



FDLE

PROFESSIONAL STANDARDS UNIT

OFFICE OF EXECUTIVE INVESTIGATIONS INTERNAL INVESTIGATION REPORT

CASE NUMBER: EI-79-1768 **DATE:** October 7, 2014

CASE SUBJECT: Robert L. Breeden
Assistant Special Agent-In-Charge
Chief of Law Enforcement
Miami Regional Operations Center

ALLEGATION(S): Florida Administrative Code 11I-1.011 (01) - Conduct Unbecoming a Public Employee [60L-36.005(3) (f)]

Florida Administrative Code 11I-1.011 (02) - Violations of Law or Rule, to wit: FDLE Policy 3.4, Standards of Member Conduct

REPORT PREPARED BY: Inspector Keith B. Riddick

SECTION I

INVESTIGATIVE PREDICATE

On May 19th, 2014, a performance issue was documented and submitted by SAC Addy Villanueva concerning ASAC Robert Breeden. During the OEI / PSU administrative review of the performance issue case file, it was determined that additional issues, unrelated to the specific issues addressed by SAC Villanueva, needed to be reviewed by way of a preliminary inquiry. The issues identified included an allegation of a violation of FDLE's standards of member conduct by ASAC Breeden, as it relates to ASAC Breeden's overall treatment of his subordinates and co-workers at the FDLE Miami Regional Operations Center.

On May 29th, 2014, Inspector Keith Riddick was assigned to conduct the preliminary inquiry of the above described complaint. During the week of June 16-20, 2014 Inspector Riddick traveled to MROC, along with other members of the Office of Executive Investigations for the purpose of conducting interviews with various members of MROC. During those interviews, allegations of demeaning and belittling treatment of subordinates, as well as allegations of retribution and retaliation were made against ASAC Breeden.

On June 25th, 2014, it was determined that the preliminary inquiry into this matter would best be served by the completion of an internal investigation. Inspector Riddick was assigned to complete that investigation.

Information developed in the Preliminary Inquiry, 2014INQ-008, is being incorporated into this Administrative Investigation, and a determination will be made in regards to possible policy and/or rule violations on the part of ASAC Breeden.

All documents relating to this incident will be maintained electronically in the Office of Executive Investigations' database (IA Pro) and can be reviewed if additional information is needed. Inspector Keith Riddick reviewed the following documents in relation to this investigation:

1. A copy of an anonymous letter submitted under 2014PI-023.
2. A copy of a memo sent to ASAC Breeden by SAC Villanueva regarding 2014PI-023.
3. A copy of an untitled four page document supplied by SAS David Quigley.
4. A copy of a twelve page document entitled "Breeden Files" supplied by SAS John Vecchio.
5. A copy of a five page document dated October 31, 2012, supplied by SA Claudia Mulvey containing a two page memo and a Miami-Dade Police Department incident report.
6. A copy of an untitled four page document supplied by SA Jennifer Vicens.
7. A copy of an email sent by GC Mike Ramage to AC Jim Madden dated August 30, 2013.
8. A copy of an email sent by SAS Michelle Bufalino to RLA Jackie Boswell dated September 18, 2013.
9. A copy of an email chain between ASAC Breeden and RLA Boswell dated September 13, 2014.
10. The audio file documenting the interview of Special Agent Octavio Aguero, which is available on a DVD held as part of the original investigative file.
11. The audio file documenting the interview of Special Agent Lawrence Andres, which is available on a DVD held as part of the original investigative file.
12. The audio file documenting the interview of Special Agent Dominic Angiolillo, which is available on a DVD held as part of the original investigative file.
13. The audio file documenting the interview of Special Agent Supervisor William Arnone, which is available on a DVD held as part of the original investigative file.
14. The audio file documenting the interview of Special Agent Magali Bonilla, which is available on a DVD held as part of the original investigative file.
15. The audio file documenting the interview of Special Agent James Born, which is available on a DVD held as part of the original investigative file.
16. The audio file documenting the interview of Special Agent Supervisor Michelle Bufalino, which is available on a DVD held as part of the original investigative file.
17. The audio file documenting the interview of Special Agent Charles Bufalino, which is available on a DVD held as part of the original investigative file.

18. The audio file documenting the interview of Special Agent Donald Cannon, which is available on a DVD held as part of the original investigative file.
19. The audio file documenting the interview of Special Agent Peter Chong Yen, which is available on a DVD held as part of the original investigative file.
20. The audio file documenting the interview of Special Agent Leslie D'Ambrosia, which is available on a DVD held as part of the original investigative file.
21. The audio file documenting the interview of Resident Agent in Charge Carol Frederick, which is available on a DVD held as part of the original investigative file.
22. The audio file documenting the interview of Assistant Special Agent in Charge Scott Freidman, which is available on a DVD held as part of the original investigative file.
23. The audio file documenting the interview of Special Agent James Futch, which is available on a DVD held as part of the original investigative file.
24. The audio file documenting the interview of Special Agent Jeremy Gordon, which is available on a DVD held as part of the original investigative file.
25. The audio file documenting the interview of Special Agent Richard Herbert, which is available on a DVD held as part of the original investigative file.
26. The audio file documenting the interview of Special Agent Wilfredo "Wil" Hernandez, which is available on a DVD held as part of the original investigative file.
27. The audio file documenting the interview of Special Agent Wilfredo "Willie" Hernandez, which is available on a DVD held as part of the original investigative file.
28. The audio file documenting the interview of Special Agent Kristen Hoffacker, which is available on a DVD held as part of the original investigative file.
29. The audio file documenting the interview of Special Agent Brian Jerome, which is available on a DVD held as part of the original investigative file.
30. The audio file documenting the interview of Special Agent Kyle Kelly, which is available on a DVD held as part of the original investigative file.
31. The audio file documenting the interview of Special Agent Supervisor Susan Kopp, which is available on a DVD held as part of the original investigative file.
32. The audio file documenting the interview of Special Agent Michael Langston, which is available on a DVD held as part of the original investigative file.
33. The audio file documenting the interview of Special Agent Christine Largaespada, which is available on a DVD held as part of the original investigative file.
34. The audio file documenting the interview of Special Agent Aida Limongi, which is available on a DVD held as part of the original investigative file.

35. The audio file documenting the interview of Special Agent Supervisor Duane Little, which is available on a DVD held as part of the original investigative file.
36. The audio file documenting the interview of Special Agent Frank Lobelsky, which is available on a DVD held as part of the original investigative file.
37. The audio file documenting the interview of Special Agent Paul Marcus, which is available on a DVD held as part of the original investigative file.
38. The audio file documenting the interview of Special Agent James Marra, which is available on a DVD held as part of the original investigative file.
39. The audio file documenting the interview of Special Agent Antonio Martindale, which is available on a DVD held as part of the original investigative file.
40. The audio file documenting the interview of Special Agent Lawrence Masterson, which is available on a DVD held as part of the original investigative file.
41. The audio file documenting the interview of Special Agent Tatiana Miguel, which is available on a DVD held as part of the original investigative file.
42. The audio file documenting the interview of Special Agent Kenneth Moore, which is available on a DVD held as part of the original investigative file.
43. The audio file documenting the interview of Special Agent Claudia Mulvey, which is available on a DVD held as part of the original investigative file.
44. The audio file documenting the interview of Special Agent Anthony Ojeda, which is available on a DVD held as part of the original investigative file.
45. The audio file documenting the interview of Special Agent Raul Perez, which is available on a DVD held as part of the original investigative file.
46. The audio file documenting the interview of Special Agent David Perez, which is available on a DVD held as part of the original investigative file.
47. The audio file documenting the interview of Special Agent Jeffrey Pomerantz, which is available on a DVD held as part of the original investigative file.
48. The audio file documenting the interview of Special Agent Jeffrey Portz, which is available on a DVD held as part of the original investigative file.
49. The audio file documenting the interview of Special Agent Edward Principe, which is available on a DVD held as part of the original investigative file.
50. The audio file documenting the interview of Special Agent Millard Quad, which is available on a DVD held as part of the original investigative file.
51. The audio file documenting the interview of Special Agent Supervisor David Quigley, which is available on a DVD held as part of the original investigative file.

52. The audio file documenting the interview of Special Agent Kelly Rawson, which is available on a DVD held as part of the original investigative file.
53. The audio file documenting the interview of Special Agent Dennis Roadruck, which is available on a DVD held as part of the original investigative file.
54. The audio file documenting the interview of Special Agent Michael Roddy, which is available on a DVD held as part of the original investigative file.
55. The audio file documenting the interview of Special Agent Steven Rossbach, which is available on a DVD held as part of the original investigative file.
56. The audio file documenting the interview of Special Agent William Saladrigas, which is available on a DVD held as part of the original investigative file.
57. The audio file documenting the interview of Special Agent Kathy Smith, which is available on a DVD held as part of the original investigative file.
58. The audio file documenting the interview of Special Agent Supervisor Maurice Spates, which is available on a DVD held as part of the original investigative file.
59. The audio file documenting the interview of Special Agent Michael Stein, which is available on a DVD held as part of the original investigative file.
60. The audio file documenting the interview of Special Agent Alan Stone, which is available on a DVD held as part of the original investigative file.
61. The audio file documenting the interview of Special Agent John Subic, which is available on a DVD held as part of the original investigative file.
62. The audio file documenting the interview of Special Agent Demetrios Thomas, which is available on a DVD held as part of the original investigative file.
63. The audio file documenting the interview of Special Agent Lissa Valentine, which is available on a DVD held as part of the original investigative file.
64. The audio file documenting the interview of Special Agent Christopher Vastine, which is available on a DVD held as part of the original investigative file.
65. The audio file documenting the interview of Special Agent Supervisor John Vecchio, which is available on a DVD held as part of the original investigative file.
66. The audio file documenting the interview of Special Agent Frank Vetere, which is available on a DVD held as part of the original investigative file.
67. The audio file documenting the interview of Special Agent Jennifer Vicens, which is available on a DVD held as part of the original investigative file.
68. The audio file documenting the interview of Special Agent in Charge Addy Villanueva, which is available on a DVD held as part of the original investigative file.

69. The audio file documenting the interview of Special Agent Edward Waters, which is available on a DVD held as part of the original investigative file.
70. The audio file documenting the interview of Special Agent Gaylon White, which is available on a DVD held as part of the original investigative file.
71. The audio file documenting the interview of Senior Management Analyst Supervisor Isis Crespo, which is available on a DVD held as part of the original investigative file.
72. The audio file documenting the interview of Research and Training Specialist Michael Gargiulo, which is available on a DVD held as part of the original investigative file.
73. The audio file documenting the interview of Assistant State Attorney Howard Rosen, which is available on a DVD held as part of the original investigative file.
74. The audio file documenting the interview of Assistant State Attorney Jose Arroyo, which is available on a DVD held as part of the original investigative file.
75. The audio file documenting the interview of Assistant Statewide Prosecutor Oscar Gelpi, which is available on a DVD held as part of the original investigative file.
76. The audio file documenting the interview of Criminal Justice Communication Liaison Brendan Simons, which is available on a DVD held as part of the original investigative file.
77. The audio file documenting the interview of Assistant Statewide Prosecutor Julie Hogan, which is available on a DVD held as part of the original investigative file.
78. The audio file documenting the interview of Regional Legal Advisor Jackie Boswell, which is available on a DVD held as part of the original investigative file.
79. The audio file documenting the interview of Senior Crime Analyst Lisa Lang, which is available on a DVD held as part of the original investigative file.
80. The audio file documenting the interview of Senior Crime Analyst Christine Casajuana-Smith, which is available on a DVD held as part of the original investigative file.
81. The audio file documenting the interview of Executive Secretary Yvonne Pizzaro, which is available on a DVD held as part of the original investigative file.
82. The audio file documenting the interview of Retired Special Agent Scott Bovee, which is available on a DVD held as part of the original investigative file.
83. The audio file documenting the interview of Retired Special Agent Michael Driscoll, which is available on a DVD held as part of the original investigative file.
84. The audio file documenting the interview of Special Agent Cleve Boothman, which is available on a DVD held as part of the original investigative file.

85. The audio file documenting the interview of Special Agent Antonio Mathews, which is available on a DVD held as part of the original investigative file.
86. The audio file documenting the interview of Crime Intelligence Technician Mildred Williams-Caicedo, which is available on a DVD held as part of the original investigative file.
87. The audio file documenting the interview of Former Special Agent Novia Madura, which is available on a DVD held as part of the original investigative file.
88. The audio file documenting the interview of Special Agent Lissa Udell, which is available on a DVD held as part of the original investigative file.
89. The audio file documenting the interview of Assistant Special Agent in Charge Robert “Bob” Breeden, which is available on a DVD held as part of the original investigative file.

SECTION III

INVESTIGATIVE NARRATIVE

Kathy Smith – Special Agent – MROC – Sugarloaf Key Field Office

Location: Sugarloaf Key FDLE Field Office, Florida
Date: June 16, 2014
Type: Sworn Interview / Recorded

SA Smith provided a sworn recorded statement to Inspectors Keith Riddick and Jay Best on June 16, 2014, concerning this internal investigation. During the interview SA Smith advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately eighteen (18) years.
- Her interactions with ASAC Breeden have been good.
- Her interactions have been limited due to her being at a FDLE Field Office.
- She feels like if she needed something she could call him.
- She doesn't know how he treats his other subordinates.
- She witnessed an event involving ASAC Breeden and SA Kristen Hoffacker.
- In her opinion she felt that ASAC Breeden's actions were abusive, but that he did not have any malicious intent.
- She categorized ASAC Breeden's interactions with SA Hoffacker as being “unusual” behavior for him.
- ASAC Breeden's interactions with SA Hoffacker drew attention from others in the class.
- She did not have any concerns with ASAC Breeden's supervisory actions.

Michael Langston – Special Agent – MROC – Sugarloaf Key Field Office

Location: Sugarloaf Key FDLE Field Office, Florida
Date: June 16, 2014
Type: Sworn Interview / Recorded

SA Langston provided a sworn recorded statement to Inspectors Keith Riddick and Jay Best on June 16, 2014, concerning this internal investigation. During the interview SA Langston advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately ten (10) years.
- He has been at the Key West/Marathon Field Office for his entire tenure with FDLE.
- He described his interaction with ASAC Breeden as being “professional”.
- ASAC Breeden has “critiqued” his job performance before and SA Langston considered it proper.
- ASAC Breeden is “by the book”.
- Some people describe ASAC Breeden as a “micro-manager” but he wouldn’t.
- He has never seen ASAC Breeden be abusive to anyone.
- ASAC Breeden is “firm and can be short, but I wouldn’t call it quick tempered”, “not mean and condescending”.

Millard Quad – Special Agent – MROC – Sugarloaf Key Field Office

Location: Sugarloaf Key FDLE Field Office, Florida
Date: June 16, 2014
Type: Sworn Interview / Recorded

SA Quad provided a sworn recorded statement to Inspectors Keith Riddick and Jay Best on June 16, 2014, concerning this internal investigation. During the interview SA Quad advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately thirteen (13) years.
- He has had limited interaction with ASAC Breeden.
- His interaction has been non-eventful.
- He described several emails regarding his work and work performance in which he felt he was being singled out. SA Quad could not say that the criticism was directly delivered by ASAC Breeden but he referenced some emails between ASAC Breeden and his then Acting SAS Hutchens regarding the directions given to SA Quad.
- Following the above incidents, his evaluation was lower than it had been in his entire tenure at FDLE.

Carol Frederick – Resident Agent in Charge – MROC – Sugarloaf Key Field Office

Location: Sugarloaf Key FDLE Field Office, Florida
Date: June 16, 2014
Type: Sworn Interview / Recorded

RAC Frederick provided a sworn recorded statement to Inspectors Keith Riddick and Jay Best on June 16, 2014, concerning this internal investigation. During the interview RAC Frederick advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately twenty-five years and five months.
- ASAC Breeden has criticized her performance via an administrative log in AIM which she described as not being private criticism.
- Some of the items of criticism were not “fair” and she gave the example of ASAC Breeden asking if certain statements had been compared when in all actuality, some of the interviews he was referencing had not even been obtained as of his writing of the administrative log.
- The entire administrative log was unfair as ASAC Breeden had already reviewed her work via Quarterly Case Reviews (QCR) twice and had no complaints.
- Once ASAC Breeden learned that an auditor was coming down, he wrote “this scathing admin log to try to catch any minor mistakes prior to” the auditor coming down.
- RAC Frederick felt that if ASAC Breeden was going to do that it should have been documented in the previous QCR’s. It shouldn’t have been done at the last minute before an audit was to happen.
- She felt like ASAC Breeden was protecting himself and not mentoring her on something that perhaps he found.
- She did not think that the critiques were all fair.
- She asked ASAC Breeden to amend the administrative log in reference to the way he wrote it.
- ASAC Breeden advised her that he “would take a look at it”.
- ASAC Breeden is very direct in his email interaction with her and her subordinates.
- He gives very long “laundry lists” of things he wants you to do.
- “Instead of saying do, literally do the laundry he would say take the clothes, separate the clothes, put the clothes in, put a little bit of water, put the soap, he gives you long laundry lists which since we’ve all done a common tasks of doing the laundry it can be somewhat either irritating or condescending to people when they are told when to exactly turn the knob. That can cause a level of frustration”.
- She observed ASAC Breeden during the officer involved shooting training in March. She watched a series of interactions that were notable to her.
- It appeared ASAC Breeden wanted tight control over the people who were attending the class.
- He “sorta stared people down a lot”.
- He kept asking people where they were going.
- SA Kristen Hoffacker informed her that ASAC Breeden had “poked her” and asked “where’s Leslie”.
- The “whole week was that way with him”.
- “He seemed amped up to try to control the behaviors in the room and I’ve just never seen that approach from him or from any other supervisor. The stare downs and the where is everybody”?
- She was present when ASAC Breeden made a comment to a Miami-Dade Police Department member in front of approximately twenty persons that she felt was not good judgment.

- ASAC Breeden stated something to the effect that Miami-Dade PD had gotten “hit pretty hard” in the media and when a Miami-Dade PD officer replied that they hadn’t ASAC Breeden said “well your SWAT team did” and the Miami-Dade PD Officer again said that they hadn’t.
- She described it as something that shouldn’t have been brought up in front of a large group and that it was “somewhat embarrassing”.
- She has a concern that ASAC Breeden is looking out for himself and not his subordinates.
- She related an incident in which ASAC Breeden told her to provide a person under her command with oral counseling regarding an incident. He contacted RAC Frederick in the late evening one night while she was on a bus and subsequently trying to check into a hotel after a flight had been canceled. They were discussing the matter and how, due to the subordinate’s history that RAC Frederick was not aware of due to her being new at MROC, the discipline should have been a written counseling.
- The next day she was at MROC at a meeting when SAC Villanueva discussed the fact that RAC Frederick should not have decided the level of discipline as that is decided by someone higher in rank or position than her. The SAC asked her why she did it and she told the SAC that she had been told to do so by ASAC Breeden.
- Later ASAC Breeden called RAC Frederick into his office and asked why she had told the SAC that he had told her to give the oral counseling.
- RAC Frederick replied that she did so because he, ASAC Breeden, had told her to do so via an AIM message.
- ASAC Breeden told her that he did not remember doing so and that he didn’t think AIM messages were retrievable.
- She told him that it was and that she “took a picture of it”.
- He was upset with her that she had told the SAC and that at the officer involved shooting class he seemed irritated with her for having done so.
- She did think that he was going to amend the administrative log, but believed that the damage had been done and that it was unfair.

Addy Villanueva – Special Agent in Charge – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SAC Villanueva provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 17, 2014, concerning this internal investigation. During the interview SAC Villanueva advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately nineteen (19) years.
- She relayed an issue that occurred with ASAC Breeden in July of 2013 via the use of detailed notes.
- SAC Villanueva delineated how she had been queried by AC Madden about her divorce, which was ongoing at the time, and rumors of her dating. She advised AC Madden that she was dating and that her divorce was amicable. She related how she was concerned as to where the line of questioning had come from; wondering if there had been a complaint.

- Further questions from AC Madden centered on RLA Jackie Boswell and ASAC Scott Friedman.
- SAC Villanueva advised that she was caught off guard by the questions as she had not been made aware of anyone having any concerns with the above members of her command staff.
- She expressed that she had had a substantial amount of unease with the detail of the questioning, speculating as to who had informed AC Madden, with such detail, of things that according to her were not factual, but were very particular about the region under her command.
- She returned to MROC and subsequently had a meeting with her command staff, ASAC's Breeden and Freidman, and RLA Boswell.
- She then individually met with her command staff on their strengths and weaknesses.
- She spoke with ASAC Breeden about his strengths and weaknesses to include that his people skills needed to improve and referred to him as a perfectionist.
- ASAC Breeden's replies indicated to ASAC Villanueva that ASAC Breeden was trying to turn it around on her and that whatever was wrong was her fault.
- ASAC Breeden also told her that it was the stress of the job and that he was doing his job and ASAC Freidman's job.
- She spoke with then GC Mike Ramage and asked if he had had any complaints about RLA Boswell. Mr. Ramage advised that he had none, but had been told by AC Madden that someone had complained to him about her supposed issues and shortcomings.
- SC Villanueva felt that at that time she was being attacked "by a ghost" as she didn't know who was funneling the information and complaints to AC Madden.
- She had suspicions that it was ASAC Breeden but didn't want to believe it as they had been friends for so long.
- She subsequently confronted ASAC Breeden about him "bashing his team", meaning the command staff at MROC.
- She knows that ASAC Breeden has high standards and for the most part does not disagree with that, but says that when no one can meet those standards it causes an issue.
- She discussed with him that being a supervisor also meant having compassion for his subordinates.
- ASAC Breeden told her that he had not gone to anyone and that he had been cornered by Commissioner Bailey and AC Madden at a meeting in Ocala.
- She asked ASAC Breeden why he hadn't come to her instead of going to the Commissioner or Assistant Commissioner and he told her that he had been ordered by one of them not to talk to her about it.
- SAC Villanueva feels that she had been "turning the ship" when it came to morale and everything else after the last SAC and that they were going in the right direction "and then this occurs".
- At the end of October, 2013, SAC Villanueva met with ASAC Breeden in an attempt to calm things down. During the meeting, they expressed distrust for each other.
- She left that meeting reiterating that they needed to be professional in their interactions that the division between the two of them was only hurting the persons at MROC.
- Since then they have learned how to work together.

- She subsequently talked to Commissioner Bailey, in January of 2014, and told him that she understood he had been upset with her. She said the Commissioner didn't know what she was talking about.
- She told Commissioner Bailey that she understood he had cornered ASAC Breeden at the meeting in Ocala and the Commissioner told her "absolutely not", that ASAC Breeden had come to him.
- She has not witnessed ASAC Breeden being abusive to his subordinates.
- She was told, by SAS Duane Little and RAC Maurice Spates that ASAC Breeden had "gone overboard" at a search warrant, was screaming at people, and had disrespected SAS Little.
- She then met with ASAC Breeden and confronted him about what RAC Spates and SAS Little had said. She told ASAC Breeden that he needed to apologize to SAS Little.
- She later learned that ASAC Breeden had apologized to SAS Little.

Scott Friedman – Assistant Special Agent in Charge – MROC

Location: 885 SW 109th Ave, Miami, FL

Date: June 17, 2014

Type: Sworn Interview / Recorded

ASAC Friedman provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 17, 2014, concerning this internal investigation. During the interview ASAC Friedman advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately twenty-eight (28) years.
- After he, ASAC Friedman, became ASAC, ASAC Breeden disagreed with his decisions "on a lot of different things".
- ASAC Breeden has only criticized him privately and in front of the SAC.
- He felt the criticism was proper but then said "there are times where I'd say that he goes overboard when he is criticizing me, because Bob gets into a little bit of a mode where he just, again, you know, it's gotta be perfect, why did it happen and then I'd explain".
- "Bob and I, where we conflict, is more where the way you address it, I'd say we both grew from that."
- "From time to time he might go overboard, I could not give you a specific situation, I think sometimes he might be overly critical of certain people in front of them, but, Bob's fair" when discussing ASAC Breeden expressing concern for, or criticizing other's duty performance.
- ASAC Breeden treats his subordinates "very professional, he is extremely articulate in everything he addresses them with".
- "When I hear him, you know, meeting with his people he goes through line by line, step by step, in great detail what his expectations are. I've only seen where it's been professional."
- "He's very tough." "He's very consistent."

- ASAC Breeden has lost his temper with him.
- “We were out on a search warrant site two years ago.” ASAC Breeden was the acting SAC. “The search warrant wasn’t going that smoothly, there were definitely some major issues at that search warrant.”
- “When I got there I started to see things and I started to fix them. But when he got there he didn’t like what he was seeing and he blew. He got very angry, he was upset.”
- ASAC Breeden criticized the search warrant and how it was being operated by RAC Spates and ASAC Freidman in front of personnel from the Office of Statewide Prosecution.
- The criticisms were valid, except for it being in front of the statewide prosecutor.
- ASAC Breeden wanted the pace of the search warrant to be sped up, whereas ASAC Freidman wanted to make sure things were done properly.
- After ASAC Friedman sat in his car for a while he came back and everything was alright.
- Since ASAC Breeden was acting SAC he understood why ASAC Breeden was there and knew that ASAC Breeden didn’t want things to go wrong while he was acting SAC.
- ASAC Breeden is big into mentoring fellow FDLE members.
- He doesn’t think that the issues with morale and the stress on the agents are attributed to “people” but maybe to the work and the reviews of their work.
- He believed that he is a better ASAC because of ASAC Breeden’s attention to details.
- He and ASAC Breeden are not friends but they have a professional relationship.

John Subic – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SA Subic provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 17, 2014, concerning this internal investigation. During the interview SA Subic advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately twenty-one (21) years.
- His interaction with ASAC Breeden has been professional “for the most part”.
- There were “learning curves on both sides” but “nothing we couldn’t talk over”.
- He treats his subordinates “for the most part professional, but you know there, we’re all human”.

- “There may be times when a supervisor tells us to do something in a manner we’re not happy with.”
- “If you take it out of context maybe it is unprofessional”. When ASAC Breeden was acting as the SOT commander he may have been abrupt “in the heat of the battle”.
- At times ASAC Breeden is very mellow and at other times he may be “rushed” to say something before he thinks it all the way through.
- He has seen ASAC Breeden make some decisions that he believes were not thought through and when SA Subic has questioned ASAC Breeden on it, ASAC Breeden listened to both sides and then made the decision.
- SA Subic recalled an incident on a missing person where during the debriefing ASAC Breeden commented that he believed that FDLE didn’t provide enough support which SAS Kopp took offense to. This was said in front of other agencies. SA Subic doesn’t believe that it was what ASAC Breeden said, but how he said it, that she took offense to.
- He doesn’t remember what ASAC Breeden specifically said but he believes that it was “basically his supervisor there didn’t do her job”.
- It was in front of a group consisting of School Board Police, Metro-Dade, FBI, and FDLE.
- He believes that ASAC Breeden was talking more about FDLE, but SAS Kopp took offense to it.
- He saw ASAC Breeden and ASAC Freidman in a heated discussion at a search warrant.

