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From: Amanda Remines

Sent: Thursday, May 09, 2019 2:09 PM

To: pmcandrew@mzmlaw.net

Cc: Janice Rockwell <jan@rockwelllaw.com>

Subject: Re: Image-1.jpg

Okay here goes....

I documented everything. I entered his office at 0859 hours. He handed me my comments and said, "I want you to read these out loud to me." I

looked at him and said, "These are my written comments in response to my 35B. They were written by me and per the general orders, I am supposed to be afforded the opportunity to attach written comments, so I don't understand why you want me to read them out loud to you." He said, "Okay just read them out loud... I want to hear your comprehension of them." He then stated, "You can shut the door while you read them or leave it open, it doesn't matter to me but I want you to read them out loud." I sat down and began reading my comments to him, verbatim. As I read the first one, he stopped me and stated, "So you don't

remember me telling you that you had to be here at 9:00 a.m.?" I said, "that's not what I said. I am specifically referring to the date and time in question listed as #2 (1/10/19) on my 35B." He said, "Which date was that?" I told him again 1/10/19 which is #2 on your performance evaluation .

He said, "Okay, you have a Star by #4, read that one to me." After I read it to him he said, "Do you turn your computer on in your car?" I replied by saying sometimes I do and sometimes I don't until I get here. He said well if you don't have your

computer on in your car when you come into the county, how do you know what is going on around you or I'd patrol has any calls near where you are. I said because I spent 17 years on patrol and I listen to my radio that is installed in my assigned cruiser. Reasonable response, correct? He said, "Well if you turn your computer on at the county line then it would account for some of these times that are in question on your 35B... and if you don't want a computer it can be reassigned and you can say 10-41 on the radio at the county line. I said, "So are you ordering me to have my computer turned on at the county line?" At first he wouldn't answer me.

He said, "Well if a Lieutenant can do it then you should be able to also." I asked a second time, "Are you ordering me to turn my computer on at the county line?" He said, "Yes either that or you can turn your computer in and go 10-41 on the radio at the county line." He said, "if your computer was on you could verify all of this information as far as times in your 35B." Then he questioned #7 on my 35B so I read it out loud to him. He said, " You put two hours on your timesheet which means you were working when we had the discussion in Thurmont when I met you to get your weapons... Anything that is discussed when you are working

is performance related." He questioned #9 and after I read my comment he repeated, "when you're working, everything you say has to do with performance."

He stopped questioning me about my comments and began questioning me about two weeks of leave that I took during the month of December. I said are you asking me about the time during my temporary transfer following my return and immediate transfer to the courthouse? I said, "I was served with my sudden transfer during an interrogation, while I was still off on FMLA leave."

This sudden transfer affected my family, my childcare, and my schedule with no time for planning. As I stated before, as a sergeant of a patrol team in patrol operations, we approve our own leave if staffing is sufficient and another supervisor is working." This was also the case when I arrived at the courthouse. I confirmed with the other three supervisors that we had coverage. Keep in mind, we didn't have the Infor timesheet system when I was off on FMLA, we only had schedule anywhere and we were not required to send leave approvals to our commanders. He even noted in my 35B that he was not able to approve

my leave through Infor because I was still assigned to Lt. Eyler and he couldn't see my timesheets. Further, we've had a discussion since where we confirmed that I would submit my leave requests through email until he was proxied as my commander in the Infor timesheet system. I immediately began sending my leave requests that way until mid March when he was proxied to handle my timesheets. So him questioning me about December was irrelevant. We concluded our meeting and I returned to the control center.

At 10:16 a.m. he came to the control center

window and said, "Mandy, come see me again when you have a minute." I walked back in his office and he said, "I forgot to mention something, Adam's (Sgt. Gregory in the Civil Process Unit) position is different than yours here... he can go 10-41 from his house and he can be at his house when he goes 10-42." Adam lives in Thurmont and he is the other sworn Sergeant here. He leaves all hours throughout the day and never stays his full 8 hours. He was trying to cover himself because he allows Adam to adjust his schedule and leave 30-40 minutes before he completes his 8 hour shift. Although he is assigned to the

courthouse, he is allowed to start his shift from his residence in Thurmont and end his shift from his residence in Thurmont. He said, "these positions in the court security unit require them to be on a post at a certain time... of you can find a different way to handle this I'm always open to options." I said, "yes sir" and left his office.

None of the other sworn deputies are required to go 10-41 when they get in their vehicles or to the county line. Nor have they ever been.

I really wanted a witness present because I feel like

he was trying to set me up. Normally he has his cell phone in the clip on his duty belt. During this conversation, he had it lying face up next to his computer. His desk phone rang and he told the person that he would call them back. He also said that he may have been too lenient by not writing me up on a written counseling form for some of the adverse material that he documented in my 35B and that maybe he should have. I didn't respond to his comment. I feel like he had his phone line open during this discussion as to not violate any laws, but to allow another commander to hear our conversation. I believe that is why he wanted me to

read them out loud and bait me into commenting differently. I would have asked Sgt. Hubble to be my witness; however, he was off today for a doctor's appointment.

I documented this in my notes as well as sending you both this email. Also, he will be promoted to Captain effective May 25th, 2019 and we will have Lt. Benner as our new commander here in the building.

I'm not sure if there's anything else I should do at this point, but obviously he is very capable of lying

and I can only imagine what he is telling the other commanders and the sheriff at this point. Please let me know if you think I should take any additional action. In my opinion, this is a clear case of retaliation as I am the only one being treated like this and micromanaged in such an obvious manner.

Thank you,

Mandy