😊". SAC Walker and ASAC Woehr were the recipients of this message. It should be noted that SAC Walker and ASAC Woehr did not comment/respond to the author.

A second group text message exchange was sent to SAC Walker's agency issued phone from the same sender on May 13, 2023, between 1311 and 1318 hours. The text message included a photograph that appeared to show members of FDLE sitting at a bar. One member wearing an FDLE raid jacket, displaying "POLICE FDLE" on the back. The photograph appeared to have been in Washington D.C. during National Police Week activities. Some members of this text group discussed the fact that members were displaying the fact they were law enforcement officers with FDLE and not armed, while drinking at a bar outside the state of Florida. SA Rawson and RAC Roadruck were members identified as being depicted in the photograph. The author of the text messages advised they were provided the photograph from another FDLE member attending the event.

It should be noted that no text messages or emails were located that indicated SAC Walker requested members to "spy" on other members of MROC. The aforementioned messages were initiated by the author and not from a request by SAC Walker. Additionally, the photographs were taken in areas where there was no expectation of privacy.

Conclusion/Recommendations:

After a review of all sworn statements, documents provided by witnesses, and FDLE text messages and emails during this preliminary inquiry, the following could be determined:

Sworn statements of members and a review of documents, and text messages confirm the term "Old Miami" was used to refer to individuals who were hired prior to SAC Walker's promotion as the MROC SAC and was also used as a reference to a mindset. It was revealed through sworn statements and a review of documents that SAC Walker utilized the term "coward" to refer to individuals who spoke poorly about SAC Walker behind his back and do not speak directly to him about issues or problems they had with SAC Walker's decisions. The members interviewed could not provide firsthand information where they or another member were called a "coward" by SAC Walker.

Members interviewed described different documents or displays in SAC Walker's office that contained a list of "Old Miami" members, with some names crossed out. Statements taken from MROC members during this inquiry were inconsistent with regard to the construction of the list; one was described as being on a white board in the office, while another was a list printed on a

sheet of paper on SAC Walker's desk. No member reported SAC Walker actually pointing to or showing a "hit list". No information was developed that demonstrated SAC Walker described how he would specifically get rid of the person considered to be "Old Miami". However, SAC Walker emphasized that he replaced 73.56% of MROC members with "capable and competent people", in an e-mail to Commissioner Glass on December 19, 2022.

Several members reported that SAC Walker made a statement to the effect that he wished he could have "two minutes in the ring (boxing ring)" with the individuals who talk behind his back; however, no information was developed that SAC Walker personally challenged or attempted to entice an individual he considered a "coward" into the boxing ring for a physical altercation.

It should be noted that SAC Walker was alleged to have singled out a member of MROC to be his training partner during a Defensive Tactics (DT) training and became violent during the training toward the member. It was further alleged that this was due to the member's social media post about one of SAC Walker's friends. Members interviewed indicated during a DT class (in 2018) SAC Walker singled out MROC SA Raul Perez due to a social media post made about former Broward County Sheriff Scott Israel. It was determined that this issue had been handled by the previous administration; SA Perez did not pursue a complaint against SAC Walker when approached about the allegation. SA Perez did not report the incident, but information about the incident was sent up the chain of command.

It was alleged that SAC Walker may have utilized the deployment of personnel for Operation Vigilant Sentry (OVS) to force MROC member Special Agent ██████████ to retire in February of 2023. Based on a review of the information provided by SA ██████████ and a review of FDLE emails obtained, SA ██████████ retired after she was granted a reprieve from an Operation Vigilant Sentry deployment to Key West on February 3, 2023, and provided a 10-day window to arrange for childcare prior to deployment. On February 7, 2023, SA ██████████ submitted her resignation memo, which was accepted by SAC Walker. Once the retirement memo was accepted, SA ██████████ requested to rescind her retirement memo, whereby SAC Walker and MROC Command Staff denied her request. SAC Walker and MROC's command staff did not state to SA ██████████ that she should retire during her discussions about her deployment requirement; no information was developed that showed the OVS deployment was utilized to force SA ██████████ to retire.

It was alleged that SAC Walker attempted to alter the Investigative Reports (IR) and Investigative Summaries of two (2) high-profile use of force investigations with false information to purposely influence criminal charges being brought against the subject officers. A review of the information related to SAC Walker's involvement in two (2) use of force cases revealed SAC Walker was involved in reviewing reports and wording of the Investigative Summaries; however, no information was developed that false information or omissions occurred due to SAC Walker's involvement. Emails revealed SAC Walker was not pleased with the approved Investigative Summaries submitted to the SAO for their review and prosecutorial decision. Additionally, SAC Walker did not unilaterally open the investigation into the officer after the declination of prosecution by the SAO. It was determined new information in the form of surveillance video was discovered, which prompted FDLE's involvement. Additionally it was alleged that SAC Walker committed criminal and civil violations of various Florida Statutes. No information was developed during this inquiry to substantiate the alleged violations of Florida Statutes on the part of SAC Walker.

The anonymous complainants and members interviewed reported that SAC Walker and ASAC Woehr created a hostile work environment and retaliated against other FDLE members. A review of the information revealed no specific instance that articulated a member being retaliated against

by SAC Walker or ASAC Woehr with the reassignment of squads/duties or utilizing special deployments to force their retirement.

Members interviewed described long one to two-hour conversations in-person or by phone with SAC Walker, where SAC Walker would boast about his accomplishments, while also discussing his displeasure about the member or other members. Though members felt they were being admonished, no information was developed that indicated SAC Walker specifically utilized disparaging language toward the member during the conversations. It does appear from the testimony of witnesses that SAC Walker used profanity during conversations/meetings with members to express frustration.

SAC Walker retired on June 16, 2023. No internal investigation is warranted in this matter at this time. However, it is recommended that MROC command staff review the complete case file to determine if any potential performance, guidance, or training issues need to be addressed concerning any current MROC members.