



# SUNRISE POLICE DEPARTMENT

Daniel J. Ransone  
Chief of Police

10440 W Oakland Park Blvd  
Sunrise, Florida 33351  
(954) 764-4357



## Internal Affairs Complaint Report Narrative

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### **I. INTRODUCTION:**

**Subject Employee:** Officer Deanna Schwab

**Complainant:** Chief Daniel J. Ransone

**Witnesses:** None

#### **Narrative:**

On September 12, 2023, Chief Ransone received an anonymous letter, detailing a complaint on Officer Deanna Schwab. The letter stated Officer Schwab never leaves her home and her marked patrol vehicle is “CONSTANTLY” parked in her driveway. When she does work, she comes home while on duty. The letter also stated Officer Schwab uses her marked patrol unit for personal errands, off duty. Chief Ransone approved an investigation on September 13, 2023.

The Investigative Narrative section outlines the details of my investigation into this matter and my conclusion with respect to any policy violations will be found in the Investigative Findings and Disposition section.



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### II. INVESTIGATIVE NARRATIVE:

On **September 12, 2023**, The Sunrise Police Department received an anonymous complaint about Officer Deanna Schwab. The complaint specified that Officer Schwab rarely leaves her home for work and when she does, she returns home while on duty. The letter also alleged Officer Schwab uses her assigned patrol unit for personal errands while off duty, such as grocery shopping or going to the gym. It also stated she is having a personal relationship with her supervisor.

On **September 13, 2023**, Chief Ransone authorized an investigation into this matter.

On this same date, I made contact with "Sebastian Martinez Hernandez" who is listed on the complaint envelope in the return address portion. Sebastian lives across the street from Officer Schwab, but the address listed on the envelope (under his name) was not correct.

Sebastian was surprised and alarmed to hear from me. He was adamant that he had no issues with Officer Schwab and did not want any issues with her or the Police Department. This investigator felt confident he was not the author of this letter.

I then made contact with the resident who lives at the address listed on the complaint envelope, 5712 Bamboo Cir. He also confirmed he did not know who Officer Schwab was nor did he know any details about her work or personal habits.

On **September 14, 2023**, the picture mentioned in the complaint was added to this file. The complaint referenced a picture from The Sunrise Police Department's Facebook page that was posted on 4/6/21 and labeled as "Life Saving Award". The complainant stated Officer Schwab was having an intimate relationship with her supervisor and that he was possibly in this photo.

On **September 16, 2023**, while investigating this complaint and specific to Officer Schwab's time usage, this investigator noticed entries made by other (numerous) officers, that required

further explanation. As a result, Chief Ransone authorized a secondary investigation into this matter, IA case 23-09-02.

During the month of **September 2023**, it was realized that Officer Schwab participated in a trial program testing various GPS systems. The system installed on her car was called “ATT Fleet Management – GEO Tab”. Alphonso Gebbia (Police IT) installed this device on May 5, 2023 and is still placed as of January 2024. The data report was added to this case file.

From **September 16, 2023-October 20, 2023**, Lieutenant Reardon and I collected data from numerous sources related to this case. Once collected, I compared the Road Patrol Calendar with Officer Schwab’s Telestaff entries. Any dates she could not be accounted for were then compared to the remaining data.

A final list of Officer Schwab’s outstanding dates was then compiled, including adjustments that were entered late and thus never debited from the appropriate leave bank during the designated timeframe.

During the month of **October 2023**, this investigator conducted surveillance, utilizing Internal Affairs techniques, at Officer Schwab’s residence during her working hours as well as off-duty.

On **January 11, 2024**, Officer Schwab was served her 5-day notice. We agreed to meet on 2/2/24 at 1030am.

On **February 2, 2024**, I took a taped sworn statement from Officer Deanna Schwab.