Michael Stein – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SA Stein provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 17, 2014, concerning this internal investigation. During the interview SA Stein advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately seven months.
- He has had limited interaction with ASAC Breeden which was only in group meetings.
- He described the interaction by saying “I didn’t leave feeling very well”.
- SA Stein has worked homicide for quite some time before coming to FDLE and has worked several police involved shootings.
- During a meeting of the officer involved shooting team and some FDLE Agents from the Keys and a Lieutenant Hellman from the Miami-Dade Police Department, ASAC Breeden commented on a newspaper article that, in ASAC Breeden’s, opinion spoke negatively of the Miami-Dade Police Department.

- He felt uncomfortable listening to ASAC Breeden discussing an officer involved shooting regarding a Miami-Dade officer, in front of Lt. Hellman.
- SA Stein later commented that a body cannot be cremated without the Medical Examiner's review, as it is a state law.
- ASAC Breeden "kinda corrected him in front of a bunch of people", which SA Stein stated he would never do to a fellow agent let alone in front of other people.
- After another meeting at the Medical Examiner's Office, SA Stein was walking out of the building when he was called back into the office to discuss an in-custody death investigation he was conducting.
- The meeting was held in the public lobby of the Medical Examiner's Office.
- SA Stein made a comment "this whole thing is sad, I feel bad for the officer, I feel bad for the family of the victim".
- ASAC Breeden "firmly reminded" SA Stein that the FDLE is conducting an independent review of a Miami Beach investigation which left SA Stein feeling scolded again, not knowing what he did wrong.
- He asked his supervisor, SAS Vecchio about ASAC Breeden's actions and was told that that is the way he is.
- SA Stein doesn't feel comfortable around ASAC Breeden.
- He felt ASAC Breeden's comments about the Miami-Dade incident in front of Lt. Hellman were uncalled for as the attacks by the media were not about the investigation made by Lt. Hellman's personnel, but were about the incident itself.
- He felt bad for Lt. Hellman because "it was our family talking about his family".
- ASAC Breeden's comments had no relevance to the training meeting they were attending, but the comments were made in a group setting after the meeting.

Magali Bonilla – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SA Bonilla provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 17, 2014, concerning this internal investigation. During the interview SA Bonilla advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately fourteen (14) years.
- ASAC Breeden's actions towards her have always been cordial.
- ASAC Breeden has never addressed her, like she knows he has addressed other agents.

- She recalled that during a meeting with her squad ASAC Breeden got upset and slammed his fist down on the table.
- SA Wil Hernandez asked ASAC Breeden why he was acting in such a manner.
- She had never seen anyone act the way ASAC Breeden did in her entire law enforcement career.
- She has never seen him belittle other agents but “knows it has happened”.
- She did not remember how ASAC Breeden responded to SA Hernandez.
- ASAC Breeden had gotten upset and slammed his fist down because he didn’t feel that the cyber unit was doing their work.
- ASAC Breeden has been harsh with other co-workers, “like scolding a child”.
- She has seen others tense up when ASAC Breeden walked in the room.
- She was at the search warrant where ASAC Breeden and ASAC Freidman had argued, she did not see it, but heard other agents talking about it.
- She is concerned about ASAC Breeden’s supervisory actions “a little” because he “pushes people around” and “addresses people in a derogatory way”. She has been told by other agents that they have been treated as such in front of other people.
- “He doesn’t really let you explain the situation” and described him peppering those people he has allegedly confronted with questions and gave Tatiana Miguel’s treatment by him as an example.
- “He kinda knows who to give that attitude to.”

Edward Principe – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SA Principe provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 17, 2014, concerning this internal investigation. During the interview SA Principe advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately eight and a half years.
- He tries to interact with ASAC Breeden as “little as possible” due to “the way he deals with you, the way he talks to you. I try to stay off the radar”.
- In March of 2012, SA Principe was the duty agent and received an email from Tallahassee regarding an incident in Hollywood that had occurred weeks prior. Due to the staleness of the information and the fact that he had previous plans for that day he did not immediately address the matter.

- ASAC Breeden called him screaming and ranting about wanting him to take care of the matter at that time.
- When discussing emails received from ASAC Breeden SA Principe commented, “When your name comes up in an email, it’s not threatening, it’s just nasty”.
- It’s not what ASAC Breeden says, it’s the manner and tone.
- ASAC Breeden has questioned the fact that SA Principe has been the duty agent so often, even though his work has not suffered and he has been very productive.
- ASAC Breeden’s concern and criticism of SA Principe was not done privately, as it was a topic of ASAC Breeden at the SAS meetings.
- SA Principe does not think the criticism was proper as his working as the duty agent did not affect his job performance.
- ASAC Breeden sends “nasty emails” about vehicle use, using threatening language. He could tell people in a nice way to get the same thing done.
- The way ASAC Breeden treats SAS Quigley and SAS Vecchio is “unbelievable”.
- He describes both SAS Quigley and SAS Vecchio as hard working supervisors.
- He was present in the lobby of the Medical Examiner for the meeting on the Miami Beach in-custody death when SA Stein made a comment and “Bob is jumping all over the guy”.
- It would be one thing if it was done privately but it was done in the Medical Examiner’s Office in front of the State Attorney.
- It was not what ASAC Breeden said but the tone that he used.
- He feels that ASAC Breeden was abusive to SA Stein.
- His feelings about how ASAC Breeden treats SAS Quigley and SAS Vecchio are based on hearsay.
- He does have concerns about ASAC Breeden’s supervisory actions.
- He tries to “stay off the radar” so he doesn’t have to deal “with the b.s.”

James Futch – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SA Futch provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 17, 2014, concerning this internal investigation. During the interview SA Futch advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately eleven (11) years.
- The majority of interaction he has had with ASAC Breeden has been professional.
- There have been interactions with ASAC Breeden that “resulted in falsehoods or untruths in comments that either made to me or about me specifically by ASAC Breeden.”
- SA Futch told of an incident in which he was asked to talk with an FDLE member about them taking advantage of the FDLE EAP program. SA Futch later met with ASAC Breeden about the member, as the member’s union representative. SA Futch asked ASAC Breeden if he “had a target” on that member’s back? ASAC Breeden then told SA Futch that he did not, that he felt the member was a valued asset, and stated “I sent this employee to the employee assistance program”, which he, SA Futch, knew was not true.
- SA Futch also questioned whether or not ASAC Breeden, as a member of management, should have been discussing the member’s personal information as it pertains to the EAP program.
- He also told of an incident in which there was a complaint concerning the illegal use of vehicle license plates by some members of a local agency. Following a meeting of FDLE members and outside agency members, including the SUNPASS authority, he met with ASAC Breeden. At that time he expressed to ASAC Breeden that he felt that the case should be turned over to that agency’s internal affairs unit.
- ASAC Breeden reportedly told SA Futch that if that was to occur “the Sheriff wouldn’t do the right thing” in regards to the investigation.
- SA Futch later spoke with SAC Villanueva about the investigation and reiterated his feelings that FDLE should not be working the case. SAC Villanueva then told him that ASAC Breeden had told her that SA Futch was on board with the case from the get go, that he thought it was a great idea, and that we should be working it.
- ASAC Breeden treats some of his subordinates in the way you would want a management member of FDLE to treat the subordinates.
- There are other subordinates that have been verbally ridiculed or criticized in an open forum with other people there.
- There are people in the Miami region who fear if they say something or do the wrong thing that maybe their present assignment or their future professional careers may be in jeopardy.
- There are many people within the region that “walk on eggshells” with regards to the managerial practices and comments made by ASAC Breeden.
- There are members that have discussed their issues they have had with ASAC Breeden with SA Futch, but asked that he not convey those concerns to SAC Villanueva out of fear of retribution.
- SA Futch told of an incident that had been relayed to him by SA Ojeda in which SA Ojeda had been criticized by ASAC Breeden for expressing his knowledge and experiences regarding officer involved shooting cases.
- SA Ojeda was subsequently asked to be on the officer involved shooting team and declined, due to the way he was previously treated by ASAC Breeden.
- SA Ojeda was later notified while he was on vacation, that he was being moved to the protective operations squad, even though there was another agent that was willing to take the position.

- SA Ojeda then returned from vacation and opted to retire. Once that occurred it was many weeks before the protective operations squad position was filled.
- SA Ojeda and SA Futch questioned as to why it was so important to notify SA Ojeda that he was being transferred to POS while on vacation, but then it took weeks to replace him.
- During the 2008 Republican Governor's Association Conference, SA Ojeda was chastised and criticized by ASAC Breeden wrongly as a result of ASAC Breeden's incorrect assumption that SA Ojeda had abandoned his post.
- SA Ojeda and SA Futch feel that the 2008 incident was the beginning of ASAC Breeden's "targeting" of SA Ojeda.
- On one occasion ASAC Breeden took offense to Deputy Statewide Prosecutor Julie Hogan's questioning of investigative tactics used during the investigation of a case and "and in essence called in to question Deputy Statewide Prosecutor Hogan's truthfulness". This occurred in front of SA Futch, former SA Novie Maduro, and possibly SA Kelly Rawson.
- SA Futch could not remember what specific comments ASAC Breeden said, but referred to them as "terse".
- SA Futch described ASAC Breeden as being very authoritative.
- ASAC Breeden has a way of communicating with people when he gets frustrated that instills fear in them.
- SA Futch had been asked by DSWP Hogan to participate in a multi-jurisdictional investigation and he told her it would have to be approved by management.
- He later spoke with DSWP Hogan and was told that she had mentioned it to some of the other partners in the investigation and was told by the Broward Sheriff's Office that they would love to have FDLE involved but if ASAC Breeden was involved they did not want to work with FDLE.
- ASAC Breeden is almost forced to micromanage at this time, due to the newness of some of his SASs and acting SASs, but that micromanagement, at times goes overboard and trickle's down to the agent level, who then become fearful.
- Members of MROC are looking for a breath of fresh air.
- "If you look at the appropriate chapter on the hostile work environment and retaliation and when you see how MROC is right now, it almost fits that to a tee. People are legitimately fearful of him".
- SA Ojeda's retirement is the direct result of how he perceived he was treated since the RGA in 2008.
- Part of the reason people are fearful is that ASAC Breeden has earned the name "Teflon Bob".
- There is a belief that ASAC Breeden received special treatment in getting his position as ASAC due to the fact that the job opening had been closed and then was reopened, he applied and then got the job.
- During one of the first meetings he had with the Broward Field Office ASAC Breeden informed the members present "Jerry sent me to take care of this....Jerry sent me to take care of that...Jerry sent me because". And that coupled with the perception that he received special treatment to get the position they felt that he was "connected".
- ASAC Breeden also told them "I demand loyalty".
- There was also an incident where then SAS Breeden brought an unauthorized person into a money counting room and then there were issues, but yet nothing came out of it.

- People have felt “for certain” that if they come forward with their concerns about how they were treated by ASAC Breeden, they will be “crucified”.
- SA Futch discussed an incident that occurred in either late summer or early fall of 2013, in which SA Roadruck was assigned a case involving a local law enforcement officer who was selling illegal steroids. SA Roadruck had expressed his feelings that he felt the case should be turned over to the local agency in question’s internal affairs unit. He was told, by acting SAS Bufalino, to work the case. Subsequently, he was asked by SAC Villanueva how the case was going and he told her that he still didn’t feel that we should be working the case. She told him that she had been told he was the only reason FDLE was working the case was that SA Roadruck wanted it. He told SAC Villanueva to go ask the RLA about his conversations with her about the case, which she did and was told that SA Roadruck told the RLA that the agency in question should be given the right of first refusal.
- SA Roadruck later received an email from his acting supervisor, Charles Bufalino, saying that he will not talk to the SAC without going through him first.
- SA Roadruck replied to the email saying that the SAC had initiated the conversation about the case. He then received another email saying that they would meet about it on Monday.
- Shortly thereafter SA Roadruck received an email assigning him as lead on a POS detail on the following Thursday, which SA Roadruck believed to be retaliation.
- SA Roadruck then went to SA Futch in his position as the union representative.
- On Monday SA Roadruck went in for the meeting and “everything had done a 180” and he believed it was because of his meeting with SA Futch.

Claudia Mulvey – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SA Mulvey provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 17, 2014, concerning this internal investigation. During the interview SA Mulvey advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately eleven years.
- SA Mulvey supplied a memorandum outlining incidents stemming from a public integrity investigation she had been involved in in 2012. The investigation centered on a former Miami Beach PD officer named George Navarro. During the investigation, it was learned that Navarro’s father, George Navarro Sr., was doing whatever he could to discredit SA Mulvey in an attempt to damage the case against his son.
- ASAC Breeden told SA Mulvey that Navarro Sr. was “out for blood” and had created a war room in his house and hired private investigators in furtherance of his plan to dishonor SA Mulvey.
- SA Mulvey attempted to get ASAC Breeden to tell her who his source was, but he refused to do so, even after SA Mulvey had reminded ASAC Breeden that she has three children and feared for the safety of her family.

- SA Mulvey feels that she should have been made privy to the identity of the source.
- On November 2, 2012 garbage was stolen from her home by persons who forced their way into her back yard, which was reported to the local authorities.
- FDLE installed a pole camera at her home and the Miami Dade Police Department initiated surveillance at her home.
- SA Mulvey subsequently enlisted PBA President James Futch to assist her in the matter.
- They met with SAC Villanueva, who revealed that she was the source as she was an acquaintance of the antagonist in the situation.
- She didn't appreciate the way the issue was handled.
- SA Mulvey's opinion is "I work for you, I'm the case agent, I have questions, don't dismiss me and make me feel insignificant and when I ask questions you brush me off by telling me I can't tell you".
- As a result of ASAC Breeden keeping information from her she asked to be removed from working public integrity investigations.
- Because she didn't feel any harm in him telling her the source was the SAC and she did not like the way he brushed her off which made her feel very insignificant.
- ASAC Breeden is a little bit arrogant.
- SA Mulvey stated that if she were in ASAC Breeden's position, she would have "at least acted like I cared about my member and not just brushed my member off".
- Usually ASAC Breeden is professional in interacting with her.
- She suggested that OEI Inspectors speak to SA Cleve Boothman, who is on sick leave, regarding his career being negatively impacted by ASAC Breeden.

Charles Bufalino – Acting Special Agent Supervisor – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

ASAS Bufalino provided a sworn recorded statement to Inspector Jay Best on June 17, 2014, concerning this internal investigation. During the interview ASAS Bufalino advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately seven and a half years.
- He has had quite a bit of interaction with ASAC Breeden.
- ASAC Breeden is an excellent supervisor and an excellent manager.

- He is the consummate professional.
- He's always offered guidance to him as a new supervisor.
- He treats his subordinates with professionalism and class.
- He's always fair with them, "from what I've seen".
- He is very calm, very mild mannered, easy going, classy individual.
- He's guided the agency positively.

Dennis Roadruck – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SA Roadruck provided a sworn recorded statement to Inspector Jay Best, Inspector Meschelle Pittman, and SAS Mark Mitchell on July 2, 2014, concerning this internal investigation. During the interview SA Roadruck advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately nine years.
- For the most part he has a "pretty good" relationship with ASAC Breeden, except for a couple of incidents that were "less than professional".
- He witnessed ASAC Breeden and ASAC Freidman shouting at each other and pointing fingers in public which in his opinion was "pretty unprofessional".
- He believes that the disagreement was over issues with the search warrant.
- He had an incident where he couldn't tell if ASAC Breeden wasn't telling the truth or if his acting SAS Chuck Bufalino wasn't telling the truth.
- That incident surrounded allegations of steroid use and delivery by a Coral Springs Police Officer.
- The case developed to the point that it was decided that it would best be served by being turned over to the Coral Springs Police Department's internal affairs unit.
- They met with members of the local State Attorney's Office and it was decided to turn it over to the PD.
- As he was driving home he got a phone call from ASAS Bufalino who told him that there had been a change of plans and he was to go forward with a search warrant on the residence. He expressed his opinion to ASAS Bufalino that unless they caught the officer with the drugs in his hands it would be a hard case to prove, as there was another occupant of the residence.
- He put together an operational plan that went through ASAC Breeden.

- They executed the search warrant and located steroids in the common area of the house and a small amount of marijuana in the target's brother's bedroom but nothing to pin on the target.
- He was subsequently asked about the case by SAC Villanueva. He told her his opinion of the case and the difficulties with it and that how he felt they had used a lot of resources on a case that would have been best handled by the PD's internal affairs personnel.
- Shortly thereafter SAC Villanueva sent out an email calling for a meeting on the case, which caused "a flurry of emails".
- One of those emails was from ASAS Bufalino informing him that he was not to talk to SAC Villanueva without going through him first.
- He respectfully told ASAS Bufalino that he was not going to adhere to that email.
- ASAS Bufalino then tried to assign him as a lead on a POS detail, which he felt was retaliation for his refusal to quit talking to the SAC.
- The reassignment never happened so he did not file a grievance.
- ASAS Bufalino is "pretty close, personally, to ASAC Breeden" but he does not know if that is where he was getting his direction on the assignment issue.
- That weekend ASAC Breeden called him and asked what was going on with the email, referring to the one from SAC Villanueva about the meeting that coming Monday.
- He told ASAC Breeden that she had caught him in the hallway and what their conversation consisted of.
- ASAC Breeden said "not for nothing Dennis but I thought we agreed, we all agreed that we were going to give this case over to Coral Springs."
- SA Roadruck told ASAC that that was correct but he had gotten a call from ASAS Bufalino who said that he, ASAC Breeden had been approached by the Chief of the Coral Springs Police Department after the meeting. And that at that time the Chief asked that FDLE "follow up with the search warrant and continue with the investigation and leave it open so that we could possibly get additional information for their internal".
- SA Roadruck told ASAC Breeden "I'm real confused when you're telling me that your position is that we should have closed it. Because not only did my acting say the opposite but I also did an op plan, and that op plan for the search warrant went through you".
- He wasn't sure if ASAC Breeden was lying to him directly or indirectly or if ASAS Bufalino was lying to him indirectly, "but the whole thing kind of made me feel like, essentially like someone was trying to make me the fall guy of whatever the outcome of this case was going to be essentially because I voiced my displeasure about where the case was going and how many resources it was going to take to get a third degree felony at best".

- They did not have the meeting because the target's attorney called him and offered for his client to give up his law enforcement certification if they did not proceed with the case, which he did.
- He has seen times where ASAC Breeden did not treat his subordinates "very professionally, yelling, that kind of thing".
- He feels that ASAC Breeden has "his own agenda". His impression is that ASAC Breeden "clearly wants to make himself look good and clearly wants a promotion and he will take every advantage that he can to get that end goal.
- He is very cautious about what he says in front of ASAC Breeden, "that's why I try and put everything in emails and I capture as much of the stuff I can he says in emails".
- ASAC Breeden can be testy at times.
- He thinks that ASAC Breeden's management style is a lot more aggressive than it needs to be.
- "Many people are distrustful of ASAC Breeden for whatever reason that they have, but talking with other agents, talking with supervisors, I would, I would feel confident in saying that I know that there are many other agents, half or more than half, are distrustful of him."

Isis Crespo – Senior Management Analyst Supervisor – MROC

Location: 885 SW 109th Ave, Miami, FL

Date: June 17, 2014

Type: Sworn Interview / Recorded

SMAS Crespo provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 17, 2014, concerning this internal investigation. During the interview SMAS Crespo advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately twenty-two years.
- ASAC Breeden is her direct supervisor.
- She described her interaction with ASAC Breeden as being "fine" and that she has had no issues with him.
- He was very supportive of her when she was diagnosed [REDACTED]
- "He can have a bad temper. He is very passionate."
- "Sometimes he can flair up because of the subject", but not towards a specific person.
- She knows that a lot of people don't like him and believes it is because of his demeanor and the way he "may come across".
- He is very strong and to the point.

- She doesn't take it personal and may view things differently than others.
- Because of his personality, he may come across as abrasive.
- She has heard that he gets angry the way he talks to people and comes across as a way people don't appreciate or feel that they should accept.
- She has heard that from analysts and agents.
- She thinks it has to do with his demeanor and whatever the crisis of the day seems to come across as too strong to some people.
- She has not witnessed him act in that manner though.

Michael Gargiulo – Research and Training Specialist – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

Mr. Gargiulo provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 17, 2014, concerning this internal investigation. During the interview Mr. Gargiulo advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately ten months.
- He's had very little interaction with ASAC Breeden.
- He's never seen him be abusive.

Brendan Simons – Criminal Justice Communication Liaison – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

Mr. Simons provided a sworn recorded statement to Inspector Jay Best on June 17, 2014, concerning this internal investigation. During the interview Mr. Simons advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately one and a half years.
- He has had minimal interaction with ASAC Breeden.
- His interaction has always been cordial.

Lawrence Andres – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SA Andres provided a sworn recorded statement to Inspector Jay Best and SAS Mark Mitchell on June 17, 2014, concerning this internal investigation. During the interview SA Andres advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately twelve years.
- He has not had much direct interaction with ASAC Breeden.
- He hears that ASAC Breeden treats his subordinates “badly”.
- “He kind of backstabs and you don’t want to cross his path, you don’t want to be on the wrong side, you don’t want to be on his bad side I guess.”
- He has heard that people have been moved around because they didn’t do what he wanted them to do, such as SA Ojeda, who didn’t want to be in the officer shooting squad.
- The environment at MROC “is tense when ASAC Breeden is around”.
- “It is like walking on eggshells, I mean you really have to watch what you say around him or people that you think he’s affiliated with because if it gets back to him you don’t know what he’s gonna do. These people are scared to go against or say anything bad about him.”
- There are a “few people he trusts, or protects or works along with, that give him information.”
- Two of those people are ASAS Chuck Bufalino and SAS Michelle Bufalino.

David Quigley – Special Agent Supervisor – MROC

Location: 885 SW 109th Ave, Miami, FL
Date: June 17, 2014
Type: Sworn Interview / Recorded

SAS Quigley provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 17, 2014, concerning this internal investigation. SA James Futch, PBA President was also present during the interview. During the interview SAS Quigley advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately eleven years.
- He has almost daily interaction with ASAC Breeden.
- ASAC Breeden has expressed concern and or given criticism of SAS Quigley’s job performance, and it has not always been done privately.
- This has occurred primarily in front of SAS John Vecchio.
- SAS Quigley supplied Inspector Riddick with a document he had prepared in advance of the interview with Inspector Riddick.
- He discussed an incident that occurred on October 17, 2013 involving an arrest of a subject on a charge of 2nd degree murder, pursuant a BOLO forwarded by ASAC Friedman. ASAC Breeden was “paranoid, accusatory, and hostile” in his demand of an Ops Plan that had never been required before in such operations (North Miami Beach PD Wolf Pack Op).

- SAS Quigley went to SAC Villanueva and told her “get him off my back” due to the fact that everyone else had been congratulatory on the arrest.
- It was not what ASAC Breeden had said, but his manner and tone, even though they had just discussed the agent’s involvement in the wolf pack operations three days before.
- On April 2, 2014, SAS Quigley announced during a SAS meeting conducted by SAC Villanueva that he would be attending a Miami Dade Police Department’s In-Custody Death briefing later that day.
- After the meeting SAS Quigley was immediately called into ASAC Breeden’s office and “dressed down” because he had not notified the ASAC of the briefing. ASAC Breeden accused him of holding back information.
- SAS Quigley believes that ASAC Breeden made those statements with the intent to deliberately attack his self-esteem, self-confidence, self-worth, and decision making ability.
- On April 9, 2014, ASAC Breeden wanted to discuss the above Miami Beach PD case in the lobby of the Medical Examiner’s Office, which SAS Quigley and SA Michael Stein felt was an inappropriate location to hold a discussion on the case.
- During the discussion, SA Stein commented that he didn’t think the officer intended to kill the subject of the in-custody death investigation.
- This upset ASAC Breeden, who said that if he had made that statement in front of Miami Beach PD they could take action against FDLE.
- ASAC Breeden was paranoid, accusatory, and hostile to SA Stein in the presence of members of the State Attorney’s Office.
- ASAC Breeden has a very adversarial relationship with SAS Vecchio.
- On April 24, 2014, ASAC Breeden accused SAS Vecchio, for the second time, of withholding information on a case and going to the SAC with it behind his back.
- The incidents with ASAC Breeden have escalated.
- This is not what you want to go into work for.
- SAS Quigley has been so “keyed up” due to ASAC Breeden’s actions that he has had to eat standing up. ASAC Breeden’s actions have exacerbated his digestive issues and caused insomnia, stress, aches and pains, nausea, chest pain, rapid heartbeat etc., as well as increased use of sick and annual leave with him as well as other members of MROC.
- ASAC Breeden has made hostile and accusatory statements about SA D’Ambrosia, Stein, Hoffacker, Ojeda, and SAS Arnone.
- ASAC Breeden does not have any faith in SA D’Ambrosia or SA Hoffacker’s abilities and asked him if they have ever solved a case, have they ever helped a case
- There is a disconnect between SAC Villanueva and ASAC Breeden.
- They are openly hostile towards each other in SAS meetings.
- You can’t predict ASAC Breeden’s behavior on any given day.
- On June 17, 2013, ASAC Breeden called him and told him to come to a search warrant in Broward County, saying that it was “out of control”.

- When he arrived he saw ASAC Breeden and ASAC Friedman standing in a front yard two houses down from the target residence. ASAC Breeden was screaming at ASAC Friedman.
- He drove past and went to the target house, where he found that, other than some minor issues, the search warrant was being handled properly.
- SAS Quigley said that a member of the State Wide Prosecutor's Office was present and watching the argument between the two ASAC's.
- SA Tony Martindale was the agent in charge of the case and due to him being "dressed down" by ASAC Breeden he almost walked away from the search warrant.
- SA Martindale and former SA Scott Bovee withdrew themselves from the SAS testing process saying that they will never test for SAS as long as ASAC Breeden is at MROC.
- That information was reiterated by SA Martindale on June 16, 2014, the day prior to this interview.
- His opinion is that the environment created by ASAC Breeden was not beneficial to the search warrant.
- When it was suggested that SAS Bill Arnone be enlisted to assist with the lack of supervisory personnel under ASAC Breeden, ASAC Breeden commented "Is he even alive" indicating to him that ASAC Breeden did not think highly of SAS Arnone.
- ASAC Breeden does not like the profiling aspect of investigations, nor the cold case investigations.
- There are other incidents where SAS Quigley has seen ASAC Breeden being abusive but it will take him some additional time to gather that information.
- ASAC Breeden's behavior is not anything that should be seen at his level of management. His poor behavior has always "been there", but the SASs have been a buffer between the second floor and the agents.
- In the last year it has been so outrageous and over the top that the SASs can't buffer anymore.
- It became very evident to the agents that this has been going on all along, that the SASs have prevented them from being aware of it.
- It seems that from March, 2014 on, his poor behavior accelerated greatly.
- He has heard of ASAC Breeden acting improperly in front of Broward S.O. and their administration, Miami Dade P.D., Office of the Statewide Prosecution, and the Miami Dade Office of the State Attorney.
- He is concerned that ASAC Breeden has not been removed from the operation's center as a result of this investigation.
- He thinks that work place violence should be taken in to consideration.
- He has cautioned people in the building to be careful.

