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## Amanda Ensor's Harassment and Hostile Work Environment

This is a list of numerous events that have occurred and are currently occurring at the Frederick County Sheriff's Office. Further, I believe that the most recent events are a direct attack on me personally by Captain Ronald Hibbard (Patrol Commander) and Lt. Jeffrey Eyler (Patrol Lt. and immediate supervisor). I will begin the document with the most recent personal attacks and end with some of the earlier incidents in my career.

Work History: I have been employed with the Sheriff's Office for approximately 16 years and 1 month. My employment began with the Sheriff's Office October of 2002 when I entered a 6.5-month police academy hosted by the Frederick County Sheriff's Office. After the academy, I started in patrol operations as a Deputy Sheriff. Most of my career was spent in patrol operations; however, I transferred to the Traffic Unit for a few years and to Narcotics for approximately 1 year. Around April of 2016, I was approached by the sheriff and asked to be the PIO/spokesperson for the entire agency. During that time, I was commended by numerous deputies and supervisors for my outstanding performance with the handling of our social media. I provided the public with details of our daily operations in patrol and created the Nextdoor platform for our agency. In August of 2016, I applied for the promotional process to Sergeant and was promoted in October of 2016. The Sheriff told me I was a hard worker and he appreciated everything that I was doing as the PIO. He asked me when I was promoted where I wanted to go in the agency. My response to him was, "I will do whatever you need me to do or go wherever I am asked and put 100% into my job. He told me he knew that already and to cut the bullshit and asked again where I wanted to go. I respectfully said, "Sir, I learned a great deal while working beside you as your PIO; however, I would really like to go back to patrol." He said he knew that is where my heart was and that he would make it happen. When the promotional list came out, I was transferred back to patrol as the sergeant of Team 1. That transfer began around November of 2016.

October 2018: I was informed by a deputy that there was hearsay that I was the subject of an internal investigation for a "fake pursuit." Additionally, deputies have heard and reported back to me that they plan on demoting me as a result of the internal investigation. Keep in mind, I had an extensive shoulder surgery on October 1<sup>st</sup>, 2018 and I do not return to work until November 14<sup>th</sup>, 2018 for evening shift. Prior to discovering that my direct supervisor (Lt. Eyler) was the

complainant for the internal investigation, I sent him a text message on Thursday, October 11<sup>th</sup>, 2018 which said, "Any idea why I have new deputies asking me why I have an internal investigation open and what I did?" The next message I sent him said, "Never mind. I think I figured it out. I'm laughing at how people can twist something positive in our community to try and make it look like it was something bad. Just silly!" His response was, "I was sleeping. I couldn't disagree with your assessment any stronger so it looks like it's a good thing we are not allowed to speak about it." Followed by, "How are you feeling?" My response, "Interesting. I'm good. My follow up went well. I'm not allowed to lift anything with my bicep but I start therapy on Tuesday for my shoulder." His next response was, "Mandy we are at opposite ends on this one. I don't even want to talk to you about it when its over." I replied, "No problem. Guess it's a good thing they didn't help us with the lip sync challenge like they were going to. I contacted Pat. No worries." He then replied, "Alrighty."

I contacted Pat McAndrew in reference to the internal investigation and he told me that Lt. Eyler was the complainant for the internal investigation. I have not been served with the internal; however, Pat was able to tell me that I was in fact going to be served when I return to work, if they don't attempt service at my residence first. I was served with the internal investigation paperwork, at my residence during a snow storm, while I was still off on FMLA leave. The internal investigation is for a YouTube video that two of my deputies and I participated in with the Dobre brothers. It should be noted that the incident was recorded with a regular camera by one of their friends. I did not record the video, nor did I post it on any social media sites, to include YouTube. Further, I did not take any gratuities or receive any type of compensation for meeting with the Dobre Brothers. You can find the video on their YouTube channel if you search "Dobre Brothers Police." It is an image of Dep. Brandon Jewell in a brown sheriff's office uniform. The Dobre brothers are famous YouTubers who happen to live in Frederick County. They are wonderful, polite, and respectful kids that many children around the world idolize. They asked if we would "prank" their brother Marcus by arresting them at their residence. Both Lucas and Marcus were present during the planning stages before the video. They staged the prank for their YouTube followers. My intent was to promote a positive relationship with them in our community to show that we can interact with the public and have fun. As the shift supervisor for the evening, I ensured that I monitored the radio for calls for service and did not neglect my duties as a supervisor. I also ensured that at

the conclusion of the recording they would ensure they disclosed it was a prank and they acknowledged the sheriff's office and thanked us for helping them. To date, the video has over 2.5 million views and 90 thousand likes, with no citizen complaints to our agency.