At the start of the interview we discussed the dates in question related to Kronos. Her dates were 2/29/23 0630-0830, 6/25/23 0630-0830, 7/23/23 1600-1800, 9/15/23, 9/16/23, 9/17/23 1400-1800. She said she was not at work on those dates. Officer Schwab stated she entered all the dates into Telestaff late except:

- 6/25/23 she forgot to enter the 2 hours of leave
- 9/17/23 she was given 4 hours leave since she had training earlier in the week

Of the dates entered late, I asked Officer Schwab why she waited so long (9/21/23) to enter leave for 9/15 and 9/16. She stated she also had scheduled leave for 9/21,22,23,24,29,30 and 10/1 for an extended trip she had planned, and it was probable when entering the leave for the trip she realized that she did not enter leave for 9/15 and 9/16.

I then asked when did she leave for her trip and she replied 9/21/23. I also inquired when did she hear about the investigation into Kronos and she stated “October-November”. It was never Officer Schwab’s intent to deprive the City.

Next, we discussed the GPS device installed in her vehicle. Officer Schwab acknowledged it was a GPS device and knew it was installed. She also stated, she was not aware it stopped transmitting at anytime. Officer Schwab stated she did not disengage the device and that it was near the steering column, making it difficult to see.

We then discussed her going home while on duty. Officer Schwab stated she does occasionally go home on duty, but typically for short durations, 10-20 mins, or for lunch break, which is cleared with dispatch. I then asked about her coming home two hours into her shift and remaining at her residence, and she said “no” she has never done that. Additionally, she has never remained at home for an extended period of time while on duty. I then asked (from the complaint) is there a scheme that she is involved in, of which I am unaware, that allows her to remain at home and not work. She replied “no”.

We then discussed the take home vehicle policy. Officer Schwab stated she was familiar with it. She stated that she does not use her work vehicle for personal errands and has not violated the take home vehicle policy in any capacity.

Although not a violation, I asked if Officer Schwab ever parked in guest parking and if so, was there an inherent policy violation I was unaware of by her doing so and she replied “no”. She stated she does not park in guest parking since she has her own driveway.

We then touched on the complainant’s reference to the photo posted on the Sunrise Police Departments’ Facebook page from 4/6/21 and her having a romantic relationship with someone in the photo or her immediate supervisor. Officer Schwab stated she has never had a romantic relationship with anyone in the photo or a supervisor.



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## Internal Affairs Complaint Report Narrative

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### III. INVESTIGATIVE FINDINGS and DISPOSITION:

If Chief Ransone's allegations are true, Officer Schwab would have violated the following policies and directive:

- *3.6.2.7.8 Officers shall not leave their zones during their tour of duty without the permission of their supervisor.*
- *37.6.2.1.2. Employees who are off-duty may use their designated take-home vehicle anywhere within the Sunrise City limit as long as their actions do not jeopardize the reputation or integrity of the Department or employee.*
- *3.6.2.7.2 Patrol officers shall give their whole attention to their duties at all times.*
- *19.6.3.24. Conduct Unbecoming an Officer will include:*
  - *19.6.3.24.1. Officers who engage in activities, which may bring the Department into disrepute, which discredits the member, or impairs the operational efficiency or effectiveness of the Department or member.*

#### *Departmental Directive #18-01 – Telestaff Procedures*

- *IV. C. 1. A supervisor must approve all exceptions within Telestaff on a daily basis and each exception must be confirmed by the end of the workweek.*
- *End of workweek is defined as the last day the employee is scheduled to work.*
- *IV. E. 1. Telestaff defaults to the employee's normal work schedule. If for any reason the employee deviates from that schedule for whatever reason, Telestaff must reflect the change.*

## **IV: CONCLUSION**

On September 12, 2023, The Sunrise Police Department received an anonymous, typed letter alleging Officer Deanna Schwab was:

- Not working – “Her police car is CONSTANTLY parked in her driveway and NEVER leaves her home”.
- Coming home on duty and “stealing time”.
- Using her assigned patrol vehicle in violation of policy, while off duty. Complainant alleged she takes her work vehicle to the gym, grocery store etc.
- Having relations with her supervisor, who is possibly featured in a photo posted on 4/6/21 on Sunrise Police Department’s Facebook page.

Chief Ransone authorized an investigation on September 13, 2023.