Leslie D'Ambrosia – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SA D'Ambrosia provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 17, 2014, concerning this internal investigation. SA James Futch, PBA President was also present during the interview. During the interview SA D'Ambrosia advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately twenty-seven years.
- She has not been privy to the anonymous letter outlining ASAC Breeden's actions during the officer involved shooting training in which she and SA Hoffacker are named.
- She has been interviewed about the incident but has not seen a transcription of that interview.
- She has had intermittent interaction with ASAC Breeden and for the most part that interaction has been negative.
- She describes the tone and manner of the interaction as demeaning, insulting, and sometimes intimidating.
- She has been in law enforcement for quite some time and has dealt with supervisors that are hard core and aggressive supervisors, but that is not the case with ASAC Breeden.
- He has never cursed at her.
- He will yell at you in front of other agents.
- He will yell at you in front of other agencies.
- Her first encounter with this behavior was during the Republican Governor's Conference in November of 2008. ASAC Breeden was a SAS at that time.
- ASAC Breeden came in and took over the operation.
- She and the other agents took the out of state governor who they were escorting into the building where an unknown civilian asked which way they were leaving with the governors.
- None of the agents commented, as they did not know who the civilian was, or if the civilian had the authority to know that information.
- They had done the advance on the detail so they knew of the pitfalls of the operation.
- Then SAS Breeden asked the same question. SA D'Ambrosia told him they could discuss it, indicating that she did not want to answer the question in front of the civilians. ASAC Breeden then screamed at her "you will tell me right now which way you're taking her" in front of all the civilians.
- He then changed the plan for their removal of the governor which resulted in the governor being mobbed by the media and other persons.
- She feels that that was the beginning of the end for their relationship.
- This was not reported to anyone as from the time he came to the office he has done nothing but name drop everyone's name at headquarters.
- His favorite name to drop is that of AC Jim Madden.
- Anytime he says something he will preface it with Jim Madden said or Jim Madden wants and he will follow up some times with a phone call to AC Madden.
- He has also done the same with SAC Sanz.
- There's a perception of him being "Teflon Bob".

- ASAC Breeden is aggressive, rude, condescending and nothing happens to him, and he follows it up with name dropping.
- ASAC Breeden's behavior is manipulating and intimidating.
- She was dispatched to an officer involved shooting in 2012 in Miami Dade County, as was SA Hoffacker.
- SA Hoffacker and she ended up arriving at different ends of the crime scene.
- As she was arriving she spoke with SAS John Vecchio who advised her that ASAC Breeden had told them to cancel their response.
- As she was already there and had numerous vehicles parking behind her she could not leave so she began looking for a local officer to see what she could do to help.
- ASAC Breeden then arrived on the scene and screamed at her, in front of all of the other agencies personnel to include the Chief and Assistant Chief of the West Miami Police Department, asking what she was doing there and telling her she had to leave.
- She described the look on ASAC Breeden's face as this "nasty I hate you look".
- When she introduced ASAC Breeden to the Chief and Assistant Chief, in attempt to diffuse his behavior, he stomped off.
- She left and went to a staging area, "where the rest of my squad was hiding from him".
- She had a discussion with SAS Vecchio and SA Hoffacker regarding an email from ASAC Breeden that said they were to shut down their cases due to an upcoming audit. SAS Vecchio said that he was going to wait until ASAC Breeden had a chance to calm down before asking him what he meant in the email.
- SAS Vecchio did ask ASAC Breeden about the email the next day and returned to their squad bay and stated "I feel like I'm in the land of bizarro. I asked him about the email and he said I don't know what email you're talking about".
- The last thing she wanted to do was go to the office and see his car there and run into him, knowing he knows what is going on with the interviews related to this investigation.
- SA Breeden has never done anything privately with her, regarding criticism or expressing concerns for her work performance.
- During an officer involved shooting class, ASAC Breeden spent most of the time turned around in his chair leering at her, SA Hoffacker and/or RAC Frederick. Which he does quit often in other meetings.
- SA D'Ambrosia reiterated the interactions between ASAC Breeden and she during the officer involved shooting class as noted in the investigation by SAC Villanueva.
- During a meeting following the training SA D'Ambrosia made a comment about FDLE having a good working relationship with Miami-Dade referring to the times she has worked with them on cases.
- ASAC Breeden interrupted her screaming that she had never worked those kind of cases before and had never worked cases with Miami-Dade before.
- She reiterated the embarrassing comments made during the meeting in front of a Lt. Hellman from Miami-Dade Police Department.

- During that same meeting they were discussing the mechanics of a body being cremated in such cases when SA Mike Stein commented that the body cannot be cremated without the authorization of the Medical Examiner.
- ASAC Breeden cut him off saying that he did not know what he was talking about, that he, ASAC Breeden had attended a thousand deaths as a licensed mortician and SA Stein did not know what he was talking about.
- Miami-Dade PD Lt. Hellman spoke up on behalf of SA Stein and said that SA Stein was in fact correct.
- After the meeting others approached her and asked if she had noticed ASAC Breeden staring at her, that it was obvious he hated her.
- The agents would rather no one draw attention to them during a meeting because they don't know what will set ASAC Breeden off on a tirade. They sit there staring at their hands not speaking for fear of drawing his ire.
- At the end of another meeting with the Medical Examiner's Office personnel and Lt. Hellman, ASAC Breeden singled SA Stein out asking him if he had anything to say, and they all took it as a challenge to SA Stein to say something so he could jump down his throat.
- SA Stein later told SA D'Ambrosia that ASAC Breeden yelled at him after they left the meeting.
- SA D'Ambrosia attended a meeting because she was afraid of ASAC Breeden, even though she was on leave at the time.
- She is not afraid of ASAC Breeden but is embarrassed for FDLE by his actions.
- She has seen him lose his temper with both SAS Quigley and SAS Vecchio.
- She sees how ASAC Breeden's treatment of SAS Quigley and SAS Vecchio wears on them. They come back upstairs after meeting with him looking like "whipped dogs".
- She wanted to go tour the trauma center and spoke with SAS Quigley about it and he told her that they had to check with ASAC Breeden because he had given instructions that they could do nothing without ASAC Breeden knowing about it.
- When you're not the focus of ASAC Breeden's aggression, you can bet someone else is.
- She was told to place a thirteen year old homicide investigation in a pending status even though it was going to trial and she had a lot of work to do in preparation of the trial. The order to do so was given to SAS Vecchio by ASAC Breeden.
- SAS Vecchio later told her that sometimes you can't just figure out why ASAC Breeden does what he does.
- ASAC Breeden has crazy micro-managing ideas.
- She checked and other cases that were similar to hers that were still open, which made her feel targeted.
- Just after ASAC Breeden was made ASAC the second time, she was working a case in which a woman was trying to sell her baby. They subsequently located the woman and her children. They went in the home to check on the welfare of the child, when ASAC Breeden ordered her to search a diaper bag without a search warrant.

- SA D'Ambrosia refused to search the bag, which made ASAC Breeden angry. She left and rejoined her squad mates and told them she probably wouldn't have a job after telling him she wasn't going to search the bag without a warrant.
- She believes that ASAC Breeden's behavior is abusive and she defines abusive as being manipulative in that a person acts in a certain way to get a reaction out of someone.
- "It feels as though he speaks to you or treats you in a certain way to get a reaction of fear or intimidation."
- She feels that SA Ojeda's career has been negatively impacted by SA Breeden as SA Ojeda had told her that he had not planned on retiring so soon but because of ASAC Breeden he was leaving. SA Ojeda had wanted to stay longer because his wife does not have insurance so he was hoping to stay long enough so that she would get Medicare.
- ASAC Breeden's behavior seems to be formulated to elicit a reaction.
- There's a feeling around the office that feels like it would be if you were working for the KGB.
- It's the most ridiculous, childish, work environment you can think of.
- ASAC Breeden is worse on the supervisors than on the agents.

Brian Jerome – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SA Jerome provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 17, 2014, concerning this internal investigation. During the interview SA Jerome advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately seven months.
- He was employed by the FBI for thirty-two years prior to coming to FDLE.
- He has had very little interaction with ASAC Breeden.
- He has seen an email in which ASAC Breeden admonished SAS Vecchio. That email was sent to numerous people that were scheduled to be involved in a gang operation that had been authorized by the SAC.
- He felt that the admonishment should have happened privately and not sent to everyone in the email string.
- SA Jerome used to teach leadership for the FBI and did not agree with the way the admonishment was conducted.

Kristen Hoffacker – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
Date: June 17, 2014
Type: Sworn Interview / Recorded

SA Hoffacker provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 17, 2014, concerning this internal investigation. During the interview SA Hoffacker advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately eight years and as an agent for approximately seven years.
- For the most part ASAC Breeden has been cordial.
- ASAC Breeden has criticized SA Hoffacker on several occasions via her supervisor.
- ASAC Breeden has told her supervisor, SAS John Vecchio, on multiple occasions that ASAC Breeden believes that she doesn't do anything at FDLE.
- She does not regard that criticism as being proper.
- She was assigned a public integrity case while she was assigned to the violent crimes squad and when she asked why she was getting such a case she was told it was because ASAC Breeden didn't believe she did anything. She was told that ASAC Breeden thought she hadn't done anything since a case she worked two years prior.
- ASAC Breeden treats his subordinates in a rude and condescending manner.
- She has seen him yell at other supervisors in front of other members and call out their agents, which is uncomfortable.
- During a round table discussion at the officer involved shooting training she witnessed ASAC Breeden yell at SAS Quigley in front of other MROC members as well as OROC members because SAS Quigley had showed them a copy of the officer involved shooting MOU.
- She reiterated the incident in which ASAC Breeden poked her on the shoulder and asked the whereabouts of SA D'Ambrosia.
- She said it may not have been abusive, but she felt that it was definitely inappropriate.
- She said the poke or shove was a little bit forceful and since it was during the instruction it caught her off guard.
- She could see that ASAC Breeden was visibly angry because SA D'Ambrosia had left the room.
- ASAC Breeden turned and was looking at the squad during the class to the point of leering at them.
- She never had an actual conversation with her supervisor about the incident.

- She was offended by ASAC Breeden's actions.
- ASAC Breeden can be a "little hot headed sometimes".
- She knows of other members who feel that their reputations have been questioned in front of other people by ASAC Breeden.
- On July 31, 2012, she responded to a police shooting that had occurred within a mile of her home. Since it was so close she was one of the very first people on the scene.
- She was told by SA D'Ambrosia, her supervisor and some other law enforcement personnel she knew from the West Miami Police Department, that ASAC Breeden was constantly looking for her and yelling as to where she was, why was she on the other side of the scene, why was she not with FDLE.
- She subsequently made her way through the mass of response people and vehicles and drove to the other side of the scene to make contact with ASAC Breeden, because of his constant looking for her.
- When she found ASAC Breeden she asked him if he needed her and he said he just wanted to know where she was.

Kelly Rawson – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 17, 2014
 Type: Sworn Interview / Recorded

SA Rawson provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 17, 2014, concerning this internal investigation. During the interview SA Rawson advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately twenty-three years.
- She has regular interaction with ASAC Breeden which she described as "interesting".
- ASAC Breeden seems to have hidden agendas.
- On a Friday in February of 2013 she brought up what she thought were officer safety issues during a search warrant earlier in the week, when she was assigned to the cyber unit.
- The following Sunday at six p.m. she received an email from ASAC Breeden telling her to be in his office at nine o'clock the next day, but did not say why.
- She responded asking if she needed to bring anything and what was the reason for the meeting. He told her no, to just be there by nine.
- She went to meet him the next day and he told her that she was being pulled out of the cyber unit and that she was to immediately go clean out her cubicle. ASAC Breeden stated; "don't make a scene, don't talk to anybody and I was to come back with all of my belongings and immediately turn in my access card for that building".

- She asked why and he didn't answer.
- SAC Villanueva saw her and asked her what was going on. She told SAC Villanueva that she was being transferred back to Miami, but ASAC Breeden would not tell her why.
- SAC Villanueva called ASAC Breeden into her office and told him that SA Rawson deserved to know why she was being transferred and to set up a meeting with her and SAS Kopp to explain why.
- ASAC Breeden subsequently told SA Rawson that she was being transferred because she was "disruptive and no one wanted to work with her and she was talking negatively about people in the squad".
- She tried to explain about her concerns about things going on in the squad and she felt that he didn't want to hear it.
- ASAC Breeden treated her "like a criminal" and spoke to her in a demeaning manner.
- She could not remember ASAC Breeden's exact words but it was "the attitude, it's the arrogance, it's the way he presents himself and it appears that when he gets a notion in his head about something, that's it. That's the Gospel, there's no discussion, he doesn't want to hear your side, that's it. ASAC Breeden is just moving forward and it's just a very negative situation".
- She respects him because he is an ASAC, but she goes out of the way not to be anywhere near him.
- She has limited contact with him now because she is housed offsite at the Office of Statewide Prosecutor.
- He treats his subordinates "like shit".
- He was trying to build an empire with SAS Michelle Bufalino and acting SAS Chuck Bufalino.
- SAS Michelle Bufalino reported anything and everything going on in the squad to ASAC Breeden, undermining the SAS.
- SAS Michelle Bufalino told her of a time that ASAC Breeden called her on the weekend when she was outside with her son so she missed the call.
- When she went back inside she called him back and ASAC Breeden said "if you want to be a fucking supervisor in this region you need to answer your fucking phone".
- He is very demeaning and speaks like that all the time.
- He speaks to other agencies and other agency heads in the same manner.
- She spoke of a meeting in August of 2012 between ASAC Breeden, SAS Kopp, Broward SO Sgt. Weller, and Lt. Pisante in which they "literally had a yelling and screaming meeting that lasted all day".
- People walking by the room could hear the yelling and screaming and specifically heard ASAC Breeden's raised voice.

- It seems like there is always a negative energy around ASAC Breeden, it wasn't about resolving anything it was about attacking and belittling people.
- She has heard of ASAC Breeden being abusive to other members, usually in an email.
- She described ASAC Breeden's temperament as being "bipolar", that he overreacts and bites everyone's head off.
- ASAC Breeden's dealings with Broward SO personnel have been completely unprofessional.
- She doesn't believe that he should be in an ASAC position.
- ASAC Breeden seems to be out for himself.
- ASAC Breeden doesn't do anything for the greater good of the agency.
- ASAC Breeden intentionally cuts RLA Boswell out of the loop on matters that she should be privy to.
- ASAC Breeden sends emails out on forfeitures or other matters that the RLA should know about but does not include her as a recipient. SA Rawson has forwarded such emails to RLA Boswell who then called her and thanked her for the information saying that ASAC Breeden does not include her in such matters.
- She has heard that ASAC Breeden alleged that RLA Boswell is often not in the office and that she doesn't do her job.
- It seems like ASAC Breeden was working hard to make it appear that way, when that really wasn't the case at all.
- The big joke was that she and SA Ed Waters had lost their first amendment rights and they weren't allowed to say anything after ASAC Breeden talked to them about talking negatively.
- ASAC Breeden had a habit of calling other cyber squad members into his office to ask them about other members of the squad, but had never called her in.
- ASAC Breeden does not want to hear what she has to say, and neither did the supervisor.
- MROC is not flourishing as a region.
- ASAC Breeden rules by fear and intimidation and retaliation.
- There may be people that won't come forward about ASAC Breeden out of fear of retribution.
- At this point the pressure from ASAC Breeden has definitely boiled over and you can't function in this environment anymore.
- There are good people that want to work but when they are beaten down over and over and you're busting your hump because they have perpetual POS and officer involved shootings.

- ASAC Breeden has told the members of MROC that the SAC had said that they were only allowed to get overtime if they worked on a weekend. Some members went to the SAC and expressed concern about this and she did not know what they were talking about. SAC Villanueva stated that she had not issued that directive saying that there was overtime money and asking why they weren't getting paid.

Susan Kopp – Special Agent Supervisor – MROC

Location: 885 SW 109th Ave, Miami, FL
Date: June 17, 2014
Type: Sworn Interview / Recorded

SAS Kopp provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 17, 2014, concerning this internal investigation. During the interview SAS Kopp advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately twenty-four years.
- ASAC Breeden is a different type of supervisor. He can be demanding and intimidating.
- She gave an example of when ASAC Breeden sent her an email criticizing her management of the personnel in her squad saying that he had stopped by and no one was there. She felt that it was unfair and incorrect because he didn't give her a chance to explain where they were before the criticism was placed.
- In the incident in question, members of her squad were either in the office or out of the office executing a search warrant.
- One time they were in a meeting with her squad when ASAC Breeden slammed his fist down on the table because he was not happy with the way the forensic program was progressing.
- ASAC Breeden then told her, in private, that if they lost a case because of the forensics, Tallahassee was going to blame her.
- She does not consider ASAC Breeden's criticism of her work performance as proper as she does not have control over some of the things he holds her accountable for, such as the specific forensic examinations.
- They have a one hundred per cent conviction rate in their squad.
- There are other incidents in which ASAC Breeden's criticism was improper such as when she last selected two new people for her squad and he did not agree with her selections.
- She describes ASAC Breeden's management style as intimidating.
- She recalled one time when she was in Alexandria, VA in an ICAC class ASAC Breeden called her and was very angry because he believed her squad was up on a wiretap that he did not know about. They were not on a wiretap but had a PIN register running on a cyber-case.
- ASAC Breeden yelled at her about saying that if he had to call the JTTF he would. She tried to explain to him that it was a PIN register not a wiretap. She didn't know where his frustration came from.
- During the search warrant in West Palm, he confronted her about being the supervisor on scene when she was not, that she had just stopped by to check on her agent who was there. She described it as "chaos".
- ASAC Breeden likes to know every single thing she does, and she respects that as his management style. So it surprised her when he thought she was in charge of the search warrant.

- ASAC Breeden angers easily and jumps to conclusions.
- She asked to have a meeting with ASAC Breeden to find out his expectations of her, but he ended up talking about himself.
- She asked ASAC Breeden why her emails always get kicked back and gave the example of how she sent him an email telling him that her squad would be traveling to Tallahassee for their annual psychological evaluations with Dr. Dix and he kicked it back wanting to know when they were leaving, when the individual appointments were and when they would be returning to the region. He told her that he wasn't going to write her emails for her.
- ASAC Breeden kept deflecting saying that that was the type of emails the SAC wanted.
- ASAC Breeden does not care for ASAC Friedman.
- She is a firm believer in the chain of command and tried to handle it on her own with ASAC Breeden once. When she didn't see any change in his behavior she realized for her to be an effective supervisor she had to learn to handle it on her own.
- SAC Kopp began crying when asked about any other information that she wished to bring to our attention and denied holding anything back in fear of retaliation.

Anthony Ojeda – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 18, 2014
 Type: Sworn Interview / Recorded

SA Ojeda provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 18, 2014, concerning this internal investigation. During the interview SA Ojeda advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately eleven and a half years.
- Has had some "issues" with ASAC Breeden.
- He detailed an incident in 2008 during the Republican Governor's Association Conference.
- His assignment was Governor Perry of Texas. The Governor had gone to his room, so SA Ojeda checked with the governor's security detail about the governor's status for the night. He was told everything was covered, that he could leave.
- Shortly after getting home, ASAC Breeden, who was at that time a SAS, called him.
- He answered the phone and SAS Breeden immediately said "Where are you?" He told SAS Breeden that he was home. SAS Breeden asked "do you know where your governor is?" He told SAS Breeden that the last contact he had with him he was going up to his room.
- SAS Breeden again asked SA Ojeda if he knew where "his governor" was and then told SA Ojeda "he's in the lobby by himself".

- SA Ojeda told SAS Breeden that he would get with the Texas detail and find out what was going on.
- He then called the Lieutenant in charge of the Texas law enforcement detail and asked him if he knew where the governor was, SAS Breeden had called him asking.
- The Lieutenant then told SA Ojeda that the governor was eating in the restaurant downstairs and that there were two of his guys from the detail on him.
- SA Ojeda asked the Lieutenant if he was needed back at the hotel and was told no.
- SA Ojeda then told the Lieutenant that he had been told the governor was in the lobby by himself and the Lieutenant said that was not the case.
- SA Ojeda then called SAS Breeden back and told him what he had found out and asked him if he needed him to do anything. SA Ojeda did not remember SAS Breeden's response, saying "if there was one".
- The next day, during a breakfast meeting, he was called by SAS Arnone and RAC Spates, who both inquired as to "what was going on".
- They told SA Ojeda that SAS Breeden had filed a complaint against him for abandoning his post, i.e. his governor. SA Ojeda told both of them that that was not the case.
- Later that day RAC Spates came to SA Ojeda and told him that SAS Breeden wanted to talk to him.
- At first, SA Ojeda did not wish to meet with SAS Breeden and told RAC Spates that, but ultimately did meet with SAS Breeden, with RAC Spates as a witness.
- When he met with SAS Breeden he asked him "why are you riding me?" SAS Breeden then told him that SA Ojeda had written an email several weeks earlier regarding a POS detail and said "I didn't like your tone".
- SA Ojeda said if he wrote something as such he was sorry and apologized to him, but said that he should have come to him.
- SAS Breeden then told SA Ojeda that he should have checked out with the command post, something that he had not been told to do. SA Ojeda told SAS Breeden that he was not told to do so, to which SAS Breeden told him that the instructions had been given in a meeting they all attended.
- SA Ojeda asked RAC Spates if that was true and RAC Spates said that those instructions had not been given in the meeting. SA Ojeda subsequently checked with other agents who confirmed that they were not instructed to check out with the command post.
- That was his first incident with SAS Breeden and "it wasn't very pleasant as far as how he spoke with me and what he did".
- Sometime later that day he was contacted by then ASAC Michael D'Ambrosia who told him that they had spoken with some individuals and that there was no issue with him (Ojeda).
- He told ASAC D'Ambrosia that he felt he had been unfairly treated by then SAS Breeden.

- SA Ojeda said that since that time he has had extremely limited contact with ASAC Breeden because SA Ojeda does not trust him.
- A couple of years ago SAs Ojeda, Allan Stone, Paul Marcus, and Bill Saladrigas were tasked, by SAS John Vecchio, with creating some forms for officer involved shootings, as they were the only ones with experience in the matter.
- During the creation of these forms they brought some issues to ASAC Breeden through SAS Vecchio and suggested there be a meeting about the matter.
- The meeting was held and ASAC Breeden “took copious amount of notes that particular day of issues that we brought up”.
- One of the suggestions was training.
- At the beginning of this year when the officer involved shooting teams were readdressed, ASAC Breeden called SA Ojeda and asked him to meet with him about his experiences with the matter.
- A meeting was subsequently held and SA Ojeda felt that ASAC Breeden’s demeanor indicated that he didn’t really have any desire to listen to them. ASAC Breeden was playing on his phone, had his legs crossed, and was turned to the side.
- During the meeting ASAC Breeden held up a form for SA Ojeda to see from across the table, which was not conducive for him to make out what was on the paper and asked him what he thought.
- SA Ojeda then expressed his concerns about the concept of the officer involved shooting project, based on his experiences with them in the past.
- ASAC Breeden brought up the subject of the supervisor position and asked SA Ojeda if he was the ASAC, would he want SAS Vecchio or SAS Quigley to be a supervisor.
- SA Ojeda felt that the question was off color and responded that since he wasn’t the ASAC he couldn’t answer the question.
- ASAC Breeden then said that he would ask another question and asked SA Ojeda if he was the SAC which one he would want as the supervisor over the officer involved shooting team.
- SA Ojeda told ASAC Breeden that he had no comment on the subject and that it was ASAC Breeden’s responsibility.
- Shortly thereafter SA Ojeda heard rumors that he was going to be transferred.
- He was then transferred from the violent crime squad to the public integrity squad. He felt the transfer was due to him not wanting to work on the officer involved shooting team.
- He did not have any issues with being transferred as he “welcomed the change sometimes”.
- Shortly thereafter some issues came up with the POS details which required additional agents. (Due to the volume of POS details)

- SA Ojeda had scheduled vacation when an email came out from ASAC Breeden that went to only SAS Bufalino's squad and SAS Cerione's squad.
- The email had specific names on it. SAS Bufalino told SA Ojeda that she had gone to ASAC Breeden asking to have certain people put on the detail, to give them experience. SA Ojeda understands "she was shot down".
- SA Ojeda was told that certain people were wanted for the detail, to include himself, SA Limongi, and SA Futch.
- SAS Bufalino then had a meeting with those three agents from her squad.
- She told them that she had been instructed to list the agents "in rank order basically".
- They did not know when they would begin assisting with the POS details.
- SAS Bufalino asked SA Ojeda if it mattered to him where he was listed. SA Ojeda told her to do it however she had to, because "I can guarantee you that Bob is going to come get me".
- SAS Bufalino listed SA Limongi first, SA Ojeda second, and SA Futch third, as he was on vacation.
- ASAC Breeden then put SA Ojeda on the list as being the first to assist, as SA Ojeda felt he would.
- SA Ojeda was on vacation in Georgia and had his FDLE phone with him.
- On a Saturday of his vacation SA Ojeda received an email from ASAC Breeden reassigning him to POS.
- SA Ojeda said he knew it was coming.
- SA Ojeda then emailed SAS Vecchio telling him that he was on vacation and would get with him when he got back, and copied SAS Bufalino with the email.
- SAS Vecchio replied that those arrangements were fine.
- SAS Bufalino replied saying that she was sorry and that she didn't want him to know while he was on vacation.
- SAS Bufalino later told SA Ojeda that she had gone to ASAC Breeden and asked him not to send the email since SA Ojeda was on vacation and asked if it could wait until he got back so she could talk to him directly. She was "shot down" and the email was sent.
- SA Ojeda later learned that someone had volunteered to work the detail but had been denied by ASAC Breeden.
- SA Ojeda did not mind the act of working POS, but he did not like the way ASAC Breeden "did things" in the incident.
- SA Ojeda understands that ASAC Breeden told SAS Vecchio that he was going to make life miserable for SA Ojeda and get rid of him, as well as some other people.