I will add that earlier this year (2018), our agency was planning on participating in the viral lip sync challenge that was going on for many law enforcement agencies and Lt. Eyler was in charge of orchestrating it. He sought assistance from Dep. Amber Frantz and Dep. Amber Blackmire to gather interested deputies and come up with ideas for the challenge. The Dobre brothers were contacted and offered to assist us with the lip sync challenge by allowing us to use their Ferrari and Lamborghini, as well as themselves for the challenge. For some reason, the lip sync challenge never happened.

If you watch the video, you will see at the end that Marcus gives a huge shout out to the Frederick County Sheriff's Department and says that we are awesome. Dep. Blackmire is seen providing her business card and thanks them for all they do for our community. They frequent the Frederick County community and kids love them. They are positive role models for the children and are often seen taking pictures with children whenever they are asked. In another video they posted about the MSP helicopter landing on their property, they give credit to all of the fire service and EMS personnel in our community and thank them for the work they do.

Although I was once the PIO and had limitless ability to post any video or image that I could, for some reason Lt. Eyler and Captain Hibbard made this recording seem "ill-conceived" to the Sheriff. this video was bad in some way. As Pat McAndrew pointed out, typically internal investigations are initiated by someone from the public, not a direct supervisor. And the fact that this specific video had over 2.6 million views and more than 90,000 likes, and not one citizen complaint was filed shows that this is a personal attack against me. Although I do not know what they are charging me with, the only thing I can think they could even try is conduct unbecoming or misuse of county resources. I did not attempt to hide the fact that we were helping with the fake prank, I opened a card for a special assignment on the radio and asked Dep. Blackmire and Dep. Jewell to meet me at the Dobre brother's residence on Stuart Hill Road in Adamstown.



Recent discovery: On June 20<sup>th</sup>, 2018, at 9:09 p.m. (Case number 18-067961) Dep. Doug Story and Lt. Jeffrey Eyer responded to a call for an alarm at the Frederick Christian Fellowship Church (FCF) located at 10142 Hansonville Road, Frederick, MD. They were holding an evening church session and a young female met them outside of the church. According to Dep. Story, the female began asking them to please place her in handcuffs and pretend to arrest her by walking her inside, in handcuffs, in front of the entire congregation. Dep. Story said he declined; however, Lt. Eyer agreed and placed the female in handcuffs. He proceeded to walk her into the church, past all of the members of the congregation, to the front of the church. Knowing him, he is quite arrogant and likes to joke, so he probably said something to the congregation before taking his handcuffs off of the female. This church has a commercial video surveillance system which records constantly both inside and outside of the church. I would hope they still have the video of the “fake arrest” to “prank” the congregation. In my opinion, this is no different than a fake prank recorded by the Dobre brothers. His actions were no different than mine and the other deputies on the scene. If the video is unavailable, Dep. Story witnessed the entire incident.

Comparison video: On October 26, 2010, Thurmont Police Department was aired on The Daily Show with Jon Stewart. The title of the video is Midterm Teapartyganza on the Sanity Bus. Approximately 3 minutes and 50 seconds into the show, you will see Officer Tyler Kemp, with the Thurmont Police Department, “pranking” the people on the bus by arresting two of the men on the show. It was filmed at the Sheetz in Thurmont, Maryland which is in Frederick County. The Chief of Police for that agency during the video is Lt. Jeff Eyer’s father, Chief Greg Eyer. He is still the Chief of the Thurmont Police Department today. Here is the link to the video.

<http://www.cc.com/video-clips/rzy0rh/the-daily-show-with-jon-stewart-midterm-teapartyganza--reasonable-debate-on-the-sanity-bus>

Tyler Kemp now works for Frederick City Police Department and he informed me that Officer Marcus Hebron was awarded Officer of the Month by Frederick Police Department for filming a video of himself doing the Kiki challenge, on-duty, without prior permission from his agency. I have this video on Facebook messenger.

I feel that this internal investigation, initiated by Lt. Eyler, is a direct attack on me both personally and professionally.

October 15<sup>th</sup>, 2018: I received a text message from Lt. Eyler at approximately 3:50 p.m. that read, "How are you feeling?" I did not reply to his message. At 8:29 p.m. I received another text message that said, "You don't want me to check on you?" I responded, "You don't have to check on me. You filed an internal investigation against me. I'll be back for my assigned shift on November 14<sup>th</sup>, 2018 ready to go, healed or not. I have no words. Hurt would be an understatement at this point." His reply, "Ok. You clearly cannot separate business. Maybe one day you'll get it. I absolutely did my job and I would do it again." My final reply, "That is exactly what I am doing, separating business. See you in November, Lieutenant."

At 9:18 p.m., I received an email from Lt. Eyler that I can forward to you. It said, "Sgt. Ensor- I've been directed to have your patrol car returned to the Law Enforcement Center as soon as possible. You can arrange a time with your corporals to pick it up if need be."