Contact was made with her neighbor, Sebastian Martinez Hernandez, whose name was listed on the complaint envelope. He was adamant he did not send a complaint to the Sunrise Police Department and that he did not have any issues with Officer Schwab.

The complainant of the anonymous letter was never discovered.

Upon examining Officer Schwab’s time at work or her “NEVER leaving home”, I first scrutinized Officer Schwab’s scheduled vacation for the month of September 2023 and compared it to her Telestaff entries. There were clear inconsistencies noted, specifically Officer Schwab took leave but it was not entered into her Telestaff.

As Officer Schwab’s investigation unfolded, inconsistencies were noted with multiple employees and their Telestaff entries, not just her. At the Chief’s discretion, it was decided to audit Kronos for all divisions at the Police Department for one year.

On September 16, 2023, Chief Ransone officially authorized an investigation into the Departments’ usage of the Kronos system. IA Case # 23-09-02. Officer Schwab’s audit into Kronos ran parallel to the new investigation, but her original complaint was handled separately.

For clarity, the Police Department’s timekeeping system is called “Kronos”, with “Telestaff” and “Timekeeper” being operational systems within Kronos. All Police Department employees use Telestaff to enter adjustments to their schedules, which is then automatically imported into Timekeeper for Payroll to process. The Payroll Specialist enters all employees’ predetermined schedules into Telestaff. Kronos is considered a “timekeeping by exception” system, meaning that all full-time employees will be paid 80 hours per pay period without any necessary action by the employee.

In essence, the system houses a prefilled timecard for the employee weekly. The system does not require the employee to do anything unless they deviate from their regular work schedule, such as overtime or vacation. In those cases, the employee would be required to manually adjust their work week.

Once payroll processes the adjustments for the pay period, our paychecks are produced, to including all detailed information related to adjustments contained within the paystub, such as the number of vacation or sick hours used. According to the Department's Telestaff Procedures directive, in which all currently employed personnel have signed, the individual employee is responsible for ensuring their Telestaff is correct by the end of each work week.

It should be noted, that if an employee adjusts or made a change to their Telestaff outside of the 2-week pay period, Telestaff will accept the entry and allow it to be approved, but it would not be debited from their appropriate leave bank.

Through the months of September and October 2023 Lieutenant Reardon and I collected the following data:

- Road Patrol Calendar
- Road Patrol Line-ups
- Timekeeper Entries
- Telestaff Entries (digital)
- CAD (Computer Aided Dispatch)
- Card Access Swipes into the Building and Gate
- SWAT Training Schedule
- Honor Guard Training/Event Schedule
- Training Classes
- Block Training Schedule
- Body Worn Camera Activations (if any)
- Telestaff Log-Ins

Once the data was gathered, Lieutenant Reardon and I compared the Road Patrol calendar and Officer Schwab's Telestaff entries, to ensure she was accounted for during her shift. If she could not be located, the specific date was then compared to the remaining data.

At the conclusion, a final list of dates was compiled. It contained all the dates and times Officer Schwab was unaccounted for. This list also included leave time entered outside of the pay period and ultimately never debited from her leave bank.

During Officer Schwab's interview we touched on each of the dates discussed above, and concluded the following:

- 2/19/23- entered late
- 6/25/23- never entered
- 7/23/23- entered late

9/15/23- entered late

9/16/23- entered late

9/17/23- owed listed hours because of training earlier in the week (no violation).

Ultimately, Officer Schwab forgot to enter two hours of annual leave, and the remaining twenty-seven hours were entered outside of the pay period. The time was removed from Officer Schwab's vacation bank at the completion of the investigation.

Ironically, Officer Schwab is a current participant in a trial program to test various GPS systems for the Police Department. The GPS unit was installed on her vehicle on May 5, 2023 and is still on her vehicle. The data extracted from the GPS device has proved to be inconsistent. It stopped working within hours of being installed and did not transmit data again until 7/11/23. The device then stopped transmitting again on 7/22/23. It then restarted on 12/11/23 and is currently transmitting as of January 2024.

During Officer Schwab's statement, I asked her if she disengaged the GPS device and she said no. She further stated the device is under the steering column, tucked away and is not easily seen. It could not be determined if the GPS device itself was faulty or if it had been tampered with.