- SA Ojeda has consulted an attorney as he thinks there are “some discrimination issues, some hostile work environment issues, and some other issues”.
- SA Ojeda stated that his decision to retire is directly related to the treatment he has received from ASAC Breeden.
- He feels that ASAC Breeden is “looking to get something on me in so many words”.
- He feels that “Mr. Breeden has issues”.
- “It’s obvious I’m being targeted for whatever reason.”
- None of his supervisors have ever criticized or expressed concerns about his work performance, to include ASAC Breeden.
- ASAC Breeden is condescending at times and is very unprofessional.
- When he talks to people, if he is upset, it comes out and you can see it, even by an observer.
- He seems to always be upset.
- ASAC Breeden removes himself. He sits at a table by himself because no one wants to sit with him or speak to him.
- ASAC Breeden “is not a friendly person.”
- He has never seen ASAC Breeden lose his temper but he has seen “where John (Vecchio) or Dave Quigley) come up and you can see clearly they have had issues”, that “they’re upset about something” after having met with ASAC Breeden.
- He has a lot of concerns with ASAC Breeden’s supervisory actions.
- “The common denominator in this building is Bob Breeden. You come through the doors at FDLE and MROC and everybody is....morale is in the toilet and I think a lot of it stems from the leadership”.
- In regards to the discrimination comment he believes that there is an issue with him due to his age. He is fifty-nine (59) years old.
- ASAC Breeden “went after” Allan Stone, Bill Saladrigas, Jim Futch, and Paul Marcus because of their age.

Aida Limongi – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 18, 2014
 Type: Sworn Interview / Recorded

SA Limongi provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 18, 2014, concerning this internal investigation. During the interview SA Limongi advised the following:

- She has been employed by the Florida Department of Law Enforcement, as an agent, for approximately seven years.
- Her interaction with ASAC Breeden changes day by day depending on whatever mood he is in and whatever is happening in the office.
- The majority of her interaction with ASAC Breeden was when he was her direct supervisor as SAS over the Public Integrity Squad.
- With ASAC Breeden, it is known that everything has to be done “like yesterday” and “not taking into account that you have other stuff going on besides whatever task he just assigned, or whatever”.
- “He’s very much a micromanager and everything needs to be done already.”
- She feels ASAC Breeden’s manner is that of “looking down on you” and “intimidating a little bit”, “but nothing aggressive”.
- While she has been at MROC she has been pregnant and on maternity leave three separate times. The first time she took five months off and with the last two she took six months off each time.
- She does not know if it came directly from ASAC Breeden, but when she came back from her most recent maternity leave, it was questioned why her arrest numbers were so low and she had to go home and draft a list of all the activities that she has done to pull her away from her duties.
- It was her understanding though that it came from ASAC Breeden and the SAC.
- He treats his subordinates in a “very authoritative” manner, “it’s his way or it’s not happening and it’s not up for discussion”.
- She described an occasion when her squad was meeting regarding the changes in duty agent coverage that had come about because of the, not yet active officer involved shooting team not being on call anymore. Her squad devised a plan for each of them to take a day of a certain week to lighten the load on them all, which was approved by their SAS.
- A member from another squad was also present and took the idea back to their squad where they also came up with the same plan. The other squad, under ASAC Freidman, was allowed to carry out their plan, but their squad, under ASAC Breeden was told “absolutely not, that we needed to have one person, to pick someone”.
- When they questioned their SAS as to why the other squad could do it, the SAS went back to ASAC Breeden with their concerns and was told, from what she understands, “if you can’t find a volunteer, pick one that is the way it is going to be, not open for discussion”.
- She has not seen ASAC Breeden be abusive but did feel that he may have acted inappropriately.
- She described an incident during a past football championship game when ASAC Breeden chastised then SAS Figueroa in front of her and several other agents because his credentials did not allow him field access. The lanyards were color coded for access levels.

- ASAC Breeden said “I’m the ASAC of the Florida Department of Law Enforcement, I need field access and you need to get me the right colored lanyard”.
- She was assigned by SAS Figueroa to go to the security office and get ASAC Breeden a field level lanyard. The security personnel denied her request.
- She didn’t want to tell ASAC Breeden herself what the security personnel said, “because of the way he had reacted” so she told SAS Figueroa, but is unaware what, if anything, was said then.
- This incident happened right outside of one of the gates, and there were civilians in the area.
- She and her squad mates have thought to themselves that he needs to calm down before he gets himself sick. They care about him and don’t want him to make himself sick.
- ASAC Breeden came across, to her, as being angry when addressing SAS Figueroa.
- ASAC Breeden always carried himself in a professional manner at the State Attorney’s Office.
- ASAC Breeden does not listen to the problems that are voiced about MROC.
- She related an incident where she had to create a power point briefing on an extensive case for a presentation that ASAC Breeden was involved in, while also being required to attend a meeting in Tallahassee. She asked if she could fly to Tallahassee and was told, by ASAC Breeden via her supervisor that she could if she could get a ticket for less than \$350.00. She found out about the meeting the week before it was to occur and therefore it was too late to get to get an inexpensive flight.
- She was then working on the power point and told ASAC Breeden that she was going to have to work overtime to complete the presentation and her reports. He then asked why she wasn’t flying to Tallahassee and she told him that she tried but he told her she couldn’t.
- She knows he has driven people “on the brink of putting in their papers and retiring”. The most affected person she knows of is SA Ojeda.
- “With Bob everything is an emergency and everything becomes your emergency.”
- “The work environment at MROC is in a crisis. The morale is, I wouldn’t even say there is morale. Everybody is upset. Everybody is frustrated. There are not enough agents to do the work that we need to do. POS is killing us. The officer involved shooting team hasn’t got up and running yet. But when that gets up and running that’s going to be a heavy impact.”
- The overtime budget has already been depleted and agents are wondering how it will be affected after the shooting team is up and running.
- She feels that the low morale is because of the lack of personnel and that the POS squad was taken away.
- “We don’t know if it is accurately being portrayed to Tallahassee how this region is doing.”
- Her supervisor knew about the incident with her pregnancy and the travel issue.

Steven Rossbach – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
Date: June 18, 2014
Type: Sworn Interview / Recorded

SA Rossbach provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 18, 2014, concerning this internal investigation. During the interview SA Rossbach advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately three years.
- He has had limited interaction with ASAC Breeden.
- Those times have been professional.
- He has never seen ASAC Breeden being abusive to anyone.

Jeremy Gordon – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
Date: June 18, 2014
Type: Sworn Interview / Recorded

SA Gordon provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 18, 2014, concerning this internal investigation. During the interview SA Gordon

- He has been employed by the Florida Department of Law Enforcement as an agent for approximately eighteen months.
- He knew ASAC Breeden prior to coming to MROC.
- His interactions with ASAC Breeden have always been positive.
- He has always been very polite to him.
- He has heard “grumbings about things that people weren’t pleased with”.
- He’s never seen him lose his temper.
- He understands that SA Ojeda opted to retire because he didn’t want to be assigned to the POS detail.

Jeffrey Portz – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
Date: June 18, 2014
Type: Sworn Interview / Recorded

SA Portz provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 18, 2014, concerning this internal investigation. During the interview SA Portz advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately twenty-six (26) years.
- He has had “normal supervisor to employee interaction” with ASAC Breeden that was positive.
- ASAC Breeden treats his subordinates “as a supervisor”.
- He has never witnessed ASAC Breeden being abusive.
- He cannot recall ASAC Breeden losing his temper.
- He is aware that the morale “almost in the entire state but especially in Miami is very down, be it salary dollars, be it whatever reason. But morale within FDLE and especially at MROC is very down right now”.
- He does not tie the low morale directly to ASAC Breeden.

William Saladrigas – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 18, 2014
 Type: Sworn Interview / Recorded

SA Saladrigas provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 18, 2014, concerning this internal investigation. During the interview SA Saladrigas advised the following:

- He has been employed by the Florida Department of Law Enforcement at MROC for approximately three and a half years.
- He has had “quite a bit” of interaction with ASAC Breeden which was always positive.
- He has never seen ASAC Breeden mistreat anyone.
- He admires ASAC Breeden’s devotion to FDLE.
- “Typically the people that have problems at MROC are the people that don’t produce.”

Christine Largaespada – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 18, 2014
 Type: Sworn Interview / Recorded

SA Largaespada provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 18, 2014, concerning this internal investigation. During the interview SA Largaespada advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately ten years.
- She has had limited “neutral, not positive, not negative” interaction with ASAC Breeden.
- She has never seen him lose his temper.

Frank Vetere – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL

Date: June 18, 2014

Type: Sworn Interview / Recorded

SA Vetere provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 18, 2014, concerning this internal investigation. During the interview SA Vetere advised the following:

- He has been employed by the Florida Department of Law Enforcement since October of 2013.
- He has had very little interaction with ASAC Breeden.
- He would not describe his temperament as being “people friendly, more like a dry personality”.
- He has never seen him lose his temper.
- He’s “very dry, very abrupt”, “matter of fact”.
- He has seen an email canceling an operation, from ASAC Breeden, that he felt was “abrupt”.
- He’s heard rumors of people being transferred because of interactions with ASAC Breeden.
- He understands SA Ojeda had been moved to his squad because he didn’t want to go to the officer involved shooting team.
- He understands that Bill Saladrigas is being transferred from the JTTF based on the same thing.
- He understands SA Ojeda is retiring because of this.

Kyle Kelly – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL

Date: June 18, 2014

Type: Sworn Interview / Recorded

SA Kelly provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 18, 2014, concerning this internal investigation. During the interview SA Kelly advised the following:

- He has been employed by the Florida Department of Law Enforcement at MROC for approximately ten years.

- His interactions with ASAC Breeden have always been “normal”.
- He has never seen ASAC Breeden be abusive to anyone.

Frank Lobelsky – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
Date: June 18, 2014
Type: Sworn Interview / Recorded

SA Lobelsky provided a sworn recorded statement to Inspector Keith Riddick on June 18, 2014, concerning this internal investigation. During the interview SA Lobelsky advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately thirty and one half years.
- ASAC Breeden once saw SA Lobelsky working an off duty job and rather than ask him about why he was there he called his supervisor which caused his supervisor to call him “in a panic”.
- He does not feel that it was called for as it was not an undercover assignment all he had to do was ask him.
- “He kinda meddles in people’s business”
- He feels that ASAC Breeden acts like most people are beneath him.
- ASAC Breeden doesn’t want you to be able to your job.
- ASAC Breeden doesn’t think people can do the job without him telling you how to do the job.
- Most of the people at MROC have been in law enforcement for a long time.
- ASAC Breeden changes operation plans at the last minute because he “wants to put his spin on it”.
- ASAC Breeden has to let you know that he is the boss.
- During the arrest of a “traveler” with the cyber-crime unit, as the subject was being taken out of the car, ASAC Breeden came “running up behind me with a camera man” who was filming the arrest. This occurred approximately two years ago.
- The cameraman was also present during a subsequent search warrant.
- The presence of the cameraman was questioned during the debriefing as everyone thought it was a safety issue and it had not been brought up during the pre-op meetings and briefings.
- When questioned about it ASAC Breeden “basically looked at us and said none of your business basically I did what I’m going to do”.

- The SAS in charge of the operation did not know the cameraman was going to be there.
- ASAC Breeden feels he can do things “because he is the boss”.
- During a recent visit to MROC by the Governor and the First Lady, ASAC Breeden “threw everybody in the corner and basically did all the talking, did all the directing, wouldn’t let tech agents, who are very apt at their job, talk. It’s all about Bob”.
- ASAC Breeden has a temper, is emotional, flies off the handle, overreacts on a lot of issues, and is wound tight.
- Even when he was an ASAC the first time, he was not respected because of the way he treated people and talked to people.
- ASAC Breeden has never come off as a team player.
- ASAC Breeden has pulled SAS Quigley out of a meeting and chastised him about SA Ojeda.
- A lot of the decisions ASAC Breeden makes are selfish and are made to make him look good.
- Respect is part of FDLE and ASAC Breeden doesn’t have a lot of respect for people.
- “He’s the kinda of person that if he can intimidate you or bully you into doing something, he is that kinda of person.”
- ASAC Breeden has hurt the morale in the region.
- People don’t respect ASAC Breeden and don’t want to work for him.
- He wonders if ASAC Breeden could do well elsewhere saying, “It might be this environment, every environment is different”.

Michelle Bufalino – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 18, 2014
 Type: Sworn Interview / Recorded

SAS Bufalino provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 18, 2014, concerning this internal investigation. During the interview SAS Bufalino advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately thirteen years.
- She described her interaction with ASAC Breeden as being positive.
- He has always treated her “fine, professional”.

- She has never seen him lose his temper.
- She would describe him as “passionate”.
- Morale in MROC is low.
- “Bob is the voice of MROC, so any kind of decision appears to come from Bob”. She thinks that is why some people in the region are upset with him.
- ASAC Breeden has told her that transfer decisions come from the SAC.
- She believes that ASAC Breeden is invested in his people.
- ASAC Breeden mentors people to prepare them for the SAS assessment center,
- She thinks it is a core group of people that are making the allegations against ASAC Breeden.

Howard Rosen – Assistant State Attorney – Miami-Dade Office of the State Attorney

Location: 1350 NW 12 Ave, Miami, FL
 Date: Jun 18, 2014
 Type: Sworn Interview / Recorded

Mr. Rosen provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 18, 2014, concerning this internal investigation. During the interview Mr. Rosen advised the following:

- He has been employed by the Office of the State Attorney for approximately twenty-nine years.
- He has known ASAC Breeden for between five and ten years.
- His interactions with ASAC Breeden have always been positive.
- He finds ASAC Breeden to be “very professional”.
- He remembers ASAC Breeden being “somewhat upset” with SA Michael Stein at the meeting at the Medical Examiner’s Office lobby.
- “Personally I, you know, if I’m upset with somebody I’m generally not going to say it in front of somebody from another agency. But that is a matter of management style.”
- He is not aware of any issues with any of ASAC Breeden’s employees.
- ASAC Breeden is very detail oriented and very well organized.

Jose Arroyo – Assistant State Attorney – Miami-Dade Office of the State Attorney

Location: 1350 NW 12 Ave, Miami, FL
Date: Jun 18, 2014
Type: Sworn Interview / Recorded

Mr. Arroyo provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 18, 2014, concerning this internal investigation. During the interview Mr. Arroyo advised the following:

- He has been employed by the Office of the State Attorney for approximately twenty years.
- He has had a significant amount interaction with ASAC Breeden.
- “I cannot say that I have ever observed him acting in an unprofessional or inappropriate manner with any special agents either colleagues or subordinates.”
- “He has always been professional and cordial in my interactions with him.”
- Prior to the recording Mr. Arroyo did state that ASAC Breeden has a “different management style than he”.

Larry Masterson – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
Date: June 19, 2014
Type: Sworn Interview / Recorded

SA Masterson provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 19, 2014, concerning this internal investigation. During the interview SA Masterson advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately twenty-two years.
- He has worked with ASAC Breeden every day in the past.
- ASAC Breeden treats him “fine”.
- He has never seen ASAC Breeden “act out”.
- ASAC Breeden is a “little high strung at times”.
- He thinks “for morale purposes” ASAC Breeden could word things differently or write emails differently, “but again, that is his personality and at the end of the day he is the boss and I accept that”.
- He’s been able to talk things out with ASAC Breeden.
- He recalled an email authored by ASAC Breeden regarding JROC needing agents for an arrest and ASAC Breeden’s wording of the email was “basically, uh, we’re going to need X amount of agents and if you don’t volunteer, uh, if we don’t get enough volunteers you will be told you volunteered and that, uh, if you can’t go he needs to personally know why you can’t go”.

- ASAC Breeden's emails affect morale and that is generally known around MROC.
- ASAC Breeden is a Type A personality and his heart is in the right place but he doesn't always express it in the right way.
- ASAC Breeden "exploded but backed his agents to the fullest" in a recent meeting with the State Attorney's Office which was attended by ASA's Jose Arroyo and Howard Rosen.
- Things could be done differently to boost morale but he doesn't have any issues with ASAC Breeden.

Jennifer Vicens – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 19, 2014
 Type: Sworn Interview / Recorded

SA Vicens provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 19, 2014, concerning this internal investigation. During the interview SA Vicens advised the following:

- She has been employed by the Florida Department of Law Enforcement at MROC for approximately six and a half years.
- She's had minimal contact with ASAC Breeden during the last five years.
- The first time she met ASAC Breeden he was "kinda cold". He didn't acknowledge her and talked only to her training agent.
- During her first year first year working at FDLE, there were a couple incidents that made her feel that there was an issue between she and ASAC Breeden. She didn't know why, but started documenting what was going on.
- She read, into the record, a four page document outlining her documentation of incidents involving ASAC Breeden.
- She detailed an incident that occurred on January 5, 2009 where there was a meeting for the upcoming BCS Championship Game. Present at the meeting were members of the Oklahoma State Police, other FDLE members, and stadium security personnel. During the meeting ASAC Breeden pointed out that he had been trying to contact SA Vicens during a football game held in the same stadium on January 1, 2009, and that she did not answer him. SA Vicens stated that at no time did Breeden attempt to reach out to her by phone."
- "Four days had gone by since the game, and this was the first time I heard of it. I was surprised by the entire thing and felt that Breeden was taking an opportunity to try to embarrass me and make me look bad in front of everyone at the meeting."
- She feels that ASAC Breeden has deliberately tried to make her look bad in front of others and lied to then ASAC Villanueva about her not being armed at a POS detail on January 23, 2009.
- In 2010 she was told that she might be transferred to the new Public Integrity Squad under then SAS Breeden.

- She went to her then supervisor SAS Quigley and advised him that she did not want to be transferred to the Public Integrity Squad under SAS Breeden as she had “felt semi-harassed” by him in the past. SAS Quigley was able to keep the transfer from taking place.
- Since the time she ended her documentation she has tried to stay away from ASAC Breeden.
- She was never told by then SAS Breeden what was expected of her when she was working POS details under him.
- She provided Inspector Best and Inspector Pittman with a copy of her documentation.
- She has heard that “he screams at people,” including supervisors.
- She has not witnessed it, but hears that ASAC Breeden’s temper is explosive.
- She feels that ASAC Breeden leads by “putting fear in you”.
- ASAC Breeden is the only person she has ever documented anything on.
- “I avoid him and am afraid something is going to happen.”
- “The environment right now, you, you hear more about the screaming. I know I didn’t hear a lot of this stuff for a long time and probably in the last year or so I’ve been hearing stuff like oh, you know, from my supervisor, I’m going to go get screamed at again and screamed at again. It’s like, you know, you hear a lot of agents that do not want to run into him, that just avoid going to the second floor.”
- Her current supervisor is SAS Vecchio.
- “It’s kinda like everybody is tiptoeing around.”
- “It’s more stress than necessary.”
- She does not know if any of this has been brought up to the SAC.

Michael Roddy – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 19, 2014
 Type: Sworn Interview / Recorded

SA Roddy provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 19, 2014, concerning this internal investigation. During the interview SA Roddy advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately eight years.
- He’s had no major issues with ASAC Breeden.
- It seems there are some people that are “very much under the gun so to speak with his supervisory style”.

- There are some people “he is hard core on”.
- Some individuals have frustration when dealing with ASAC Breeden and his emails.
- He has seen SAS Kopp and SAS Vecchio frustrated with ASAC Breeden before.
- He has heard that SA Ojeda is leaving because of ASAC Breeden.
- He referenced the incident between ASAC Breeden and SA Ojeda in relation to the POS position.
- He, like others, wondered why it was so important while SA Ojeda was on vacation and after SA Ojeda had turned in his retirement papers it didn’t get addressed again for weeks.
- He feels that since SA Hoffacker and SA D’Ambrosia are “in his chain” their careers have been impacted.
- He relayed an incident at the Orange Bowl BCS game in early January of 2012 during which ASAC Breeden was upset about not getting all access passes for the game.
- After game SA Roddy explained to ASAC Breeden why he, and the SAC, didn’t get them and he understood.

Oscar Gelpi – Assistant Statewide Prosecutor – Ft. Lauderdale

Location: Office of the Statewide Prosecutor, Ft. Lauderdale
 Date: June 19, 2014
 Type: Sworn Interview / Recorded

ASWP Gelpi provided a sworn recorded statement to Inspector Meschelle Pittman and Inspector Jay Best on June 19, 2014, concerning this internal investigation. During the interview ASWP Gelpi advised the following:

- He has been employed by the Office of Statewide Prosecutor for approximately twenty six years.
- He has had limited direct interaction with ASAC Breeden.
- He was aware of an incident between ASAC Breeden and DSWP Julie Hogan in which ASAC Breeden had gotten upset with DSWP Hogan.
- DSWP Hogan later told him that ASAC Breeden had been very unprofessional in how he spoke to her and “perhaps the other people in the room”.
- He was present at a search warrant on June 17, 2013 and could tell that RAC Spates was frustrated with what appeared to be conflicting directions from ASAC Freidman and ASAC Breeden.
- He witnessed an incident at the search warrant when “Breeden was upset at someone or something and was basically barking at someone about he’s the boss, you listen to me, I really can’t reconstruct it, but it was basically barking at someone about he’s the boss I don’t care what anyone said I’m telling you this do this, something like that, I’m paraphrasing”.

- He could not recall who ASAC Breeden was “barking at”. The incident occurred in the front yard of the house being searched.
- He described ASAC Breeden as “speaking harshly”.
- The search warrant was “noticeably disorganized”.
- ASWP Gelpi was “pissed” about the interference from the “management” at the search warrant and didn’t “know why they were there”.
- “They weren’t helping the warrant. They weren’t helping Mo.”
- ASWP Gelpi believes that micromanagement is prevalent in the command staff at MROC.
- “One of the worst things in the world is to have a micromanager and apparently that is part of what was going on there”.
- He did not have any frustrations with RAC Spates.
- His frustration came from him asking RAC Spates to have something done in regards the case and someone else telling him to do something else.
- He felt that FDLE “management was just in the way”.

Julie Hogan – Deputy Statewide Prosecutor – Ft. Lauderdale

Location: Office of the Statewide Prosecutor, Ft. Lauderdale
 Date: June 19, 2014
 Type: Sworn Interview / Recorded

DSWP Hogan provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 19, 2014, concerning this internal investigation. During the interview DSWP Hogan advised the following:

- She has been employed by the Office of Statewide Prosecutor for approximately fifteen years.
- She was present at a search warrant with ASAC Friedman and ASAC Breeden.
- In her opinion the search warrant was very organized and the agents were doing a “fine job”.
- She was there before ASAC Friedman and ASAC Breeden arrived.
- ASAC Friedman was concerned about where the cars, which were being seized, were going to go.
- RAC Spates’ FDLE phone died and she took it to her car and placed it on charge.
- RAC Spates had to leave to take care of some evidence and while he was gone ASAC Breeden began calling his, RAC Spates’, telephone.

- She recalled ASAC Breeden being very upset with RAC Spates, but did not know why.
- RAC Spates was also upset because his telephone had died because the ASACs kept calling him about the search warrant.
- RAC Spates was admonished because of the perception he left the search warrant without a supervisor, when in fact SAS Kopp and SAS Little were present.
- She felt the search warrant was progressing and being handled correctly.
- She remembers that ASAC Breeden offered her pizza as if “he had brought the pizza for everybody” when in fact, as she later learned, it was RAC Spates who bought the pizza’s back when he returned to the site.
- She witnessed the heated conversation between ASAC Breeden and ASAC Friedman and left because she didn’t want to be around it.
- She does not remember what the argument was about.
- She did not know why the ASACs were on the scene and neither did RAC Spates.
- It would have made sense that ASAC Friedman was present but did not know why ASAC Breeden was there.
- ASAC Breeden took a roll in admonishing people and moving them around.
- The heated conversation was out in the open and there were a lot of people around.
- His actions were not abusive, but they certainly undermined the supervisor on the scene.
- She thinks the supervisor on the scene felt “very strapped”, “he wasn’t allowed to do his job and be a supervisor”, referring to RAC Spates.
- RAC Spates was very stressed out.
- His admonishments, though not public, were still done in the presence of others. He would pull people aside, but still in front of others so they knew what was going on.
- If the ASACs had not come it probably would have run a lot more smoothly.
- “Everyone there was on edge, once Bob was there”.
- “I don’t know that people get on edge when Scott is around, but they certainly get on edge when Bob is around”.
- “People find Bob to be very intimidating and walk around not knowing really where he stands and fits in and feeling like he, there is a sense of feeling that he runs the office.

- “People are afraid when he’s around to do something, they’re being judged constantly, watched constantly and being reported on constantly.” “Not only on that day do I have that impression, I get that impression all the time when working with FDLE”.
- “There was definitely a sense of tension that was a lot higher once he (ASAC Breeden) was on the scene, and once both of them were on the scene”.
- There was a mortgage fraud case in which they decided to try and use a subject in the case as a witness against the others. Much later she received calls from ASAC Breeden wondering what was going on in the case and she told him she didn’t know as they, FDLE, were still working it. She then received an email from the investigating agent, SA Novia Medura, summarizing the case. DSWP Hogan believes that was for ASAC Breeden’s benefit, not hers.
- She later received a call from the agent advising that they had found the witness, to which DSWP Hogan said that the witness had lived in the same house during the entire time.
- They subsequently had a meeting that included SA Futch, SA Medura, and ASAC Breeden.
- SA Medura told DSWP Hogan that they contacted the subject, but they did not interview her.
- SA Medura then told DSWP Hogan that she had given the subject immunity, to which DSWP Hogan replied that she, SA Medura, was not authorized to give the subject immunity.
- SA Medura replied that she, DSWP Hogan, had told her to give the subject immunity.
- DSWP Hogan told SA Medura that she would never do such a thing because it is illegal as she, SA Medura, cannot offer a subject immunity.
- ASAC Breeden had a notebook, with nothing on it, and tapped the notebook saying that his notes reflected that she, DSWP Hogan, had told SA Medura to offer the subject immunity.
- DSWP Hogan then told ASAC Breeden that his notes were wrong, as she would never do that.
- ASAC Breeden asked DSWP Hogan if she was calling him a liar and she just shrugged, indicating, to her, that if that is what he was saying then yes she was.
- She is forever more guarded against ASAC Breeden.
- She is an FDLE loyalist and is very fond of FDLE.
- It is very difficult to work with FDLE when everybody is afraid to do anything because of ASAC Breeden.
- She does not interact with ASAC Breeden, choosing to deal directly with SAC Villanueva, unless she is asked to do so by SAC Villanueva.
- It’s very difficult to work with agents and to get them to do things when they are afraid of repercussions or retaliation.