On September 28<sup>th</sup>, 2018, while I was working evening shift, I spoke to Lt. Eyler at patrol and asked if he wanted me to turn my car in while I was off for surgery. He said, "No, I'm not worried about your car, just keep it." I then reiterated that I would have it at my residence if anyone on my team wanted to use it and he said again that he didn't care and I could just keep my assigned cruiser at my residence. Immediately following our text conversation, he sent me the email telling me I needed to have my car returned to patrol and cc'd Captain Hibbard. I fully expect that as a means for retaliation, I will be assigned a different car, probably much older. TBD

September 2018: We had our monthly Sergeants' meeting at patrol headquarters where all of the patrol sergeants meet with the patrol commanders to discuss current events. One of the topics was the recruit ride alongs. These are new deputies that are about to start their academy and they do ride alongs with patrol deputies beforehand. The training sergeant, Sgt. Jeff Null, was also in attendance. Lt. Packard mentioned that if the recruits are supposed to be here at 0600 hours for their ride alongs, then the deputies need to be here as well. Apparently, Sgt. Riffle forgot they were riding with his team one day and they weren't picked up until 0830 hours after Lt. Hibbard became

## Notes

I was contacted by Sgt. Deater to give me a heads up that the Captain called him on or about March 13, 2017 asking if he submitted White's release from FTO. Deater said he told him that he has Gladhill and I have White. Instead of calling me about it, he sent Ochoa a nasty email. The next morning Ochoa asked me whether or not it was done. It was okay if Deater hadn't done it, but not okay to call me and ask where it was. He called Deater directly, but when he found out it was me, he sent an email to Ochoa instead.

The rookie book for White was never given to me. Instead Deater received 2 of them for Gladhill. I was not given a replacement book until White was almost complete his FTO period. I gave the book to White and asked him to have all of his FTO's complete the sections they covered and get the book back to me asap. He consulted with Keefer and Keefer told him that he would take care of completing the book with him. Keefer went out on baby leave and didn't have the opportunity to complete the FTO book with White. When I called White to ask where the book was, he told me that Keefer had it because he intended on covering the items before he left for baby leave. I retrieved the book from Keefer and began to cover the items that I witnessed. When I was told that White had too many issues to be released from FTO and that he was being placed back on FTO, I started receiving requests for the book. I explained to Lt. Null that it was not complete for the above reasons.

On Sunday, March 19<sup>th</sup>, 2017, we had to do an active assailant scenario after 500's. We were 1 under due to a sick call out and White was already at central booking with an arrest. With 6 people to do the scenario, I was set to fail. When the supervisors met, the Captain gave everyone a chance to talk or critique the scenario, J. Eyler, McCallion, Null, K. Grunwell, Deater, Ochoa... but just before my seat, he stopped at Ochoa and said okay let's get out of here. As if he was intentionally skipping me and not allowing me to talk. I was never asked to critique the scenario or how I felt about it. He stated that we were not following our protocol for the rescue task forces. Deater also sent less than 4 deputies with the rescue task force as well.

Sheriff called me while I was on a suicide on Haugh's Church Road on or about May 1, 2017. He asked me about the call then asked if I missed the PIO position. He also called me a week before that to tell me to get the tailgate thieves. I was kind of short with him so when he asked me about how it was going on patrol, I didn't really get to talk to him. So I sent him an email (copy in the notes folder). He forwarded the email to Hibbard, who in turn sent me a rude email back capturing some of the things that I said to the Sheriff. He wanted me to know that he saw the email. I believe the part he was angry about was that I put in there that Lt. Ochoa asked me



how patrol was going. He didn't mention that in his reply, but I'm sure that is what it was about since he just sent a report up about Ochoa and his lack of performance.

I met with Lt. Ochoa on May 9<sup>th</sup>, 2017, to discuss my 35B's. He told me that he really didn't have anything on my 35b because I just came back to patrol in October of last year. He told me that he had a feeling he was being transferred and wasn't sure what he did wrong. He opened up about the Captain trying to get him out of patrol and told me that I was also on his radar. He said for some reason it was just he and I that were on his list and that he had him intentionally watching what I was doing. He said, "If I get transferred just be careful because you are next." He told me that the Captain was specifically targeting me for some reason. He told me that I shouldn't trust him with any information and especially not personal information.

During the month of April 2017, I received an email from Lt. Ochoa telling me that I had 14 reports in my team's iLeads inbox. I explained that we just completed our midnight rotation and the deputies submit them after I secure at 0500 hours. I was told that evening by Dave Ensor that Team 3 had 13 reports left in their box from evening shift and that team 5 had 9 reports from the same dates. I was the only person that the Captain made Ochoa aware of and to inform me.

I was also informed by Lt. Ochoa that I need to read between the lines when I am questioned about my timesheet. Apparently the Captain was looking at my timesheet and questioned 1 hour of comp time. I know other supervisors that had 16 hours of comp time that pay period and nothing was said about or to them.

Moving forward to November 15<sup>th</sup>, 2018, I was contacted by Lt. Warner with the sheriff's office's Office of Policy and Compliance. It should be noted that on