Additionally, during the month of October 2023, I conducted surveillance to monitor Officer Schwab activities. This included monitoring Officer Schwab on-duty, off-duty, and while using her marked patrol vehicle.

At the conclusion, there was no wrong doing noted during the above timeframe. There were no patterns of being home for an extended period of time, no missing work without excuse or her marked patrol vehicle being used inappropriately.

Lastly, there was no evidence to support the complainant's allegation of an inappropriate relationship with her supervisor. None was noted during surveillance and Officer Schwab denied the allegation in her statement.

## **In Summary:**

### **I find the following concerning the below directive:**

#### *Departmental Directive #18-01 – Telestaff Procedures*

- *IV. C. 1. A supervisor must approve all exceptions within Telestaff on a daily basis and each exception must be confirmed by the end of the workweek.*
- *End of workweek is defined as the last day the employee is scheduled to work.*



- *IV. E. 1. Telestaff defaults to the employee's normal work schedule. If for any reason the employee deviates from that schedule for whatever reason, Telestaff must reflect the change.*

Officer Schwab had six dates in Telestaff that required further explanation. Of these dates, four were entered into Telestaff late and were never debited from her leave account. The fifth date represented time she was owed due to vehicle training earlier in the week, which was not correctly documented in Telestaff. The sixth date in question, 6/25/23 from 0630-0830 hours, was never entered into Telestaff. In conclusion, Officer Schwab had two hours that were never entered into Telestaff and numerous late entries, all of which are violations of the above directive.

Officer Schwab acknowledged her errors and stated it was not intentional.

Based on the totality of the circumstances, this investigator finds the listed policy violations:

## **SUSTAINED**

### **I find the following concerning the below policy violations:**

- *3.6.2.7.8 Officers shall not leave their zones during their tour of duty without the permission of their supervisor.*
- *37.6.2.1.2. Employees who are off-duty may use their designated take-home vehicle anywhere within the Sunrise City limit as long as their actions do not jeopardize the reputation or integrity of the Department or employee.*
- *3.6.2.7.2 Patrol officers shall give their whole attention to their duties at all times.*
- *19.6.3.24. Conduct Unbecoming an Officer will include:*
- *19.6.3.24.1. Officers who engage in activities, which may bring the Department into disrepute, which discredits the member, or impairs the operational efficiency or effectiveness of the Department or member.*

Officer Schwab had a Department-sanctioned GPS device on her vehicle from May 2023-January 2024. Additionally, surveillance was conducted during the month of October 2023. None of the data collected or observed substantiated any wrongdoing. Officer Schwab does live within close proximity to the City of Sunrise border and did, on occasion, stop at her residence during her working hours. However, there was no abuse noted, and she never remained at her residence for an unreasonable amount of time. Officer Schwab confirmed this in her statement. She also confirmed she was not part of a grand scheme to deprive the City or to defeat the City by not being present for her regular work schedule.

Furthermore, Officer Schwab was always in compliance with policy while using her marked patrol vehicle. During the timeframe in question, Officer Schwab did not use her vehicle outside of working hours for personal use, and she confirmed this in her statement.

Officer Schwab also denied having a personal or romantic relationship with any supervisor. There was no additional evidence to support the complainant's allegation.

Based on the totality of the circumstances, this investigator finds the listed policy violation:

**UNFOUNDED**

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Sgt. Jessica Stewart, Internal Affairs

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Date

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Lt. P. Brian Katz, Internal Affairs

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Date

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Daniel J. Ransone, Chief of Police

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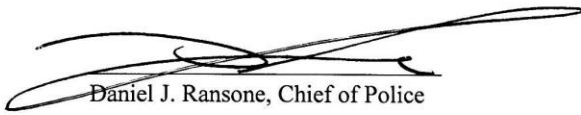
Date

  
Sgt. Jessica Stewart, Internal Affairs

2/28/24  
Date

  
Lt. P. Brian Katz, Internal Affairs

2/28/24  
Date

  
Daniel J. Ransone, Chief of Police

2/28/24.  
Date