- There is a “very large” [REDACTED] case currently being worked by the [REDACTED] that she has been contacted on.
- Due to jurisdictional issues she suggested that FDLE be brought in on the case.
- She was told that the only way that [REDACTED] would work with FDLE is if ASAC Breeden was not in the chain of command.
- It is very difficult to get things working when other agencies don't want to work with ASAC Breeden.
- He is a micromanager.
- The agents he supervises are fearful of him.

Tatiana Miguel – Special Agent – MROC

Location: Office of the Statewide Prosecutor, Miami, FL
 Date: June 19, 2014
 Type: Sworn Interview / Recorded

SA Miguel provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 19, 2014, concerning this internal investigation. SA Michael Roddy was present as the PBA representative. During the interview SA Miguel advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately fifteen years, nine years as an agent.
- She described her interactions with ASAC Breeden as not being positive.
- On numerous occasions ASAC Breeden has belittled her, disrespected her, and has made her feel very uncomfortable and embarrassed her in front of other FDLE Members.
- On some occasions ASAC Breeden has criticized her publicly.
- She will not meet with ASAC Breeden without a witness.
- During the RGA in 2008, ASAC Breeden screamed at her in front of personnel from FDLE and other agencies.
- After she came back into the building after taking a break he screamed at her asking where had she been and how could he have gotten hold of her if he needed her.
- She told him that he could have called her on the state phone. He pointed out to her that she did not have her state phone with her, but her personal phone.
- She agreed and told him that her state phone was forwarded to her person phone because the state phone did not have good reception at that location.

- He loudly told her that that was not true that the state phones could not be forwarded, to which she replied that they could be forwarded and proved it to him.
- She felt his actions were improper, that he should have handled the situation privately.
- He has never been abusive to her. She feels he has been inappropriate, but not abusive.
- She described his temperament as him having a “short fuse”.
- He has told her that she is “very high maintenance” and that “she takes a lot of work” and that she’s “aggressive”.
- ASAC Friedman is “well aware” of how ASAC Breeden has treated her in the past.
- She feels terrible having to be questioned by EI because “I wouldn’t wish this on my worst enemy for anyone to be in a position where their integrity is being questioned” because she has felt the very same way, because of ASAC Breeden.
- She thinks that sometimes ASAC Breeden doesn’t evaluate all of the facts and makes decisions that affect people’s lives without realizing that he is doing so.
- She thinks that the morale of MROC “is not the best in world and that something needs to be done about it”.
- ASAC Breeden questioned her ability to do the job in her current ICAC position and feels that he let her take the position thinking she would fail, which she has not.
- She was not his choice for the position.
- She was reprimanded by ASAC Breeden for taking too long on a case even though the circumstances were, in her opinion, out of her control.
- ASAC Breeden wanted SAS Bufalino to give her a below standard evaluation, even though no one at MROC had ever gotten one.
- SAS Bufalino went back and forth with ASAC Breeden trying to reason with him and giving examples of other agents who had not been given such a rating, even though they may have apparently deserved one.

Maurice Spates – Resident-Agent-In-Charge – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 19, 2014
 Type: Sworn Interview / Recorded

RAC Spates provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 19, 2014, concerning this internal investigation. During the interview RAC Spates advised the following:

- He has been employed by the Florida Department of Law Enforcement at MROC for approximately fifteen years.

- He described his interactions with ASAC Breeden as being professional “for the most part”.
- ASAC Breeden has criticized him in front of others, to include his subordinates.
- It made RAC Spates “extremely upset” to the point that he had a conversation about it with ASAC Breeden and SAC Villanueva.
- During the search warrant on the pill mill case he stated that “when both ASAC’s showed up, uh, on the scene, I felt at the time that it was improper for both of them to be showing up”, “but when you have both ASAC’s showing up and they are at odds and I’m in the middle of it and being ordered to do certain things”.
- He didn’t think ASAC Breeden “truly knew what the operational plan was”.
- ASAC Breeden made a comment to RAC Spates, over the phone, “that was some of the worst decisions we could have ever made as supervisors” regarding the decision he and SAS Little had made in leaving the scene.
- ASAC Breeden accused them of leaving the scene without a supervisor, which was not true as SAS Kopp was there.
- ASAC Breeden was “yelling” at him on the phone about his decision to stop and get food for the operation.
- ASAC Breeden told RAC Spates that if he felt ASAC Freidman was not a supervisor that he should go to the SAC “and try to get him removed” as ASAC. RAC Spates told ASAC Breeden that he would not go behind ASAC Freidman’s back.
- RAC Spates told ASAC Breeden and ASAC Freidman “both of you guys have really struck a blow to my career by you guys going at each other in front of all these people”.
- They were contradicting each other in front of the FDLE members, as well as the personnel from other agencies.
- Some weeks later SAC Villanueva came to the West Palm Beach Field Office to speak with RAC Spates and SAS Little. She told them that she had been told, by ASAC Breeden, that they were complaining about ASAC Freidman, but they were afraid to go to her, SAC Villanueva, about it.
- RAC Spates informed SAC Villanueva that that was not true, that if they had a problem with ASAC Freidman they would take up with him, not “go behind his back”.
- He hasn’t “really had a whole lot of issues” with ASAC Breeden.
- Everything is a crisis with ASAC Breeden and is blown out of proportion.
- If you don’t stand up to him, he “can push and people can probably may be intimidated by that”.
- “He’s extremely straight forward”.

- He has not witnessed ASAC Breeden being abusive to others.
- He felt that when ASAC Breeden was yelling at him it was “a little demeaning”.
- “He’s a passionate guy”.
- “It can go from zero to fifty in a few seconds.”
- If you allow him to intimidate you he will, if not, then you can work with him.
- “MROC has become an extremely cautious environment as far as how we work now”.
- A lot of the members at MROC are frustrated because of the lack of training opportunities there when they believe other ROC’s are given those same opportunities.
- They, the members at MROC, feel that there is too much questioning of things done on a local level.
- He feels the SASs are micro-managed in decisions that should be easily made without having to go through the ASACs.
- “We seem sometime to burn bridges” because we remove agents from various task forces after only a short time.

Christopher Vastine – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
 Date: June 19, 2014
 Type: Sworn Interview / Recorded

SA Vastine provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 19, 2014, concerning this internal investigation. During the interview SA Vastine advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately twenty years.
- He has “fairly regular” contact with ASAC Breeden.
- He’s never had a problem with ASAC Breeden.
- He describes ASAC Breeden’s temperament as “passionate”, but “not necessarily in a bad way”.
- He has never seen him lose his temper.
- “I think with Bob some of it is it’s not necessarily the message it’s the way its delivered”.
- Some people may take it personally or feel that it is condescending.
- He may be one of the few (people at MROC) but he has never had any issues with him.

Wilfredo (Wil) Hernandez – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
Date: June 20, 2014
Type: Sworn Interview / Recorded

SA Hernandez provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 20, 2014, concerning this internal investigation. During the interview SA Hernandez advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately three years.
- He has limited interaction with ASAC Breeden.
- During a meeting regarding the forensic program for the cyber unit at MROC in which they were discussing the transition of the program due SAS Vic Johnson leaving, “out of the clear blue sky” ASAC Breeden “slammed his hands on the table”.
- He asked ASAC Breeden if that was necessary and ASAC Breeden started getting loud about having discussed the transition for a year.
- SAS Kopp relies on him a lot for ICAC related issues due to SA Hernandez’s experience.
- He recalled an incident where they were filling openings in the squad and one of the applicants was not a good choice, in the squad member’s opinions as well as SAS Kopp’s opinion.
- ASAC Breeden wanted the person in the squad and told SAS Kopp “he’s going to be in the unit and you’re going to put in a letter of recommendation for him” which she was adamantly against.
- “I saw her going through that stage with that and it was not, it was not pretty, for her.”
- SA Tatiana Miguel told him that ASAC Breeden was “out to get her” and “he wants me to fail”, because he didn’t want her in the unit, he wanted the other person.
- Because of that she, SA Miguel, was very untrusting of the squad at first and they had to work with her to get her to feel accepted in the unit.
- “I’ve seen what my poor supervisor goes through.”
- “To slam his hand on the table is unnecessary, it’s not a motivator.”
- ASAC Breeden is a micromanager and SA Hernandez believes that is what causes a lot of his frustrations.
- When they are at a search warrant ASAC Breeden wants a “minute to minute blow of what’s going on”.
- Because of what he sees SAS Kopp going through, he never wants to be a supervisor at MROC.
- He saw “fear” in SA Miguel because of her treatment by ASAC Breeden.

- SA Miguel has told SA Hernandez that ASAC Breeden didn't want her in the cyber squad and would do anything to get her out of the unit.
- "I've had a long career, and I know how these things can go sometimes, I understand that just because he's the target of an investigation doesn't mean that anything will happen, and he will remain where he's at today, and I just hope that trying to be truthful and honest in this investigation I hope it doesn't have any repercussions on me."

John Vecchio – Special Agent Supervisor – MROC

Location: 885 SW 109th Ave, Miami, FL

Date: June 20, 2014

Type: Sworn Interview / Recorded

SAS Vecchio provided a sworn recorded statement to Inspector Keith Riddick and SAS Mark Mitchell on June 20, 2014, concerning this internal investigation. During the interview SAS Vecchio advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately nineteen years.
- He has had a lot of interaction with ASAC Breeden.
- Initially that interaction was amicable.
- Since then it has "gone downhill".
- ASAC Breeden has criticized him privately and sometimes he would have outbursts where he criticized him publicly.
- He and SAS Quigley have been in ASAC Breeden's office discussing cases when ASAC Breeden begin screaming and would be demeaning, which was the general tone.
- "He goes off like a \$25 pistol.
- He believes that ASAC Breeden's change in behavior began when he was demoted from ASAC to SAS.
- He believes that ASAC Breeden's change in his behavior towards him was because he saw SAS Vecchio as competition for the next ASAC job.
- SAS Vecchio compared the building to a family with an abusive father. "The father's abuse is somewhat tolerable at first but when left unchecked becomes worse over the years and gets to the point where the whole family becomes dysfunctional. He has gotten worse over the years."
- When he was promoted to ASAC the second time, he typically reserved his outbursts and bad behavior, tone, degrading comments, and criticisms to the supervisors.

- Over the last year ASAC Breeden has begun giving what the supervisors got on a daily basis to the agents and the non-sworn also.
- There has been a progression but also he has spread the “abuse out to other people” which is probably why it has become such a big thing now.
- The abusive behavior of ASAC Breeden has become more obvious.
- For the last six months you haven’t been able to walk into a squad bay without hearing people talking about ASAC Breeden’s behavior.
- It has become the life of the region.
- SAS Vecchio’s opinion is that “more than half know you’re going to get beat today, you don’t know what time, you don’t know how long, you don’t know how bad, and you don’t know when it’s going to stop”.
- The people that talk about it in the region cling to each other for protection.
- He described ASAC Breeden’s actions as abusive and gave examples of his actions that he felt defined abusive.
- He and SAS Quigley have an agreement that they would always go to see ASAC Breeden together. This came about after he found out that SAS Quigley was also receiving the same treatment as he was from ASAC Breeden. He had thought he was the only one being abused.
- On April 23rd, 2014, they went down to see ASAC Breeden and as soon as they walked in ASAC Breeden “starts tearing into me”.
- He doesn’t remember exactly what it was about because it happens so frequent.
- He then started talking to SAS Quigley and was tearing in to him.
- The questions were fair supervisory questions but the delivery and the tone weren’t.
- He began “peppering” SAS Quigley with the questions to the point that SAS Quigley began stuttering and mumbling and couldn’t get his thoughts out because ASAC Breeden was “pounding him” with question after question.
- SAS Vecchio then said something that he knew would set ASAC Breeden off so he would direct his attention to him and leave SAS Quigley alone so he could regain his composure.
- That day he realized the supervisors were starting to exhibit the behavior of abused children by protecting each other.
- ASAC Breeden’s favorite comment towards SAS Vecchio is “You speak like a fucking incompetent idiot”.
- This caused him to start being concerned about his duty to report to the point that he contacted a friend of his that is a labor attorney.

- They had a plan to go to SAC Villanueva, but before they could, this investigation began.
- He is of the opinion that they are not allowed to speak to the SAC. If they do it will set ASAC Breeden off on a tirade.
- ASAC Breeden “hammered” SAS Vecchio because SAC Villanueva had gone to him with a question on a case.
- When they left the building that day SAS Quigley looked pale and was shaking.
- He later learned that SAS Quigley had eaten dinner standing up because he was so upset.
- ASAC Breeden basically “beat David into the chair”.
- Since then, ASAC Breeden’s behavior has been better “but not great”.
- ASAC Breeden can go from “zero to sixty in about three seconds”.
- He is not offended by the bad language, he is offended by the “hammering” and that there is no recourse in explaining his side of the story.
- He feels that most of ASAC Breeden’s rages are meant to break down their feeling of self-confidence, not meant to be corrective.
- His behavior is meant to demean, demoralize, break down self-confidence, to divide and conquer.
- He keeps everyone segmented and prior to this breaking open everyone thought they were the only one’s “getting it”.
- He has eleven pages of notes about ASAC’s behavior that probably go back eight years.
- He was present when ASAC Breeden “berated” SA Stein in public during the officer involved shooting meetings and trainings.
- He was also present when ASAC Breeden made comments that he felt offended the Lieutenant from Miami-Dade Police Department.
- He recalled an incident when he heard ASAC Breeden berating former SAS Gene Figueroa, calling him incompetent and stupid.
- He later talked to SAS Figueroa who told him “I’m done” and shortly thereafter he retired.
- SAS Figueroa later said that he retired because he wasn’t going to take another day of the bad treatment from ASAC Breeden.
- When they came up with the final list of the officer involved shooting team he made a comment to ASAC Breeden that he didn’t think SA D’Ambrosia wanted to be on the team, that he didn’t believe she was asked.

- ASAC Breeden replied “well she’s in the drop, maybe this will push her out”.
- From that point further ASAC Breeden’s treatment of SA D’Ambrosia got increasingly worse.
- ASAC Breeden has asked SAS Vecchio “is it me or is Leslie a complete bitch?”
- He also recalled the incident involving SA Ojeda being placed on the POS list. He met with ASAC Breeden about the POS list on April 10, 2014, and he was trying to get ASAC Breeden to use some of the agents that had never worked POS.
- ASAC Breeden said, of SA Ojeda, “Well he is always talking about retiring, maybe this will finally make him leave”.
- ASAC Breeden has never really jumped SA Ojeda because he, ASAC Breeden knew that SA Ojeda would not put up with it.
- His opinion is that ASAC Breeden was making the assignment to force SA Ojeda “out the door”.
- SA Ojeda told SAS Vecchio his early retirement was costing him approximately \$17,000 a year for insurance as his wife was ill and could not qualify for insurance.
- SA Ojeda was not ready to go, but this was the “straw that broke the camel’s back”.
- Last summer he and SA Miguel attended the wake for SA Mulvey’s father.
- The following week an email came out about not being allowed to smoke in a state car.
- ASAC Breeden then forwarded the email to SA Miguel and SAS Vecchio that stated the email was directed at SA Miguel because he saw her smoking in her car at the wake. ASAC Breeden ordered SA Miguel to have the car detailed at her own expense.
- SA Miguel came to SAS Vecchio and told him that she was not in the car that she was standing in the “v” of the door when ASAC Breeden began yelling at her.
- He later found out that SA Miguel had been smoking an electronic cigarette, not a real one.
- That is part of the tone, people are even afraid to defend themselves.
- Everyone in MROC believes that ASAC Breeden is well connected in Tallahassee.
- “A well placed comment at just the right time can kill a career. The question is does that happen and we don’t know it”.
- He has heard ASAC Breeden say things about SAS Quigley that are not true.
- ASAC Breeden accused SAS Vecchio of disrespecting him during an amber alert in December of 2013, which he didn’t think he did, but he apologized to ASAC Breeden anyway.

- In March of 2014, SAC Villanueva stated during a one-on-one meeting with SAS Vecchio that if she ever heard of him talking back to an ASAC again they were going to have problems.
- He told her that it would not happen again.
- Later he asked SAC Villanueva what ASAC Breeden had told her had happened and she relayed how he had said that SAS Vecchio had talked back to him in a command post full of people.
- Actually there was only he and SAS Quigley in the command post. Which is what SAS Vecchio meant by his quote about a well-placed comment killing a career.
- ASAC Breeden once concocted a story to mislead RLA Boswell regarding her not having received some information from SAS Vecchio.
- ASAC Breeden wanted SAS Vecchio to tell SAC Villanueva a falsehood about RLA Boswell to get her in trouble.
- ASAC Breeden once accused SAS Vecchio of wanting to build an empire when he volunteered to take over the CART team.
- In July, 2013, ASAC Breeden told SAS Vecchio that SAC Villanueva would be leaving and ASAC Breeden was going to be the SAC and the first thing he was going to do was fire ASAC Friedman, RLA Boswell, and executive secretary Yvonne Pizarro because “they are all useless and he can’t stand them”.
- During the region inventory ASAC Breeden told him that the SAC told him that he would have to open up an EI against SAS Vecchio for a missing printer even though there was evidence of the printer having been transferred from his possession.
- ASAC Breeden told SAS Vecchio that the inventory was bad and “Rosemary was fucked up” and that when he had a chance he, SAS Vecchio should tell the SAC how bad Rosemary is.
- He later asked SAC Villanueva about the incident and was told she never said to open an EI.
- In February of 2014 SAS Vecchio was on vacation and was at home packing when he saw some emails from the mansion asking which agents were covering a POS detail the next day. SAS Vecchio called the mansion and told them the information they needed.
- The next day he flew to New Orleans and when he landed there were several messages from ASAC Breeden. When SAS Vecchio called ASAC Breeden, he was harsh and demeaning and yelled at him even though he had handled the situation while on vacation.
- ASAC Breeden was demeaning to SAS Vecchio in emails sent to ASAC Swearingen concerning the issue.
- The members on the mansion detail have expressed concern about ASAC Breeden calling them and yelling at them before.

- During a missing child investigation on February 15, 2014, ASAC Breeden told SAS Vecchio to enter the offending mother of the children as a missing and endangered adult in order to have her flagged, even though there was no evidence to support the entry.
- SAS Vecchio told ASAC Breeden that the mother did have a warrant they could use to have her flagged and ASAC Breeden told him that he “better fucking do something”.
- SAS Vecchio often has to leave the building to cope with the stress caused by ASAC Breeden.
- He believes that ASAC Breeden is intimidated by him, SAS Quigley, and SAS Frederick because of their experience levels.
- He has seen ASAC Breeden go after analysts and other non-sworn personnel.
- ASAC Breeden does not act in this manner in front of the SAC.
- SAS Vecchio doesn’t think that SAC Villanueva would tolerate it if she saw it and he doesn’t think even then she would know how deep it runs.
- Before SAS Vecchio found out that ASAC Breeden was treating SAS Quigley in the same manner, they believed they were the only ones being treated poorly because ASAC Breeden would go to them separately and laud the other.
- It is no secret he took a run at the SAC a year ago. ASAC Breeden and SAC Villanueva now have only a professional relationship.
- There is a direct correlation between when the members started getting scheduled for these interviews and SAS Vecchio not getting his nightly emails in which ASAC Breeden was “yelling at him”.
- He told of an incident where RLA Jackie Boswell and he had had a dispute over a case involving the Hialeah Police Department. ASAC Breeden told him that he, ASAC Breeden, was going to call RLA Boswell and tell her that SAS Vecchio had gone by her office the day before at 3:30, but she was not in her office.
- ASAC Breeden said he was doing this so SAC Villanueva would be mad at RLA Boswell.
- He later spoke with RLA Boswell and told her that if anyone said anything like the above to her that it was not true, as he did not become aware of the circumstances of the case until 4:30.
- SAS Vecchio’s documentation shows where he asked ASAC Breeden “how does he come up with things like this off the top of his head, he said years of deflection, and did a little dance like he was blocking incoming objects”.
- The recording was stopped but SAS Vecchio then relayed the following information, which is also contained in the document he provided to Inspector Riddick.
- In December of 2013, ASAC Breeden told SAS Vecchio that SAS Dan Cerione was transferring to Miami because he was ill and that SAS Vecchio “should get very friendly with Dan, because the

Commissioner was very involved in helping Dan and that maybe if an ASAC position came up that Dan might tell the commissioner how helpful I was to him”.

- ASAC Breeden told SAS Vecchio that when the Commissioner had ██████ ASAC Breeden called him all the time to check on him and related his own ██████ experience to endear himself to the Commissioner more.

Dominic Angiolillo – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL

Date: June 20, 2014

Type: Sworn Interview / Recorded

SA Angiolillo provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 20, 2014, concerning this internal investigation. During the interview SA Angiolillo advised the following:

- He has been employed by the Florida Department of Law Enforcement at MROC for approximately six years.
- He has only had interaction with ASAC Breeden when he was his SAS over public integrity approximately a year and a half ago.
- He has never had any type of problem with ASAC Breeden.
- ASAC Breeden is not SA Angiolillo’s ASAC at this time.
- His personnel experience with ASAC Breeden has never been adversarial.
- ASAC Breeden is a “driven person”.
- None of the individuals he supervises, as an acting SAS, have ever complained to him about ASAC Breeden.
- He has been supervising them approximately one month.
- ASAC Breeden was concerned with the amount of off duty work SA Tatiana Miguel was doing so he issued a mandate that there has to be a six hour window between leaving an off duty job and going on duty.
- SA Angiolillo is not aware of there being a similar mandate anywhere else in the agency, but knows it is not part of the FDLE policy.
- He is not “on the gossip trail” so there are others that may know more than he does.
- He doesn’t think there is any real cause for concern regarding ASAC Breeden.
- He thinks OEI’s presence at MROC will be a “wake up” for people at MROC, especially “the second floor”.

- “I personally don’t find anything that he (ASAC Breeden) has said to me offensive, but that’s not to say that other people wouldn’t.”

Richard Herbert – Special Agent – MROC

Location: 885 SW 109th Ave, Miami, FL
Date: June 20, 2014
Type: Sworn Interview / Recorded

SA Herbert provided a sworn recorded statement to Inspector Jay Best and Inspector Meschelle Pittman on June 20, 2014, concerning this internal investigation. During the interview SA Herbert advised the following:

- He has been employed by the Florida Department of Law Enforcement at MROC for approximately eight and a half years.
- He has had general interaction with ASAC Breeden to include two separate one on one contacts.
- He has never seen ASAC Breeden being abusive.
- He has heard of the conflict between ASAC Freidman and ASAC Breeden at the search warrant.
- He was told by SAS Vecchio that ASAC Breeden had called SAS Vecchio just before SAS Vecchio was to be interviewed regarding a promotion and SA Herbert felt that it was inappropriate for ASAC Breeden “to call a guy and rattle his chains” knowing he was going in to such an interview.

Lissa Udell – Special Agent – MROC

Location: West Palm Beach Field Office, Boynton Beach, FL
Date: June 30, 2014
Type: Sworn Interview / Recorded

SA Udell provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on June 30, 2014, concerning this internal investigation. During the interview SA Udell advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately ten years.
- She has had very little interaction with ASAC Breeden.
- She described her interaction with him as been “ok”.
- One of those interactions surrounded an incident during a POS detail where she had to “back a protestor up” from being too close to the governor. It occurred without issues but she had to repeatedly explain her actions to ASAC Breeden which left her feeling like she was being accused of “doing wrong”. This occurred during the summer of 2013.
- She finally told ASAC Breeden that she felt that way and he stopped calling and asking her about it.
- She said she explained her actions to ASAC Breeden between five and seven times on the same day.
- ASAC Breeden has never lost his temper with her.

- ASAC Breeden called SAC Villanueva regarding the above mentioned POS situation and gave her a different “version of it”. SAC Villanueva happened to be with RAC Spates and SAS Little at the time ASAC Breeden called SAC Villanueva so she knew that what ASAC Breeden was telling her “wasn’t true”.

Jeffrey Pomerantz – Special Agent – MROC

Location: West Palm Beach Field Office, Boynton Beach, FL
Date: June 30, 2014
Type: Sworn Interview / Recorded

SA Pomerantz provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on June 30, 2014, concerning this internal investigation. During the interview SA Pomerantz advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately three years.
- He has had “normal” interaction with ASAC Breeden.
- He got along “pretty well” with ASAC Breeden.

Antonio Martindale – Special Agent – MROC

Location: West Palm Beach Field Office, Boynton Beach, FL
Date: June 30, 2014
Type: Sworn Interview / Recorded

SA Martindale provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on June 30, 2014, concerning this internal investigation. During the interview SA Martindale advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately ten years.
- He relayed the circumstances surrounding the case and the search warrant executed on June 20, 2013 previously discussed by multiple members.
- During the planning stage for the operation ASWP Gelpi told him if they arrested the main suspect and his family it would not be an issue in getting the other subject at a later date and time.
- They had barely enough personnel to cover the operation, due to the size of it and other things going on in the ROC.
- SA Martindale had to pull agents from the primary search warrant to serve orders freezing the suspect’s bank accounts.
- SA Martindale had “a minimum skeleton crew”.
- There was a supervisor on scene at all times, per policy.

- When ASAC Breeden came on scene he asked SA Martindale if they had arrested everyone and he was told that they had not. SA Martindale reiterated to ASAC Breeden that they did not need to pursue the other subject at that time and why.
- ASAC Breeden instructed him to send people out to find the other subject.
- SA Martindale restated that he barely had enough people to cover the current situation and he really didn't want to pull people off without going through his chain-of-command, i.e. checking with SAS Little and RAC Spates.
- ASAC Breeden became upset and told him something to the effect that he was the chain-of-command.
- ASAC Breeden was not yelling but SA Martindale "could tell by his body language that he was pissed and essentially stormed away".
- In his twenty-five years as a law enforcement officer SA Martindale had never had someone who was not aware of the tactical situation and not aware of the investigative situation act in such a manner.
- ASAC Breeden was present at the operational briefing and SA Martindale had prepared an operations plan for the search warrant.
- ASAC Breeden was upset that a firearm taken during the search warrant was turned over to a non-sworn person by then SA Scott Bovee to be secured in the ICAC mobile forensic vehicle.
- He was later told by RAC Spates, while the search warrant still in progress that ASAC Breeden was going to initiate a complaint of insubordination against him and that SA Martindale was to call SAC Villanueva first thing the next morning.
- He felt that if he had followed ASAC Breeden's plan to send agents from the search warrant to locate the last suspect it would have exposed those personnel still at the suspect's residence executing the search warrant to officer safety issues and liabilities.
- SA Martindale did call SAC Villanueva the next morning and was again informed that ASAC Breeden was filing a complaint of insubordination against him.
- He apologized to SAC Villanueva for offending ASAC Breeden and he took "accountability for all of his actions".
- SAC Villanueva was, at that time, in Orlando at the SAS assessment, which SA Martindale was scheduled to attend later that week.
- While on the telephone with SAC Villanueva he withdrew from the assessment as he did not want to take the chance on getting promoted and having to work for ASAC Breeden "because I would always be butting heads with the man".
- He feels that ASAC Breeden would hold a grudge against him.
- There was no formal action taken on the complaint filed by ASAC Breeden, other than him being told not to do it again.

- As long as ASAC Breeden is at MROC he will not put in for supervisor.
- ASAC Breeden did not curse at him, but his tone made him “feel like I was a brand new rookie, that he had absolutely no faith and confidence in me whatsoever.”
- He felt that ASAC Breeden should have been making the calls to get more personnel on the scene if he felt there weren’t enough, since the other supervisors were busy.
- A lot of his colleagues say that ASAC Breeden is hard to get along with and he thinks that they are “very, very intimidated by him”.
- SA Martindale stated that he is “kind of intimidated” by ASAC Breeden and feels that he has to “watch his back”.
- He believes that ASAC Breeden does not treat his subordinates in a professional manner.
- He feels that ASAC Breeden “was exercising his authority because he could”.
- He felt that that on the day of the search warrant mentioned above it seemed like ASAC Breeden was “doing spot checks of all of us, like we were going through some kind of training scenario and critiquing us instead of saying what can I get for you”.
- He could not remember, during the search warrant, if ASAC Breeden did anything to help facilitate the search warrant.
- ASAC Freidman was attempting to help by getting him some help, as well as the other supervisors present.
- “If I knew that I was just going to be working for Freidman I would have probably stayed on (in the promotional process), but not while Bob Breeden is down there. I don’t need the headaches and I don’t want that added stress”.
- Sometimes ASAC Breeden seems very friendly, other times “he gives you that look, like, what can I catch you on”.
- Former SA Scott Bovee told him that he withdrew from the SAS process for the same reason.
- If he had followed ASAC Breeden’s orders at the search warrant it would have affected officer safety and the chain of custody of the evidence because it would have left individual agents searching the home rather than in tandem, as is best practice at a search warrant.
- The incident with ASAC Breeden has caused him to change his career plans.
- He believes it also caused former SA Bovee to change his plans, also.

Demetrious Thomas – Special Agent – MROC

Location: West Palm Beach Field Office, Boynton Beach, FL
Date: June 30, 2014
Type: Sworn Interview / Recorded

SA Thomas provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on June 30, 2014, concerning this internal investigation. During the interview SA Thomas advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately fifteen years.
- He's had fairly good interactions with ASAC Breeden.
- He's not had any negative interactions with ASAC Breeden.

Wilfredo (Willie) Hernandez – Special Agent – MROC

Location: West Palm Beach Field Office, Boynton Beach, FL
Date: June 30, 2014
Type: Sworn Interview / Recorded

SA Hernandez provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on June 30, 2014, concerning this internal investigation. During the interview SA Hernandez advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately eight years.
- He tries "not to" have contact with ASAC Breeden.
- He thinks ASAC Breeden is "a bully, every time I see him I think he is looking for something wrong".
- "I never hear nothing positive from him, I always hear negative."
- "I just feel he works to see not what you do good but what he can find wrong to get at you."
- SA Hernandez has never seen ASAC Breeden lose his temper.

James Marra – Special Agent – MROC

Location: West Palm Beach Field Office, Boynton Beach, FL
Date: June 30, 2014
Type: Sworn Interview / Recorded

SA Marra provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on June 30, 2014, concerning this internal investigation. During the interview SA Marra advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately eight years.
- He has had some "ok" interactions with ASAC Breeden and he has had some interactions with ASAC Breeden that he felt were retaliatory towards him.

- SA Mara stated that ASAC Breeden has “kinda like a bully, arrogant bully mentality, like I’m the boss”.
- SA Mara was put on a performance improvement plan and feels that it was unwarranted and was done at the direction of ASAC Breeden, in 2009 or 2010.
- SA Mara was given a reprimand for missing a meeting, that he had permission to miss due to a sick child, and he feels that the reprimand was issued at ASAC Breeden’s direction.
- He was present at SA Martindale’s search warrant and remembers ASAC Breeden coming on the scene and ASAC Breeden “barking orders” and causing a lot of tension.
- He witnessed what he called a fight “short of fist flying” between ASAC Breeden and ASAC Freidman. They were screaming at each other “fuck this, fuck this, you know, what the fuck”.
- He and SA Roadruck were inside the FDLE cyber van eating pizza and were “trapped” there because if they had left the van they would have had to walk by the ASACs.
- They heard the commotion and looked out the window and saw them.
- ASAC Breeden was “pulling people for conversations and interrupting the flow” of the search warrant.
- When he first met ASAC Breeden he was professional, but now he “seems like a bully”.
- He used to like taking things to ASAC Breeden because he was very matter of fact, but does not go to him now because of how he felt he has been treated.
- He has a fear for retaliation for speaking out in this interview.
- There is so much tension in the West Palm Beach Field Office that he believes originates in Miami.

Duane Little – Special Agent Supervisor– MROC

Location: West Palm Beach Field Office, Boynton Beach, FL
 Date: June 30, 2014
 Type: Sworn Interview / Recorded

SAS Little provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on June 30, 2014, concerning this internal investigation. During the interview SAS Little advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately twenty-one years.
- He has had positive and negative interaction with ASAC Breeden.
- ASAC Breeden can be very demanding.
- ASAC Breeden spoke harshly to him at the search warrant on SA Martindale’s case, stating something to the effect that it was a “bad fucking decision” for SAS Little and RAC Spates to have left at the same time, even though there was another supervisor on the scene.

- ASAC Breeden thought the search warrant was out of control, but SAS Little did not believe that it was.
- ASAC Breeden later came to him and asked him “Do I owe you an apology?” He told ASAC Breeden that he wasn’t going to be talked to that way.
- He told ASAC Breeden that “sometimes you come across as a bully”.
- He took it as an apology, though ASAC Breeden never actually apologized.
- He was present with SAC Villanueva when ASAC Breeden called her about the POS incident with SA Udell. He believes that ASAC Breeden blew the incident out of proportion.
- He was chastised by ASAC Breeden for not telling him about a drug diversion operation executed by the Boynton Beach Police Department, which FDLE was not a part of and SAS Little did not even know about.
- He has told SAC Villanueva that he would not want to work for ASAC Breeden directly.
- He could not understand why ASAC Breeden was reacting the way he did, about the POS detail, when his ASAC, Freidman, had already been told about it and did not have an issue with how the incident was handled.
- On a normal day to day basis ASAC Breeden’s temperament is fine.
- He feels like there would be issues with ASAC Breeden if he worked for him directly.
- He hopes that this investigation will “shed some light on something that needs to be changed so we can press forward”.

Donald Cannon – Special Agent – MROC

Location: West Palm Beach Field Office, Boynton Beach, FL
 Date: June 30, 2014
 Type: Sworn Interview / Recorded

SA Cannon provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on June 30, 2014, concerning this internal investigation. During the interview SA Cannon advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately three years.
- He has had minimal interaction with ASAC Breeden that was “ok”.
- When his SAS, Susan Kopp, had to have a meeting with, or prepare for a meeting with, ASAC Breeden her demeanor would change.
- SAS Kopp would be “very upset, just wasn’t happy that she had to meet with him and after she would come back from a meeting she kinda looked like Napoleon Bonaparte after Waterloo”.
- SAS Kopp “got a lot of flak for doing the right thing” when picking new personnel for the unit because ASAC Breeden wanted someone that she didn’t believe would fit in in their unit.

- SAS Kopp has never said what happened in the meetings with ASAC Breeden but “you can tell by her demeanor”. “It was out of the norm for her.”
- “Haggard is the only verb I can use” to describe SAS Kopp’s demeanor after meeting with ASAC Breeden.
- It would take “a day or two” for SAS Kopp back to normal.
- “I thank God I’m not at MROC, because I go down there it’s like the walking dead, no one is happy. You can’t be productive if you’re walking around like that. You can’t be productive when all you hear is bad things.”
- He is thankful to have a job at FDLE and really likes FDLE and wanted to be a supervisor, “but seeing the way the supervisors get treated, like dirt, it has really discouraged me at this point from even trying to become a supervisor”.
- ASAC Breeden is “closer to being a tyrannical supervisor” than a “laissez faire” supervisor.
- “There again, I think it is the supervisors who are negatively impacted.”
- “You can just see the demoralization in their face.”

Jackie Boswell – Regional Legal Advisor – MROC

Location: MROC, Miami, FL
 Date: July 1, 2014
 Type: Sworn Interview / Recorded

RLA Boswell provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on June 30, 2014, concerning this internal investigation. During the interview RLA Boswell advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately thirteen years.
- Her interaction with ASAC Breeden is “more than I’d like to have”.
- When she first came back to FDLE her interaction with ASAC Breeden was good.
- “Before I left, in eleven years, I never had a bad day. And I’ve worked for difficult people.”
- “I was really happy to be back and I really felt wanted. And that was really short-lived, because from the moment I got back I just, Bob would just ride me hard and say things, and where are you and what are you doing and I think that to some extent he thought I was going to come back and report to him.”
- “I feel he wanted to control what I did.”
- RLA Boswell got the impression that it upset ASAC Breeden that she wasn’t reporting directly to him.
- She ignored it for the most part.

- He's very high strung.
- She indicated that with ASAC Breeden things would go from "zero to like DefCon Five".
- ASAC Breeden's behavior made for a "very intense hostile environment" in MROC.
- Last summer SAC Villanueva came back from a meeting in Tallahassee and RLA Boswell could see that she was visibly upset about something she heard.
- SAC Villanueva did not tell her what it was.
- SAC Villanueva asked questions in a subsequent meeting of the command staff at Miami such as "who's been criticizing, talking about stuff" in Tallahassee?
- She didn't know what the SAC was talking about and ASAC Freidman said he didn't either, and "Bob just sat there".
- She never knew anything about it until she got a call from GC Mike Ramage.
- GC Ramage told her that there was someone in Miami that was speaking ill of her.
- He told her that someone was saying that she was never around and/or never available.
- He told her that the Commissioner was considering terminating her because of what was being said about her.
- GC Ramage told her that it had been said that in July of 2013 the cyber unit at MROC was trying to get a PEN register reviewed and she was unresponsive to their needs.
- RLA Boswell found the email conversation that disproved that comment and provided GC Ramage with that proof.
- GC Ramage told her that he had even met with ASAC Breeden before he received the complaint from the Commissioner and that ASAC Breeden had not said anything to him about any problems with Ms. Boswell.
- These events stressed her out to the point that she could not eat.
- She does not hold it against anyone who wants to move up the corporate ladder but does not agree with the way ASAC Breeden was apparently trying to accomplish that.
- RLA Boswell supplied Inspector Riddick with a copy of an email dated August 30, 2013 sent to AC Jim Madden by GC Ramage not only defending the complaints made against her, but lauding her work ethic and loyalty to FDLE.
- She has never talked to ASAC Breeden about the complaint.
- It made her paranoid to the point that she kept a daily log of her activities for five months, until she got tired of doing it.

- She supplied Inspector Riddick with another email chain as an example of “the type of stuff he would do to me”.
- The email dated September 13, 2013 sent from RLA Boswell to “MROC All Investigations” was entitled “Availability” and was sent at 8:43 AM.
- The email advised that she would be out of the office all day in a meeting.
- At 8:53 AM ASAC Breeden replied “What meeting?”
- At 8:56 AM RLA Boswell replied to ASAC Breeden “Hallandale PD. Why?”
- At 9:50 AM RLA Boswell sent another email to ASAC Breeden saying “Hey. I didn’t hear back from you. Is there anything specific you needed? J”
- At 9:53 AM ASAC Breeden replied “No. Thanks.”
- “It’s that kind of, that kind of constant checking doing, you know what I mean, that’s just like a minor example because I happened to find that email.”
- “It’s that kind of on my ass harassment what are you doing.”
- RLA Boswell also supplied Inspector Riddick with an email chain between she and SAS Bufalino that she believed was instigated by ASAC Breeden as an attempt to keep track of her.
- “But I feel that it’s a, again my opinion, it’s a divide and conquer mentality. If you...he made me feel like the office leper. Like he would sometimes call me in to his office and say hey you know I was on the third floor the agents say you’re never around there may be some anonymous letter going to Tallahassee soon, I’m just letting you know, I’m warning you. Like he was my friend.”
- There was no anonymous letter sent to Tallahassee complaining on her.
- “It was his way of making me feel paranoid.”
- She would not go to the third floor because she believed him, that the MROC agents didn’t like her.
- Up until the last couple of months she did not realize that she wasn’t alone in being treated that way by ASAC Breeden.
- Recently she has talked to other people who said that he made them feel “like the office leper” also.
- “It makes for a very hostile environment where I didn’t want to come to work.”
- Three weeks prior to this interview she learned of an operation that MROC members were to work with the Hialeah Police Department. There were some legal issues with it, so she contacted SAS Vecchio and asked about it. She found out about it when speaking with the Hialeah Police Department’s legal counsel.

- ASAC Breeden called her and told her that Hialeah only needed help with a tracking device and she told him that she did not know about a tracking device, that they had not discussed the tracking device.
- ASAC Breeden then told her “With all due respect, John came by your office at 3:30 yesterday and you weren’t there.” To which she replied that that wasn’t true as she had been in her office with another agent at that time.
- ASAC Breeden then called her the following Saturday and asked her what she knew about the tracking device and told her that Hialeah had utilized a tracking device and asked her if they had gotten a court order.
- She told him that she had no idea as they had never talked about it.
- The following week she spoke with SAS Vecchio who told her that “that was like Bob’s concoction to jam me up and be like I’m going to say that you went to go see her at 3:30 and go along with the program and I’m going to jam her up on this tracker because I bet you she is friends with the legal advisor over there and she knew about the tracker which I knew nothing about”.
- There have been other “things” but she tries to forget them and just do her job.
- “It’s not a pleasant environment to work in.”
- She feels “like somebody’s gunning for me every day and it wasn’t until the last few months that I realized that I was certainly was not the only one, and that was really just recently”.
- She never confronted ASAC Breeden about any of this because she is aware of other issues in his history with FDLE “that went nowhere, I figured well how’s this going to be any different”.
- Approximately six months ago ASAC Breeden sent out an email to the entire ROC regarding not smoking in agency vehicles.
- ASAC Breeden came into RLA Boswell’s office and said “hey, that email, he goes, that was about you. He goes, somebody saw you and made a complaint”.
- She didn’t think anything of it and knew it not to be true as she rarely drives her state vehicle, using it primarily when she travels.
- A day or so later she came into contact with SA Tatiana Miguel who RLA Boswell described as looking like “crap”.
- RLA Boswell asked SA Miguel what was wrong and SA Miguel said “Jackie I don’t know if I can take it anymore, you know that email that got sent about smoking that was about me”.
- SA Miguel told RLA Boswell that she was at the funeral for a fellow member’s relative, was standing outside of her car smoking, when ASAC Breeden “made a big deal, went ballistic about it and sent that email”.
- “So that email that he came to me and said somebody complained, that was a total lie that had nothing to do with me, nothing to do with me at all.”

- As far as regular work goes he is fine “but just that petty, um, making people feel bad and constantly harassing, at least for myself, and perhaps others that I probably don’t even know about, um, I don’t know what to say, it’s just very difficult to work in that environment.”
- “It’s unfortunate, you know, I don’t wish anything bad or anything, I wish him the best, but I, it can’t be like this. It’s not a positive working environment.”
- “When I think of our core values, um. I could think of a lot of ways that he doesn’t embody a lot of them.”
- “He’s never yelled at me.” “He’s smart enough to know who he can yell at and who he can’t.”
- She was present during the meeting with then SAS Figueroa when ASAC Breeden “made a big deal” out of some extra parking passes that had been obtained for the Governor’s office at a bowl game last January.
- She doesn’t remember what ASAC Breeden said “but he berated that poor Gene, where I was embarrassed, like I wanted to sink in my chair and leave. Because, not that what he was saying was necessarily incorrect.....but it was just that like.....to be talked to in that regard in front of other people”.
- She thinks what he did to SAS Figueroa was abusive and what he did to her was abusive in a “very sly indirect way”.
- “It’s hard to have respect for somebody who treats people without respect.”
- “He wants to be everybody’s boss.”
- “It’s tense, it’s tough. When he’s not here, I, I have a good day.”
- “In the thirteen years I’ve been here, it’s never been like this, it’s never been like this.”
- “I think he was really good. I think he hoodwinked a lot of people. I think the SAC included. I think she was blindsided as the rest of us were, uh about it.”
- “I came back, and I never in a million years would have come back if I thought it was going to be like that....cause I never had a bad day until I came back.”

Raul Perez – Special Agent – MROC

Location: MROC, Miami, FL

Date: July 1, 2014

Type: Sworn Interview / Recorded

SA Perez provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 1, 2014, concerning this internal investigation. During the interview SA Perez advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately seventeen years.

- He's not had a lot of interaction with ASAC Breeden.
- In October of 2013 he was working as part of a gang task force and made an arrest on a homicide suspect, without incident. The task force had operated under a standing operational plan for years prior to this arrest.
- FDLE is a member of the task force, but it is operated by other local agencies.
- ASAC Freidman put out a flyer the next day about the subject being wanted. SA Perez emailed ASAC Freidman that they had arrested the subject the night before. ASAC Freidman sent him a congratulatory message back.
- The next day ASAC Breeden didn't have anything to say about the arrest, just questioned why there wasn't an FDLE operations plan.
- SAS Quigley told ASAC Breeden that there was a standing plan that could be obtained if needed.
- ASAC Breeden belittled SAS Quigley behind closed doors, but SA Perez noticed that SAS Quigley was "visibly flustered" when he came out of the meeting with ASAC Breeden.
- "Bob made it very difficult to work, very counterproductive."
- Three days later ASAC Breeden congratulated him on the arrest, only after all of the other command staff had, so he felt that ASAC Breeden only did it because he "felt compelled" to say good job.
- "Many times" he has seen SAS Quigley come out of a closed door meeting with ASAC Breeden visibly upset.
- He believes that SAS Quigley's physical issues are a result of ASAC Breeden's behavior.
- Several months ago ASA Jose Arroyo of the Miami-Dade Office of the State Attorney came to SAS Quigley and asked that FDLE work a case where it was alleged that a subject was bribing an Assistant State Attorney, as well as defrauding others. There were multiple victims in the case. SA Perez worked the case and obtained warrants for the subject.
- ASAC Breeden told SAS Quigley that he should not have agreed for FDLE to work the case, that it did not meet our parameters.
- ASAC Breeden was very "counter-productive" in his actions with the case.
- ASAC Breeden subsequently told SAS Quigley that SA Perez could not speak directly with ASA Arroyo that all communication should go through ASAC Breeden.
- SA Perez later told ASA Arroyo that he could not talk to him, that he had to go through ASAC Breeden.
- ASA Arroyo was "livid" and said he was going to draft a memo that none of the SAO personnel could talk to anyone at FDLE that all communications had to go through ASAC Breeden.

- SA Perez thought it “was ridiculous” that ASAC Breeden was not allowing him to talk to one of the chief ASAs about a case involving another ASA when it was his case and he was the one most familiar with it.
- SA Perez talked ASA Arroyo out of sending the memo described above.
- He knows that ASAC Breeden has had difficulties with the Office of Statewide Prosecutor and the Broward County Sheriff’s Office.
- SA Perez has been a law enforcement officer in the area for thirty-seven years and his wife was a local prosecutor for a while and still is a lawyer in the area. Because of those two things he has contacts throughout the legal and law enforcement community in MROC.
- People come to him and confide in him asking him “what’s going on there, how can this continue, and it’s unfortunate because it really puts us (FDLE) in a negative light.”
- “I find myself constantly having to mend, mend bridges because of his (ASAC Breeden’s) actions or his words.”
- He told SAC Villanueva that what was going on between SAS Quigley and ASAC Breeden was hurtful and taking a toll on SAS Quigley.
- He understands that SAC Villanueva did talk to ASAC Breeden about it, and thought that ASAC Breeden had eased up on SAS Quigley.
- ASAC Breeden treats SAS Vecchio in a similar manner that he treats SAS Quigley.
- “He is constantly bombarding SAS Vecchio with stuff that is unnecessary in my opinion.”
- “When you come to work you shouldn’t have an environment here that makes it counter-productive.”
- ASAC Breeden has made negative comments to him about FDLE members and others before.
- He “absolutely” has concerns with ASAC Breeden’s supervisory actions.
- “He micromanages on steroids and it is difficult to work in an environment like that.”
- For the last year and a half it’s been hard there. It’s embarrassing with agents from other regions and other agencies come up to them and ask them what is going on at MROC.

Ed Waters – Special Agent – MROC

Location: MROC, Miami, FL
 Date: July 1, 2014
 Type: Sworn Interview / Recorded

SA Waters provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 1, 2014, concerning this internal investigation. During the interview SA Waters advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately ten years.

- He has occasional interaction with ASAC Breeden.
- He has had only positive interactions with ASAC Breeden.
- He hasn't seen ASAC Breeden interact with the SAS's much.
- When SA Waters was an acting SAS, ASAC Breeden acted appropriate in the SAS meetings.
- He's never seen him lose his temper, but has seen him angry and upset. That occurred in a meeting about the forensic transition occurring in the cybercrime unit.
- He felt that ASAC Breeden "cracked the whip" and that it needed to be.
- He has never seen SAS Kopp upset after she has had a meeting with ASAC Breeden, but she has said that she has "fallen on the sword" for the unit before.
- SA Waters stated that ASAC Breeden did not pound on the table during the meeting, which is contrary to statements made by others who were in attendance.

Lisa Lang – Senior Crime Intelligence Analyst – MROC

Location: MROC, Miami, FL
 Date: July 1, 2014
 Type: Sworn Interview / Recorded

SCA Lang provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 1, 2014, concerning this internal investigation. During the interview SCA Lang advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately twenty-five years.
- She has had limited interaction with ASAC Breeden.
- "You know what he wants; get it done kind of thing."
- "He's been fine with me...He can be abrupt."
- "He's exacting. I wouldn't say he is easy going. He kinda wants what he wants and wants it now. Maybe a little stressed."
- He wanted a table moved at the RGA and wanted it done now. "You just get it done and everything will be fine kind of thing."

Pete Chong Yen – Special Agent – MROC

Location: MROC, Miami, FL
 Date: July 1, 2014
 Type: Sworn Interview / Recorded

SA Chong Yen provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 1, 2014, concerning this internal investigation. During the interview SA Chong Yen advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately nine and a half years.
- He has had limited interactions with ASAC Breeden.
- Those interactions have been professional.
- He has never seen ASAC Breeden lose his temper.
- He has heard of conflict between ASAC Breeden and some of the supervisors.
- His SAS, John Vecchio, has “expressed some difficulties” in dealing with ASAC Breeden.

Lisa Valentine – Special Agent – MROC

Location: MROC, Miami, FL
Date: July 1, 2014
Type: Sworn Interview / Recorded

SA Valentine provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 1, 2014, concerning this internal investigation. During the interview SA Valentine advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately seventeen years.
- She has had very little interaction with ASAC Breeden.
- Those interactions were normal interactions between a supervisor and an employee.
- SA Valentine has heard of the incident between ASAC Breeden and SA Hoffacker.
- She does not have any concerns about ASAC Breeden’s supervisory actions.

Christine Casajuana-Smith – Senior Crime Analyst – MROC

Location: MROC, Miami, FL
Date: July 1, 2014
Type: Sworn Interview / Recorded

SCA Casajuana-Smith provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 1, 2014, concerning this internal investigation. During the interview SCA Casajuana-Smith advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately nineteen years.
- She has quite a bit of interaction with ASAC Breeden.

- She has never had a problem with him.
- He is a strong character that expects you to do your work correctly.
- There was one incident she witnessed where she “wanted to hide because I didn’t know where to look”. The incident was during the planning stage for last year’s national championship game.
- During that meeting ASAC Breeden “went off on one of the supervisors that he thought wasn’t doing what he was supposed to be doing or hadn’t done what he was supposed to do and it was just embarrassing that it got to the point where he, I guess he realized he had me and another non-sworn removed from the room.”
- “The supervisor he was screaming at was Gene Figueroa.”
- “It was very uncomfortable.”
- “He’s very focused, and when he wants something done he wants it done now and he can be very micromanager sometimes very intense.”
- She had not been offended when he is that way.

William Arnone – Special Agent Supervisor – MROC

Location: MROC, Miami, FL

Date: July 1, 2014

Type: Sworn Interview / Recorded

SAS Arnone provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 1, 2014, concerning this internal investigation. During the interview SAS Arnone advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately fourteen and a half years.
- He has had limited interaction with ASAC Breeden.
- His interaction with ASAC Breeden overall is fair.
- “You never quite know what’s going to happen when speaking with him. He can be...sort of a Jekyll/Hyde type of situation. From one day to the next you never quite know where he is going to come from.”
- He has been present at other meetings where ASAC Breeden “behaved in a manner I would not have.”
- He was present at the meeting regarding the football game involving then SAS Gene Figueroa.
- “ASAC Breeden got upset, started pounding his fist on the table and just was very direct in a demeaning sort of manner with SAS Figueroa.”
- SAS Arnone said they should leave and ushered the non-sworn members out of the room.

- When they came back in to the room at a later time “and it sorta continued again and then it stopped.”
- “He was very direct and very loud.”
- He felt that it was inappropriate for ASAC Breeden to act in that manner in front of others.
- He was present at the search warrant where ASAC Breeden got upset with RAC Spates. But he did not witness the incident between ASAC Freidman and ASAC Breeden.
- ASWP Julie Hogan noticed that ASAC Breeden was upset and asked SAS Arnone what was going on, but he declined to comment to her on the matter.
- ASAC Breeden once told him, approximately two and a half years ago, that he was “sick and tired of covering” for him after an incident involving some incorrect letters being mailed out.
- The door to SAS Arnone’s office was open so members of his squad heard it and later said something to him about it.
- The incorrect letters being sent out were his fault, but ASAC Breeden’s handling of the incident was improper.
- He has heard of ASAC Breeden talking down to others and having very demeaning conversations with others.
- ASAC Breeden called him in the spring of 2013 and started the conversation by saying “Freidman fucked us up”. ASAC Freidman was on vacation and someone had had some questions about OPS positions and ASAC Breeden called him since he had OPS employees working for him.

Paul Marcus – Special Agent – MROC

Location: MROC, Miami, FL
 Date: July 1, 2014
 Type: Sworn Interview / Recorded

SA Marcus provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 1, 2014, concerning this internal investigation. During the interview SA Marcus advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately six and a half years.
- His contact with ASAC Breeden has been “very, very minimal”.
- He seems to be “very heavy handed, so to speak, with the way he does things.” “It’s got to be his way to get things done.”
- “You hear people say he is a bully.”
- SA Marcus has never had that “experience” with ASAC Breeden.
- He has personally spoken with people who feel like they “got beat up” by ASAC Breeden.

- He thinks that there are people who have been affected by ASAC Breeden.
- SAS Kopp, SAS Vecchio, and SAS Quigley are some of the ones SA Marcus thinks have been affected by their interactions with ASAC Breeden.
- He thinks ASAC Breeden is even-tempered but may have the ability to be a “hot-head”, but thinks that that may come with the job.
- He thinks that the fact that there is an investigation is a “black eye on the region” and feels that it should have been handled prior to it “getting this far”.

Kenneth Moore – Special Agent – MROC

Location: MROC, Miami, FL
 Date: July 1, 2014
 Type: Sworn Interview / Recorded

SA Moore provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 1, 2014, concerning this internal investigation. During the interview SA Moore advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately twelve years.
- He has had minimal interaction with ASAC Breeden.
- His interaction with ASAC Breeden has been brief and non-confrontational.
- He described ASAC Breeden’s temperament as “bullyish” because of “his swagger. I’m ASAC Breeden.”
- He believes that ASAC Breeden considers himself above an agent.
- He heard that there was an argument between ASAC Breeden and ASAC Freidman in front of either the Assistant Statewide Prosecutor or an Assistant State Attorney.
- He believed that if the allegations against ASAC Breeden are proven to be true, it would be hard for him to return and supervise the agents.
- He believed that SA Ojeda is retiring because of ASAC Breeden.

Octavio Aguero – Special Agent – MROC

Location: MROC, Miami, FL
 Date: July 2, 2014
 Type: Sworn Interview / Recorded

SA Aguero provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 2, 2014, concerning this internal investigation. During the interview SA Aguero advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately one and a half years.

- He has not had a lot of interaction with ASAC Breeden.
- The interaction he has had has been “neutral”.
- ASAC Breeden has the ability to yell at someone without raising his voice.
- He was present at the medical examiner’s office when ASAC Breeden interacted with SA Stein in a manner that SA Aguero did not believe should have happened in front of ASA Howard Rosen.
- SA Aguero walked away because he doesn’t “like being in the line of fire”.
- He has seen ASAC Breeden do the same thing with SAS Vecchio.
- He has seen a look on SAS Vecchio’s face that he described as “oh no not again” when being called in to speak with ASAC Breeden.
- He saw the “shouting match” between ASAC Breeden and ASAC Freidman at the search warrant previously discussed. He immediately went back inside the residence when he first saw them arguing.
- He believes that they both were shouting.
- There is a lot of tension around MROC and the only reason SA Aguero knows of for it is ASAC Breeden.

David Perez – Special Agent – MROC

Location: MROC, Miami, FL
 Date: July 2, 2014
 Type: Sworn Interview / Recorded

SA Perez provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 2, 2014, concerning this internal investigation. SA James Futch, PBA President was also present during the interview. During the interview SA Perez advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately thirteen years.
- When ASAC Breeden was SA Perez’s SAS over the POS squad, he would require the agents to give them blow by blow updates of their details. When he didn’t one day, SAS Breeden called him and his partner in and expressed his displeasure with them.
- At one time then SA Cleve Boothman’s son was very sick and his mother was [REDACTED] so SA Boothman had to miss a lot of work because of his son’s doctor visits and him having to take his mother to [REDACTED].
- SA Boothman told him that then SAS Breeden once called him and said “something to the effect of, your kids always a problem or there’s always a problem with you and your kid”.
- SA Perez thought that that “was very mean”.

- When SA Perez heard of this investigation he said “It doesn’t surprise me”, because of past incidents with then SAS Breeden and when he became ASAC Breeden.
- SA Perez was the lead agent during last year’s college national championship game security preparation under now retired SAS Gene Figueroa.
- They were advised by the Governor’s office that they had four parking passes for the Governor’s motorcade, which is standard practice and has never been questioned.
- ASAC Breeden was understandably not happy that SAS Figueroa did not have an operations plan.
- ASAC Breeden called SA Perez and SAS Figueroa to his office and asked if the parking passes were gifts valued at over \$50.00, which they were.
- SAS Figueroa told ASAC Breeden that they came from the Governor’s office and he didn’t see a problem with it.
- ASAC Breeden then said “What do you fucking mean that you don’t think there is a problem with this?”
- SAS Figueroa appeared to be intimidated by it “because it was very forceful”.
- He reminded ASAC Breeden that he had served on POS and this kind of activity happened then also.
- Approximately thirty minutes later they had a meeting with RLA Boswell, SAS Arnone, and possibly Analyst Chris Casajuana-Smith.
- During the meeting SAS Figueroa said that he had not thought there was a problem with the passes, but now saw how ASAC Breeden could see there might be an issue.
- ASAC Breeden said “What the fuck do you mean that this isn’t a problem? This is a fucking problem.”
- He felt that saying that in front of the others was “kinda low” and “that was demeaning to Gene” when they had admitted to their mistake and they were asking what had to be done to fix it.
- He later spoke with SAS Arnone about it and he too thought that it was inappropriate.
- “Gene was tensing up and taken aback by the tongue lashing he had” received.
- SA Perez believed that SAS Figueroa left because of ASAC Breeden.
- There were some days that his interaction with ASAC Breeden was good and there were some that left a bad taste in his mouth for a couple of weeks.
- During one of the games SA Perez told SA Jeremy Fillie that he wasn’t going to be needed and therefore SA Perez couldn’t get SA Fillie a pass to the game.
- Then SAS Breeden called him, SA Perez, and said “What the fuck are you doing, can’t you get Jeremy a ticket to get inside the thing?” and he told him that he couldn’t.

- SA Perez was not surprised when he heard of the incident between ASAC Breeden and SA Hoffacker.
- He believes that there is a “Bob Camp and then everyone else” and that there has been favoritism in the “Bob Camp”.
- Everybody else just “tries to survive” or stay out of everyone’s way.
- He believes that the Bufalinos and Dominic Angiolillo, as well as some agents are in the “Bob Camp”.
- He is fearful of retribution for what he is saying during this interview.
- “You’re always on pins and needles here.”
- “It was a tumultuous time, when he (Breeden) became ASAC it became more tumultuous.”
- He referred to former ASAC Mike D’Ambrosia “coughing up fire and brimstone”.
- In discussing “getting a dress down”, “back in the fire and brimstone days that man could look at you, shake your hand, say alright you got it get back to work, you know what the issue was dead. I think here on the other hand if you got dressed down or you crossed the wrong line, I think.....but I’m pretty sure your name was put on a list somewhere, maybe an imaginary list whatever, but things weren’t forgotten”. “I believe grudges are held”.
- He thinks ASAC Breeden’s temperament is “zero to sixty”.
- “There was a transition and everybody retired, all these senior guys and then, this eggshell mentality that I felt we were having here for quite some time and pretty much you just hide yourself in your cubicle.”
- “At the end of the day you come in and you say a prayer and you say, let’s just hope today is a great day and you just press on.”
- There is probably a pattern as to why he has “been moved on”.
- “I just think that sometime ASAC Breeden came across as a bully.”
- He thinks that since ASAC Breeden became the ASAC there has developed a divide in the office.

Gaylon White – Special Agent – MROC

Location: MROC, Miami, FL
 Date: July 2, 2014
 Type: Sworn Interview / Recorded

SA White provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 2, 2014, concerning this internal investigation. During the interview SA White advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately twenty-one years.

- He's not had much interaction with ASAC Breeden.
- He's never seen him do anything out of line.
- "There's no doubt about it, he (ASAC Breeden) lets it be known he is the ASAC, he's one of the bosses."
- He thinks that ASAC Breeden would do better by asking people to do whatever he needs done, rather than telling them to do it.
- "He gives a lot of constructive criticism."

Yvonne Pizarro – Executive Secretary – MROC

Location: MROC, Miami, FL
 Date: July 2, 2014
 Type: Sworn Interview / Recorded

Mrs. Pizarro provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 2, 2014, concerning this internal investigation. During the interview Mrs. Pizarro advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately seven and a half years.
- She has daily interaction with ASAC Breeden.
- Her interaction with him has been professional.
- He has criticized her duty performance.
- There have been times that she has found "a little bit awkward".
- On a couple of occasions ASAC Breeden has come to her and asked her why a piece of paper was on her desk and she would tell him that she was going to do something with it as soon as she had enough of them to warrant getting up and going into someone's office.
- ASAC Breeden was "not comfortable with me having a paper on my desk".
- At first she thought he was kidding, but she later noticed that "he would not be fine with even a cup on top of my desk".
- He had asked her about why a cup was on her desk and seemed to be offended about it.
- She has a cart that she uses and he gets "upset because the cart was over there".
- He told her that the papers on her desk need to be in a specific place, like a tray, because it "causes confusion".
- His level of tolerance is "extremely low".

- She described her interactions with him as “awkward or weird”.
- He has been “very sharp” with her on insignificant things such as the paper.
- She has seen people “kind of upset a lot of times” when they come out of his office.
- She has heard people comment that ASAC Breeden “is being disrespectful or that he’s being very harsh with other people in front of other agents or representatives from other agencies and people get concerned, like me, because he is FDLE, the agency I work for and it is a concern for me as an FDLE employee.”
- She has noticed a physical reaction on the people that report to him after they come out of his office. She specifically commented on seeing SAS Michelle Bufalino being upset when she came out of his office.
- She believes that though he is very intelligent he has problems dealing with his subordinates.
- She last saw someone come out of his office appearing to be upset about a week prior to this interview.
- He used to never say good morning to her, even when she said it to him. But he started doing it two weeks ago, which surprised her.

Scott Bovee – Retired Special Agent – MROC

Location: Conference Call
 Date: July 17, 2014
 Type: Sworn Interview / Recorded

Mr. Bovee provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 17, 2014, concerning this internal investigation. During the interview Mr. Bovee advised the following:

- He is currently employed by the Town of Jupiter Island.
- He was employed by the Florida Department of Law Enforcement for approximately eleven years.
- He had occasional interaction with ASAC Breeden.
- His interaction with ASAC Breeden was “fine”.
- He was “very passionate about his job”.
- He was like a military colonel, and just wanted things done a certain way.
- He remembers an incident at SA Martindale’s search warrant in which a firearm was seized and ASAC Breeden and ASAC Freidman were upset about it being left secured with a non-sworn member.
- He did not leave FDLE because of ASAC Breeden.

Michael Driscoll – Retired Special Agent – MROC

Location: Conference Call
Date: July 17, 2014
Type: Sworn Interview / Recorded

Mr. Driscoll provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 17, 2014, concerning this internal investigation. During the interview Mr. Driscoll advised the following:

- He is currently self-employed.
- He was employed by the Florida Department of Law Enforcement for approximately twenty-five years.
- ASAC Breeden is a very smart guy, a very bright guy, and is dedicated to FDLE.
- “I just feel, strongly, that his means or method or delivery as leadership was very poor, he was probably the only person, uh, supervisor at FDLE that I ever felt treated me in a detrimental manner.”
- “He was at times demeaning, belittling, made unnecessary demands, unreasonable requests, and he was difficult to work with.”
- This happened from around 2010/2011 to the time Driscoll retired. The vast majority of his interactions with ASAC Breeden were over the telephone.
- There were expressed threats, not of violence, but of getting Driscoll in trouble with the SAC, of him being reprimanded, of it hurting his career, if he didn’t do what ASAC Breeden wanted. Those went along with ASAC Breeden’s unreasonable requests or orders.
- “There were times I’d hang up that phone and I’d say this, this man was just demeaning to me, he was belittling, treating me as if I, I mean I can tell you I did thirty-five years in law enforcement, so let’s say over, during the time with him I had over thirty and I had to say at that point I was one of the senior SASs at FDLE and I felt like I was treated like an agent that just walked through the door that didn’t have any prior experience.”
- Driscoll had to pass the requests on to agents that were unhappy and felt that the requests were ridiculous.
- There were times of “veiled threats” about his duty performance, which shocked him.
- The requests usually were related to “something with an urgency to it, and he (ASAC Breeden) created the urgency like it was life or death and my reputation and career were hanging on it”.
- In twenty-five years with FDLE he never had a supervisor that made him feel mistreated or demeaned, except for ASAC Breeden.
- “When he (Breeden) became ASAC that second time around I mean, I really didn’t want to work for him and fortunately I got switched over to Scott Freidman at some point.”
- He did not leave FDLE because of ASAC Breeden.

- One of the examples was regarding a missing teenager. No one felt that the female was in any danger and felt that she would turn up in the morning, which she did. The police department they were working with did not see any urgency in the matter. Driscoll was on the telephone with ASAC Breeden off and on all night about it.
- During one of the calls ASAC Breeden told him to go to the Chief of Police for the agency in charge and make arrangements for a parking lot “where if we need parking spaces to bring in over a hundred agents it’s available.”
- Driscoll reiterated to ASAC Breeden that it was a case of a missing teenager “that was likely to show up in another two hours.”
- ASAC Breeden said that he didn’t care that he wanted him to do it.
- “Very embarrassing, I asked the Chief, who thought I was joking, and he said we’ll find you a parking location” if FDLE brought those kind of resources in. “He walked away almost laughing.”
- Driscoll called ASAC Breeden back and told him that the Chief said he would find one. “He was like why don’t you have one right now, in other words he was demanding that I demand from the Chief these certain requests which were totally unreasonable and that was his management style that I completely disagreed with.”
- No one at the scene, to include the senior officers of the primary agency, felt that what ASAC Breeden was doing was necessary which made him wonder why FDLE, was trying to force it on them and “why is he demeaning me if I can’t get it done”.
- “Supervisors were unhappy, very frustrated and I’m going to say that there was a level of stress among supervisors and agents that I had never seen.”
- Driscoll stated that he was well known and well respected in the county and if the Chiefs didn’t want or need FDLE’s resources he did not see a reason to force them to accept them as “he’s not going to call the Commissioner tomorrow and say I told Mike Driscoll I wanted the resources, it doesn’t work like that and Breeden just always assumed that it did and we were all going to get jammed up for it, well, you can’t work like that.”
- He had heard that ASAC Breeden and ASAC Freidman had showed up at the scene of SA Martindale’s search warrant and that some of ASAC Breeden’s requests were so unreasonable that the two ASAC’s got into an argument outside in front of agents and possibly members of the public.
- SA Martindale was under a lot of stress because of the unreasonable requests from ASAC Breeden.
- Some of the requests were regarding locating one of the suspects, which was not, in his opinion, as important as other aspects of the case.
- There were other times where ASAC Breeden would call and ask if a certain event had happened or if an agency had done something and Driscoll would tell ASAC Breeden that it had and that this is what the agency told us they know, but ASAC Breeden would not be satisfied with the answer pressing him for more information that he didn’t have.

- Driscoll was “very uncomfortable” with ASAC Breeden’s supervisory actions, “I did not, did not, absolutely did not want to work for the guy and I’m glad I’m giving the statement being retired.”
- He didn’t think that ASAC Breeden intentionally wanted to hurt anybody and is very committed to FDLE, but he “almost wanted to pull him aside and say Bob lighten up”. “But again if by doing that he would have come down on me worse, he is one guy I didn’t want to cross because I thought it would come back on me and haunt me.”
- Driscoll is glad he is doing this statement while he is retired because “I wouldn’t want, if, if, because if something does not come of this and I was still working for him I would be very concerned about retaliation, yes sir”.
- SA Martindale confided in Driscoll that the incidents surrounding the search warrant “really stressed him out”.
- SA Martindale told him that the stress has gotten to him and he’s had to lose some weight.
- “That guy (ASAC Breeden) showed no leadership, it just wasn’t right, it shouldn’t have been allowed to go on.”

James Born – Special Agent – MROC

Location: Conference Call
 Date: July 23, 2014
 Type: Sworn Interview / Recorded

SA Born provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 23, 2014, concerning this internal investigation. During the interview SA Born advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately twenty-five years.
- He has not had much interaction with ASAC Breeden.
- Those interactions were positive.
- He has never seen him be abusive.
- He’s known ASAC Breeden for a long time and has never had a problem with him.
- His supervisory actions are no worse than any other supervisor’s.
- He had heard about the incident at the search warrant on SA Martindale’s case.

Alan Stone – Special Agent – MROC

Location: Conference Call
 Date: June 23, 2014
 Type: Sworn Interview / Recorded

SA Stone provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on July 23, 2014, concerning this internal investigation. During the interview SA Stone advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately ten years.
- He has had limited interaction with ASAC Breeden.
- ASAC Breeden has been cordial with him.
- ASAC Breeden has been “curt” and “derogatory” in some of his emails.
- He described the emails as being worded like I’m the boss and this is the way it is going to be.
- He feels that his being placed on the POS rotation was in retaliation for his not volunteering to be on the officer shooting squad.
- As a PBA representative he has been approached by people who have voiced concerns with actions by ASAC Breeden regarding overtime, but those people did not wish to publicly voice those concerns.
- He felt the issues they described could have been better handled with just the use of some tact by ASAC Breeden.
- He has been told by SA’s Tony Ojeda, David Perez, and Cleve Boothman that they have concerns about ASAC Breeden.

Cleve Boothman – Special Agent – MROC

Location: Conference Call
Date: June 24, 2014
Type: Sworn Interview / Recorded

SA Boothman provided a sworn recorded statement to Inspector Keith Riddick on July 24, 2014, concerning this internal investigation. During the interview SA Boothman advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately eight years.
- He has had quite a bit of interaction with ASAC Breeden.
- At first his professional relationship with ASAC Breeden was “pretty decent” but as time went on it became that “if you didn’t agree with him he would basically put you on notice”.
- ASAC Breeden did this by “not giving you assignments, or just talk down to you for a lack of better terms”, he would look for someone that didn’t “have a mind of their own”.
- Boothman gave an example of how he developed a plan for evacuating then Governor Crist from his home on Fisher Island. He had made arrangements and developed contacts with the local agencies to effect that evacuation, but when he wanted to do a practice exercise then SAS Breeden told him “I don’t want you to do any of this, period”.
- Then SAS Breeden told him that he didn’t want SA Boothman to do “anything with any other agency”.

- ASAC Breeden showed favorites among the members of the squad.
- ASAC Breeden would reward the other members for coming back and telling him everything that went on during an event or operation.
- Boothman felt that he was not able to make decisions “as an adult or as an agent...for the better of the agency”.
- ASAC Breeden does not take suggestions from senior agents who may have been in the field longer than he.
- On one occasion he received an email from then SAS Breeden telling him that he was to be the duty agent the next day because the assigned agent was going to be at training.
- The email included the line “No excuses”.
- He called then SAS Breeden and told him that he had to take his son, who had been very ill and was [REDACTED], back to the doctor for a follow-up visit.
- Then SAS Breeden told him “You’ve not been in the driver’s seat, you’re falling behind, you’re children are problematic”.
- There was one incident where then SAS Breeden screamed at him in front of some Secret Service personnel when SA Boothman wanted to notice local law enforcement about a subject who had made threats to the Governor. The Governor was going to be at a gun show, but then SAS Breeden still did not want to notice the local law enforcement.
- The ASAC for the Secret Service looked at SA Boothman and shook his head and walked away.
- ASAC Breeden treats different subordinates in different ways.
- “If you’re on his good side, you’re on his good side. If you have a mind of your own and you try to give any type of input...I think that’s the time when he kinda like, I don’t know if he takes it personal like you’re challenging him. It’s not supposed to be like that.”
- He does not believe that SAS Figueroa was ready to retire when he did retire last year.
- “There were days that he was ok, and there were days, like I said, if you disagreed with whatever, you know, he would say come to Jesus meeting with you”.
- “Come to Jesus meeting” was ASAC Breeden’s term.
- Then SAS Breeden did not agree with SA Boothman having a close relationship with the Governor’s staff. SA Boothman believed that it was a matter of then SAS Breeden being jealous. Then SAS Breeden would tell them not to do something before doing it himself so he could be “in the spotlight”.
- He received a phone call from a manager of the Broward County Sheriff’s Office saying that ASAC Breeden had come to the airport where they were expecting the Governor to arrive and that his “professionalism, attitude was way off and that he was in their playpen barking orders”.

- He also received a call from a manager at the Miami-Dade TSA saying the same thing, that ASAC Breeden had come on to their scene “barking orders”.
- He believes that if ASAC Breeden would ask to assist or help rather than “tell them you want it done now” things would go better.
- ASAC Breeden belittled SAS Figueroa in front of him just before he retired last year.
- There are so many instances where ASAC Breeden acted in an inappropriate manner that he can’t remember, but these are things that stick out in his mind.
- ASAC Breeden’s supervisory manners need to be addressed.
- ASAC Breeden has the attitude of its “my way or the highway”.
- SAS Figueroa came to SA Boothman and told him something to the effect that ASAC Breeden “had pushed him over the ledge”.
- “One night at a detail he (ASAC Breeden) talked down to Gene (SAS Figueroa) like Gene was fourteen years old, thirteen years old...to make it look like the supervisor was not prepared.”
- “It was like more, uh, ruling by fear...rather than discussing things like two adults.”
- SAS Figueroa told him SA Boothman that “he couldn’t handle it anymore” and that is why he left early.
- At MROC, “the morale is not the greatest, anybody who is telling you oh it’s wonderful is a liar, they’re all afraid of basically, hey, you know, retaliation”.
- “I just think that the fear factor is not something that should be in the workplace.”
- “If you’re paying people to make adult decisions, let them make the decisions.”
- The “fear factor” and being afraid of retaliation is directly attributed to ASAC Breeden saying that any email “that comes down” comes from ASAC Breeden.

Antonio Mathews – Special Agent – MROC

Location: Conference Call

Date: July 29, 2014

Type: Sworn Interview / Recorded

SA Mathews provided a sworn recorded statement to Inspector Keith Riddick on July 29, 2014, concerning this internal investigation. During the interview SA Mathews advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately eleven and a half years.
- His interaction with ASAC Breeden has all been work related and very limited.
- He’s never had a “run in” with ASAC Breeden.

- He has never seen ASAC Breeden be abusive to any member.

Mildred Williams-Caicedo – Crime Intelligence Technician – MROC

Location: Conference Call

Date: July 30, 2014

Type: Sworn Interview / Recorded

CIT Williams–Caicedo provided a sworn recorded statement to Inspector Keith Riddick on July 29, 2014, concerning this internal investigation. During the interview CIT Williams-Caicedo advised the following:

- She has been employed by the Florida Department of Law Enforcement for approximately seventeen (17) years.
- She is in the section that works with both of the ASAC's.
- She's had two "confrontational situations" with ASAC Breeden.
- The first one happened two weeks before then ASAC Mike D'Ambrosia retired. She did not recall if ASAC Breeden was an ASAC at the time. She is the back-up evidence custodian.
- "In this situation he opened up the warehouse, he saw the vehicles that we keep under the evidence and he stated to me, um, do you know anything any f'ing information about these cars that are out here?"
- She told him that that wasn't her job, that she was only the back-up; that she was there to assist when the custodian wasn't available.
- He then said "well make it your f'ing job to do so, and I want it done by this freaking day!"
- She was shocked by what he had said.
- After he left she told ASAC D'Ambrosia about it. She told him that she felt like she was under attack.
- ASAC D'Ambrosia apologized to her and apologized for ASAC Breeden.
- ASAC D'Ambrosia told her that they had had a request from Tallahassee for the information.
- She stated that he could have told her that rather than doing it like he did.
- ASAC Breeden likes to use the "F" word. She has heard him use it before.
- The second situation occurred in November of 2013. It was regarding SA Principe working a lot of overtime as a result of him taking the duty coverage for people that could not or did not want to work it.
- He came to her because she is the person that compiles the duty calendar.
- "He came at me and said how could I...how could I f'ing allow this to happen for this agent to make this much overtime on my watch?"

- He also told her “it’s on you; you allowed all of this freaking things to happen”. She referred him to her ASAC, Scott Freidman.
- It turned out that all of SA Principe’s overtime was justified due to people leaving and other circumstances where the duty needed to be covered and he was the only one that volunteered to take it.
- ASAC Breeden has never apologized to her for his treatment of her.
- She “stays clear of him”.
- He treats his subordinates “like they’re inhuman”. He walks past people “like they don’t exist”.
- In all of the years that she has been there he has never spoken to her, to say hello, until about a month ago when she was in ASAC Freidman’s office and he said “Hello, how are you doing?” or something to that effect.
- She jokingly said she almost fainted.
- She believes that it was only because of this investigation that he spoke to her.
- His temperament is “quick”.
- The day he was asking her about the vehicle in evidence “he just lost it”, he was yelling. She felt like she was cornered so she let him “yell and go on”.
- She did not know that he treated other people the same way he has treated her.
- She wouldn’t be surprised if he treated others the same way he treats her.
- The people at MROC are “tense and strung out” due to their work load and being short-handed.

Novia Madura – Investigator – Maryland Fraud Administration Division (Former FDLE Special Agent)

Location: Conference Call
 Date: September 12, 2014
 Type: Sworn Interview / Recorded

Investigator Madura provided a sworn recorded statement to Inspector Keith Riddick on September 12, 2014, concerning this internal investigation. During the interview Investigator Madura advised the following:

- She had not talked to ASAC Breeden about the allegations. He had not sent her the list of questions he had sent Inspector Riddick.
- She had been employed by FDLE for approximately nine years, leaving FDLE approximately three years ago.
- She had been assigned to MROC for her entire tenure with FDLE.

- ASAC Breeden had been her immediate supervisor in the Public Integrity Squad.
- ASAC Breeden was always professional in her interactions with her.
- ASAC Breeden has never criticized her work performance.
- She has never seen ASAC Breeden be disrespectful to any of his subordinates.
- She has never seen ASAC Breeden be abusive to anyone.
- She has never seen him lose his temper.
- She described ASAC Breeden's interactions with ASWP Julie Hogan as his defending her. Madura stated that other people might have construed his actions as unprofessional or inappropriate, but in her opinion he was not.
- She has never seen ASAC Breeden be anything other than professional.

Robert "Bob" Breeden – Assistant Special Agent in Charge - MROC

Location: Florida International University Police Department – Interview room

Date: September 22, 2014

Type: Sworn Interview / Recorded

ASAC Breeden provided a sworn recorded statement to Inspector Keith Riddick and Inspector Jay Best on September 22, 2014, concerning this internal investigation. During the interview ASAC Breeden advised the following:

- He has been employed by the Florida Department of Law Enforcement for approximately nineteen years and eight months.
- "I think I'm tough but fair. Uh, I think that, you know, I am known for being meticulous. I'm known for being, um, very hard on myself and others, um, because I expect perfection of myself and others."
- "Um, I'm not, uh, one who, um, is willing to accept a half done job. Um, and I'm also one that is probably considered by most, even myself, by the book."
- "I think that even prior to listening to the interviews that you conducted, um, I would tell you that the people who work have no issue with me."
- "I think that with the people who are less than productive there's an issue."
- "In looking back and having listened to these interviews, you know, I -- I can certainly acknowledge that maybe, um, I was a little more tensed and stressed, as a result of an interaction that happened between me and the SAC,. Um, and I felt threatened, and I felt retaliated upon and felt that my game, while it had always been at a high level, had to be at even a higher level because I had been counseled by individuals at Headquarters that I better cross my T's and dot my I's, and not give the SAC anything she could use against me. So in retrospect, this whole thing started to unravel, um, July 24th of 2013 and, you know, there's no doubt that this last year and two months have been a miserable part of my

life, and have created a massive amount of stress for me. And, and clearly, unfortunately, I guess, that stress has been passed down to people beneath.”

- ASAC Breeden reiterated a series of events and interactions between various persons located at FDLE’s headquarters, to include AC Madden and himself regarding various reported issues they were having getting information and data from MROC and specifically SAC Villanueva.
- On July 24, 2014, he was at a SAC/ASAC meeting in Ocala when Commissioner Bailey tapped him on the shoulder and they stepped out of the room so that the Commissioner could ask him some questions about MROC.
- “There were things going on in the Miami Region that I felt were a ticking time bomb and the fact that Madden had questioned me three times as to what was going on in Miami, the fact that multiple -- five different people at Headquarters in different roles had questioned me about Addy’s lack of responsiveness, and issues with the Miami Region, the fact that Madden had said we would talk next week when we were face-to-face, the fact that the Commissioner of FDLE, who I had never spoken to about any of this, called me out of a meeting and asked me very specific questions; look, I had no choice but to answer the man’s questions, and I had no choice but to be honest when I answered his questions.”
- SAC Villanueva’s statement that the Commissioner said that ASAC Breeden had approached Commissioner Bailey, at the meeting is incorrect.
- “I probably think that, you know, Scott Freidman described me as fair. Um, even behind the scenes, fair. Look, I’m more than willing to quickly hold someone accountable if I think they’re not carrying their load, but I’m also fair and willing to listen to all points.”
- Regarding allegations that ASAC Breeden is quick tempered, he stated “I don’t think it’s a quick temper, as in lose my temper and explode. I think it’s quick to respond.”
- “I know Miss Boswell said in her testimony that she went Cuban, when she heard something specific. You know, I’ve been down here for eight years now, and that’s not just a saying. You know, there’s a lot of yelling, if you will, in the office. It’s not really screaming at each other. But you know, the SAC is very quick to -- to tell you what she thinks, and to make it clear in no uncertain terms. Miss Boswell is, and I think I am. I think there are a number of people that, you know, are very direct. We don’t sugarcoat it, and we put it out there. And I think if you’re hypersensitive, you know, it comes across as, uh, volatile.
- He has “absolutely not” been abusive in his interactions with his subordinates.
- He described the interaction with CIT Williams-Caicedo concerning the duty list and SA Principe in November of 2013 as a misunderstanding saying: “You know, we had put the policy out very clearly and said that, you know, it couldn’t, it wasn’t to happen that way anymore. I don’t remember asking her. Is it possible I said, you know, How could he get all this overtime when we have a policy now that says, or this duty, when we have a policy that says you can’t? Um, but as far as her being responsible for it, I mean –“

- He says he does not remember asking her “How could you fucking allow this to happen” saying: “I don't remember saying it. I can tell you that I don't curse at people. I don't curse describing a person. Unfortunately, I have habit of using some profanity as an adjective to describe a situation, or a, you know, a problem. But I certainly don't curse at people, and I certainly don't curse describing people. Um, you know, so I don't remember saying that.”
- ASAC Breeden vaguely remembered the conversation at the officer involved shooting meeting about cremations involving SA Stein saying: “I vaguely remember the conversation. When I heard this in the statement, I was very confused because I am aware of that statute. I do know that they can't do a cremation without a Medical Examiner's permit. And so I'm not really sure how the wires got out there. I know there was some miscommunication.”
- He recalled that his statements were directed at the possibility of a Medical Examiner signing off on a cremation, if they were not aware of the situation surrounding the death and if FDLE did not act quickly enough in securing the importance of the deceased.
- He denied slamming his fist down on the table in the cyber meeting saying: “It wasn't a fist on the desk thing. It was a, Hey, guys, come on. You know? Where I put both hands on the counter and leaned forward, because at that moment in time there was a back and forth going on in the room between SAS Victor Johnson, who was retiring, and Wil Hernandez” and “So I called the meeting and said, where are we at? And the excuses started flying. You know, there was all these explanations for why it hadn't been done, so on and so forth. Um, and so at some point I'm like, Okay, listen, guys, this is not what I asked for. And I made it very clear I was disappointed.”
- “Again, I am loud to start with. Was I screaming or yelling at them? No, I was not.”
- He denied having “a target” on anyone's back.
- He stated that he had asked ██████████ supervisor, SAS Vic Johnson, to inquire as to whether or not she wanted to take advantage of the agencies EAP program and was not aware that SA Futch had gotten involved. He stated that SA Futch misunderstood him when he said “we” meaning the management team.
- The Sunpass violation case involving the Broward County Sheriff's Office was conducted at the direction of AC Madden. He denied telling SAC Villanueva that SA Futch was amenable to the investigation.
- He denied transferring anyone out of retaliation stating that he did not have the authority to transfer members.
- He did send the email to SA Ojeda, and others, regarding the POS duty on a Saturday, but did not know SA Ojeda was on vacation. He also felt that it was better to send it on a Saturday than to wait to Monday less than twenty-four hours before the duty was to start.
- He denied commenting to SAS Vecchio, about SA Ojeda, “Well, he's always talking about retiring. Maybe this will finally make him leave?” saying: “Mr. Ojeda had threatened on at least four separate occasions in the previous couple of years, any time something came up that he didn't like, he was fixing to retire. And Vecchio would come to me and say, Hey, Tony's upset again. He's blowing steam about he's retiring at the end of -- two months away, or three months away. And so it had become kind of a

running joke that, you know, everything that he doesn't like results in him threatening to retire. Um, quite the opposite. When his name came up from Bufalino, I commented to Vecchio, who I knew was close to him, Do you think this will push him over the edge? And he said, "I don't know. Let me go talk to him. since it's only 90 days, and it's working for me, meaning John ---- he may be okay with it." And I said, Okay. Well, let me know for sure because we don't want to create a problem if we don't have to create a problem."

- ASAC Breeden did not feel that he, as ASAC, should have told SA Mulvey the details of why he could not tell her who the informant was regarding George Navarro Sr. setting up a "war room" in his home to discredit her.
- He denied ever telling anyone that they could not speak directly with the SAC. He has told members, after they have talked to the SAC and were expressing their displeasure with him, that if they had come to him first, maybe he could have talked to her and avoided whatever problem they were having.
- He describes SAS Quigley as "a unique individual."
- He discussed multiple issues he has had with SAS Quigley, to include "regular habit of doing operations without getting permission, without submitting an ops plan", his approving his own quarterly case reviews, opening cases without permission, and his inappropriate work attire during meetings, etc.
- He denied demeaning and belittling SAS Quigley saying: "If you're asking me why he says those words, I think he had an agenda. I think very definitely he's been coached."
- "I'm a member of the Broward Chief's Association, a member of the Dade Chief's Association. I go to all the luncheons and all the breakfasts and all the dinners, uh, monthly, um, you know. I believe that if I need something in any of those agencies, I have, um, a command level person's name and cell phone number in my phone that I can call and get assistance for FDLE. Other than what Mr. Futch and Miss Hogan have relayed in their statements about the issues with BSO, I'm not aware of any agency in South Florida that has frustrations with me or any issues with me. And I think the issue with BSO kinda speaks for itself."
- He has not complained about ASAC Freidman but did say "Uh, complained? I -- I -- I don't know if complained is the right word. That day the Commissioner did ask me some questions about both Boswell and about Scott. And, I told him the frustrations I had.
- The SAC issued a mandate that there has to be a six-hour window before leaving an off-duty job and going on duty with FDLE.
- In response to the allegations that he did not believe in the profiling work being done by SA D'Ambrosia and SA Hoffacker, ASAC Breeden stated, "so what I think of profiling, positive or negative, is completely irrelevant when the Assistant Commissioner says, we're not gonna train anybody, whoever it is, to take her place, and that once she retires, FDLE will no longer have a profiling program."
- "So again, just like profiling, what Bob Breeden thinks about cold cases is irrelevant." "And that we were out of the business, and I have notes. We were out of the business of cold cases. Per the directive of the Assistant Commissioner Madden."

- ASAC Breeden stated that he was not upset that SA D'Ambrosia and SA Hoffacker responded to the officer involved shooting, but that they responded to the scene instead of the location of the command best as they had been told. He did not remember having raised his voice with them to the point of screaming as stated by SA D'Ambrosia.
- There was only one case that SAS Vecchio was told to place pending before the audit, and that was a case that had not had any reports written on it in quite some time. The order to place it in pending came from the SAC.
- ASAC Breeden denied telling SA D'Ambrosia that she had never worked with Miami-Dade on cases before saying: "The lieutenant was going over a bunch of different things relative to how they handle the crime scene at an officer-involved shooting. Leslie kept commenting and -- and making statements to the effect of, Oh, yeah, we all know that. And so I felt embarrassed that the lieutenant's trying to impart his knowledge that I've asked him to impart, and she's implying that it was very basic knowledge and it was beneath us. And so I simply tried to make a point, while we all have varying degrees of experience, none of us have worked a police shooting with the Miami-Dade Police Department, and so I reiterated that I had asked the lieutenant to share this information with us, trying to make the point to her that he was doing this at our request and that he had some points that he thought we needed to be aware of ---- having spent time with us and knowing our level of skill and expertise.
- ASAC Breeden stated that he told SAS Kopp that they, along with the SAC were accountable for things under their supervision saying: "Susan, you need to understand that Cyber is your responsibility. If we get spanked, if we get ourselves in a bind, if we create bad case law, Headquarters is gonna hold you, me, and the SAC accountable for that. And I don't wanna be held accountable for it."
- He denied yelling at SAS Kopp during their telephone conversation regarding the pen register/wire-tap case issue.
- When told that SAS Kopp started crying at the end of her interview regarding this investigation, ASAC Breeden stated "Susan's a very emotional person. I mean, so why she specifically started crying, I have no idea."
- He was frustrated with SAS Figueroa regarding the on-field access for the Super Bowl, not for him having access but for all of the visiting Governor's having access.
- "So was there frustration on my part that the SAC of FDLE didn't have all access if she wanted to walk through that stadium or go down to the field with the Governor? Was there frustration on my part that he had not followed through and done what he had been told to do and ensure that we had an appropriate number of people that could get the Governors? What are we gonna do when it -- that Governor says, I'm going to the field ---- and our people can't get through the tunnels? So yeah, it was problematic, and I did take him to task for that and demanded that it be fixed. Unfortunately, it was too late to fix it."
- ASAC Breeden stated that he did take the media to a traveler arrest and search warrant. It had been cleared by headquarters and SAS Kopp knew about it, as well as the rest of the Cyber Squad. The media person was not allowed on the scene until after the subject was arrested and taken to the cyber van for an interview.

- ASAC Freidman and he did have a “heated conversation” regarding the search warrant on SA Martindale’s case in Miami Lakes. He asked ASAC Freidman to walk with him, intending on them getting in his car, but they ended up in the front yard of a house at the end of the block.
- “So, were we having a heated conversation? I guarantee you we were. Scott was doing things that he had been ordered not to do by the SAC.”
- “Dwayne, Mo, and Martindale were taken out in the middle of the street, or the other side of the street, when I had my conversations with them.”
- He did tell SAC Villanueva that the supervisors at the Palm Beach Field Office were complaining about ASAC Freidman, but they were afraid to go to her about it saying: “I did say to Addy that they had made reference to, or implied they weren't getting the support they felt they needed from ASAC Freidman.”
- He denied telling SA Boothman that he was falling behind because his children were problematic, or something to that effect.
- He denied telling SAS Figueroa that he was incompetent or stupid.
- He denied having a conversation with SAS Vecchio about SA D’Ambrosia being assigned to the officer involved shooting team in which he commented to SAS Vecchio something to the effect, “Well, she’s in the drop. Maybe this will push her out”.
- He did send out the email telling the MROC members that they were not allowed to smoke in their assigned vehicles per the SAC’s orders. He also sent it to SA Miguel and her supervisor saying “So after I put out the e-mail to the entire region to remind them, I forwarded it specifically to Tatiana and her supervisor and said, this was written specifically for you because I observed you smoking in the car, blah, blah, blah.”
- He, at first, advised that he did not tell RLA Boswell the email was about her as well.
- “If I did, it was in jest. It was in joking. Look, the SAC had ordered me to do this. The SAC and Boswell were close friends. Why would I tell Boswell it was about her when I knew she would ultimately say something to the SAC, and the SAC would say, no, it’s not. It was about Tatiana, because Bob told me, and I told Bob to do that. I mean, that doesn’t even make sense. So, no, I -- I never -- you know, I never said to Boswell with any seriousness. Now, did I stay it to jokingly if she asked? I -- I don’t remember the scenario. But if she had asked me what was that about, I might have said it’s about you or something, joking with her. But no, I never intended for her to believe that it was about her because, look, the bottom line is this, I knew who it was about.” “I -- I don’t remember that conversation.”
- He denied concocting a story with ASAC Vecchio that involved SAS Vecchio lying to RLA Boswell about him coming to see her, knowing she wasn't there in order to get her in trouble with the SAC
- He denied telling anyone that they should get friendly with SAS Dan Cerione, as he is close to Commissioner and it might make SAS Cerione speak highly of them to the Commissioner.
- He denied telling SAS Vecchio that he used to call the Commissioner a lot when he had ██████ on the pretense of checking on him so as to endear himself to the Commissioner.

- “I had one conversation with Commissioner Bailey about the [REDACTED].”
- He denied telling SAS Quigley to tell SA Raul Perez that he was not to speak directly with [REDACTED] on a case involving the possible [REDACTED].
- He had no thoughts on why anyone would either pull out of the SAS process or refuse to take it because of him and his management.
- He does not remember saying ““What the fuck do you mean that this isn't a problem? This is a fucking problem” to SAS Figueroa during a meeting regarding parking passes for the Governor’s entourage at one of the championship football games last year. He remember saying that it was a big deal. “I don't remember saying it, but as I said to you earlier --Yeah. And there are times that I use adjectives that I probably shouldn't use.”
- He denied telling RAC Frederick to give SA Cathy Smith oral counseling and then letting SAC Villanueva believe that RAC Frederick had done it on her own. He said it was a misunderstanding on her part that he wished for her to write the oral counseling up on the proper form and then email it to him for further action. Even though the screen shot taken by RAC Frederick appears to support her statement that he told her to take the action against SA Smith.
- He denied making disparaging comments about the Intelligence unit or concept to SAS Vecchio.
- He does not think that he has violated the policies as alleged in this investigation.
- ASAC Breeden asked to make a closing statement.
- “Yes, sir. I would just like to say this. I am completely dumbfounded to find myself sitting in this position. I've given 19 years and 8 months of my life to this organization, and I've been in law enforcement for 32 years. I've worked very hard to be professional. My evaluations speak for themselves. My performance, I think, speaks for itself. You know, I have been a dedicated and loyal member to this agency, and specifically to the Miami Region, and as far as I'm aware, I've never had complaints until now. In fact, I've never had problems with this organization until last year. I've never had a grievance filed against me by any member that I'm aware of. I've never been given advice or suggestions that I needed to change my management style. I've never been told I need to improve my interpersonal skills with my members. You know, I even asked to be a part of the mentoring initiative, and the SAC denied allowing me to be a part of that initiative. She had told me to prepare the list of names for Miami, and I included my name, and she took it off. I thought that I was doing a good job, especially considering that last summer I was approached by Madden and Bailey and asked to consider going to Jacksonville as the SAC. I think if there were problems with my performance or the way I manage my members, I don't understand why I would be asked to promoted to the SAC position in Jacksonville. In retrospect, I should have gone to Jacksonville, because that would have been before any of this blew up, and before I got confronted, and before I had to disclose things that have resulted in us being where we are today, in my opinion.

You've asked me a couple of times why people would say certain things. Look, here's what I can tell you. For 19 years I never had a problem. In the last year been a lot of problems, and there were some very specific threats made by the SAC to me, and candidly, they've come true. So again, I take my job very seriously. I take my dedication to this agency very seriously, and I really took my responsibility in trying to turn this region around and improve the morale and try to help the morale in this region and

push people to make sure they were producing and giving what the commissioner and the assistant commissioner were telling us they wanted, um, to reach those goals. But I categorically deny mistreating anybody or abusing anybody. It certainly has never been my motive. I have no malice towards anybody, including the SAC. I am terribly sorry that we find ourselves in this situation, she and I, and I'm terribly sorry that -- that she's chosen to portray this the way she has, when she's well aware that I went to her on numerous occasions and begged her to stop what was going on. And told her point blank, please don't put me in this position, 'cause I'm not gonna lie for you. I think that's it.

Seventy-nine (79) persons, not including ASAC Breeden, were interviewed during the investigation into allegations that members of the Miami Regional Operations Center have been subjected to demeaning comments, belittling behavior, and otherwise unbecoming conduct on the part of Assistant Special Agent in Charge Bob Breeden. It also is alleged that ASAC Breeden's behavior has caused embarrassment to the Florida Department of Law Enforcement in regards to its reputation among the local law enforcement community.

Of those seventy-nine (79) persons, sixty-four (64) were current sworn FDLE members, eight (8) were current non-sworn FDLE members, four (4) were non FDLE local law enforcement officials, two (2) were former FDLE sworn members who have retired after having worked at MROC, and one was a former sworn FDLE member who was currently working as an investigator in another state.

From those interviews it was learned that some members of MROC feel that ASAC Breeden manages through fear, intimidation, manipulation and micro-managing.

SA Anthony Ojeda informed Inspector Riddick that he was leaving FDLE because of ASAC Breeden. SA David Perez and SA Cleve Boothman both stated that they were either told or believed that former SAS Figueroa left as a result of ASAC Breeden. Inspector Riddick spoke with former SAS Figueroa, who refused to give a formal statement, but did advise that ASAC Breeden was part of the reason he left FDLE.

Several of the interviewees reported that they felt that ASAC Breeden was a "bully" and that it wasn't "what he said" as much as "how he said it" referring to conversations that they had had with him in which he made them feel demeaned and belittled.

Examples were given of ASAC Breeden speaking to his subordinates in front of other FDLE members, their subordinates, or other agency members in a manner that left them feeling belittled. Testimony was also given that there are members of external law enforcement agencies in the MROC area of responsibility who have witnessed some of ASAC Breeden's outbursts and others of that group who think negatively of ASAC Breeden as a representative of the Florida Department of Law Enforcement. This was evidenced by Deputy Statewide Prosecutor Julie Hogan's statement that she chose to deal directly with SAC Villanueva.

While it is apparent, through these interviews, that there are a number of members in MROC who do not appear to have been negatively affected by ASAC Breeden's leadership and management styles, the majority of the members report being negatively affected. SAS John Vecchio described MROC as a "dysfunctional family with an abusive father" and said of ASAC Breeden "he is using lies to divide and conquer so that he can control everything; he tries to pit people against each other through the manipulation of truth".

It was reported by several members, that until this investigation began, different members "thought they were the only one" being improperly treated by ASAC Breeden. It was reported that the fear of retribution and/or retaliation, on the part of ASAC Breeden, is prevalent in MROC.

FDLE members interviewed during this investigation reported being the recipient of belittling and demeaning attacks or treatment by ASAC Breeden. Sworn testimony was given to incidences of ASAC Breeden yelling and/or cursing at his subordinates individually or in front of other members and their subordinates, as well as persons from outside the agency. Sworn statements were also made that indicate ASAC Breeden has lied to and manipulated, or attempted to manipulate, his subordinates and his direct supervisor, SAC Addy Villanueva. The reported incidents of inappropriate behavior occurred over a period of approximately four years, but reportedly have been accelerating as of late.

The credibility of the persons reporting offensive behavior on the part of ASAC Breeden has been established by corroborating witness testimony and through a review of all evidence obtained during this investigation. One event that points to this fact is that all of the members of a meeting concerning the parking passes for the Governor, except for ASAC Breeden, testified that he berated, demeaned, screamed at, and cursed in his interactions with SAS Figueroa on this matter. ASAC Breeden admitted, in regards to this incident, that there are times he uses adjectives that he shouldn't.

Members reported that ASAC Breeden's actions have instilled distrust and fear in his subordinates, to the point that his ability to manage those persons has been damaged. It is apparent from the testimony given by many FDLE members assigned to MROC, past and present, that ASAC Breeden has exhibited a pattern and practice of behavior that has been neither courteous, considerate, nor respectful.

Florida Administrative Code 11I-1.011 (01) - Conduct Unbecoming a Public Employee [60L-36.005(3)(f)]:

Policy:

11I-1.011 Acts of Misconduct and Work Standard Violations for Department Employees.

The following acts of misconduct and work standard violations are unacceptable for the employees of this Department and will subject them to disciplinary action:

(1) Unbecoming conduct. Unbecoming conduct includes any willful action or conduct which impedes the Department's efforts to achieve its goals, brings discredit on the Department, or impairs the operation or efficiency of the Department or any employee.

Based on a review of all statements, memorandums, and other related documentation obtained in this investigation it can be determined that ASAC Bob Breeden, by his own actions, impeded the Department's efforts to achieve its goals, and impaired the operation or efficiency of the Miami Regional Operations Center of the Florida Department of Law Enforcement.

The goals/mission of the Florida Department of Law enforcement is to "promote public safety and strengthen domestic security" by providing services in partnership with local, state, and federal criminal justice agencies to prevent, investigate, and solve crimes while protecting Florida's citizens and visitors.

The determination that ASAC Breeden had impeded the Department's efforts to achieve its goals/mission was made, in part, due to statements given by Deputy Statewide Prosecutor Julie Hogan, Bureau Chief of the Office of Statewide Prosecution located in Fort Lauderdale, Assistant Statewide Prosecutor Oscar Gelpi, as well as testimony from multiple FDLE members assigned to MROC that ASAC Breeden made disparaging statements to and about FDLE members in the presence of non-FDLE personnel. Additionally it was reported that there are members of external law enforcement agencies that hesitate to interact with ASAC Breeden on FDLE matters, such as DSWP Hogan.

This determination is based, in part, on the following:

- ASWP Gelpi was present at a search warrant on June 17, 2013 being handled by RAC Spates when ASAC Breeden arrived and became upset at someone or something. ASAC Breeden began speaking harshly at people and ASWP Gelpi was "pissed" about the interference from the "management" at the search warrant and didn't "know why they were there". ASWP Gelpi's frustration at the search warrant came from him asking RAC Spates to have something done in regards the case and someone else telling him to do something else. ASWP Gelpi felt that FDLE "management was just in the way".

- DSWP Hogan was present at a search warrant on June 17, 2013 being handled by RAC Spates when ASAC Breeden arrived and had a heated conversation with ASAC Friedman. DSWP Hogan witnessed ASAC Breeden admonishing people and moving them around. DSWP Hogan felt that while ASAC Breeden's actions were not abusive, they certainly undermined the supervisor on the scene. DSWP Hogan felt that the supervisor on the scene (RAC Spates) felt "very strapped" and "wasn't allowed to do his job and be a supervisor". DSWP Hogan stated that everyone was on edge once ASAC Breeden arrived on the scene. DSWP Hogan stated that "people find ASAC Breeden to be very intimidating". DSWP Hogan stated that "people are afraid when he's around to do something, they're being judged constantly, watched constantly and being reported on constantly, I get that impression all the time when working with FDLE".
- DSWP Hogan also stated that it is very difficult to get things working when other agencies don't want to work with ASAC Breeden.

FDLE members also described how they are hesitant to do their job because they fear being chastised by ASAC Breeden thus impairing the operation and efficiency of the Miami Regional Operations Center of the Florida Department of Law Enforcement.

This behavior is evident, in part, in the following:

- SA D'Ambrosia advised that the agents would rather no one draw attention to them during a meeting because they don't know what will set ASAC Breeden off on a tirade. They sit there staring at their hands not speaking for fear of drawing his ire.
- SAS Futch reported that there are people in the Miami region who fear if they say something or do the wrong thing that maybe their present assignment or their future professional careers may be in jeopardy.
- DSWP Hogan stated that she is a FDLE loyalist and is very fond of FDLE, but "It is very difficult to work with FDLE when everybody is afraid to do anything because of ASAC Breeden."
- DSWP Hogan stated "people are afraid when he's around to do something, they're being judged constantly, watched constantly and being reported on constantly."

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

Florida Administrative Code 11I-1.011 (02) - Violations of Law or Rule, to wit: 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. Members are considered to be all personnel employed by FDLE, including those employed under OPS, interns, and others as identified by the appropriate Special Agent in Charge (SAC) or Program Director. For the purpose of this policy/procedure, members will also include those contract employees working on site within an FDLE facility.

"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

Acts of misconduct and work standards violations are described in Section 11I-1.011, F.A.C., in FDLE policies and in other administrative rules applicable to state employees.

G. Members will be courteous to the public and to their fellow FDLE members at all times.

Based on a review of all statements, memorandums, and other related documentation obtained in this investigation it can be determined that ASAC Bob Breeden, has failed to be courteous to his fellow FDLE members in violation of this policy.

This behavior is evident, in part, in the following:

- The testimony of at least seventeen members who have described ASAC Breeden as having yelled or screamed at either them or other members.
- Three members, to include SAS Kopp testified that ASAC Breeden slammed his fists or hands down on to a table, and got loud and upset with the members of the Cyber Squad.
- Six people, to include, ASA Howard Rosen, testified to what they perceived as demeaning and belittling treatment of SA Michael Stein.
- Three members, SA Tony Martindale, SA Don Cannon and SA Wil Hernandez stated that they either pulled out of the SAS process because of ASAC Breeden, or have decided not to participate in the SAS process because of his management.
- Retired SAS Driscoll stated that in twenty-five years with FDLE he never had a supervisor that made him feel mistreated or demeaned, except for ASAC Breeden.
- Retired SAS Driscoll also advised that he is glad he is doing this statement while he is retired because "I wouldn't want, if, if, because if something does not come of this and I was still working for him I would be very concerned about retaliation, yes sir".

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