

INTER-OFFICE COMMUNICATION

Date April 18, 2013



File 2-ADM

To Major G. J. Williams Attention Staff Lieutenant K.E. Ward
From Sergeant D. G. Harris, Administrative Investigation Unit
Subject Administrative Investigation #2013-0204, Criminalist Emily Adelman, U-4333, Office of Special Operations.

Summary

On April 18, 2013, Staff Lieutenant Kenneth Ward, Administrative Investigation Unit, assigned this case to me for further follow-up. Captain D.W. Dicken, Crime Laboratory Commander completed the original investigation.

The original investigation revealed that Criminalist Adelman failed to meet the expectations of the Crime Laboratory relative to the quality and quantity of her work product. The investigation also revealed that Criminalist Adelman was using her computer to conduct personal business during work hours. Captain Dicken reviewed three months of Criminalist Adelman's internet activities. The review covered January 1, 2013 to March 27, 2013. I reviewed Criminalist Adelman's internet usage from October 1, 2012 to December 31, 2012.

Investigative Action

April 23, 2013 at approximately 0927 hours

I contacted the IT Security Group and spoke to Mr. Chris Ramsey in regards to reviewing Criminalist Adelman's internet usage. Mr. Ramsey gave me access to the system to review Adelman's internet history.

April 23, 2013 at approximately 1000 hours

I began my review of Adelman's internet usage beginning October 1, 2012 thru December 31, 2012.

May 13, 2013 at approximately 1500 hours

I completed my review of Criminalist Adelman's internet usage. There were several days that Adelman's internet usage was significantly higher than other days throughout the month. Some of the internet sites that were visited by Adelman were in accordance with her duties; however, some of the sites were clearly not related to her duties as a Criminalist. The following is a breakdown of Adelman's internet usage.

**October 2012
Attachment A**

Date and time	Website	Type of website
October 9, 2012 15:51:37	Urbanspoon.com	Restaurant search (Mansfield/Ashland)
October 9, 2012 15:52:29	Ask.com/flower factory	Search for Flower Factory
October 9, 2012 15:53:25	www.Flowerfactory.com/locations	Flower Factory location search
October 9, 2012 15:53:39	www.ask.com/flowerfactory	Flower Factory search
October 9, 2012 15:53:47	www.flowerfactory.com	Flower Factory (Retail store)
October 9, 2012 15:55:03	www.mapquest.com	Clime Rd to Monterey Drive
October 10, 2012 14:44:06	www.bing.com/searchpinnacle	Golf course (wedding receptions)
October 10, 2012 14:44:12	www.Pinnaclegc.com	Golf course (wedding receptions)
October 10, 2012 14:44:19	www.discoverpinnacle.com	Golf course
October 10, 2012 14:44:31	www.youtube.com	Discover Pinnacle golf course video
October 10, 2012 14:46:23	www.ask.com/darbyhouse	Wedding reception hall
October 10, 2012 14:46:54	www.columbusperfectwedding.com	Darby house wedding vendors
October 10, 2012 14:46:59	www.perfectwedding.com	Wedding information
October 10, 2012 14:49:51	www.darbyhouse.com	Wedding reception hall
October 15, 2012 09:45:42	www.kingyspizza.com	Restaurant
October 15, 2012 11:58:36	www.lifelock.com	Information security website
October 15, 2012 14:20:46	www.marathontraining.com	Marathon training website
October 15, 2012 14:22:11	www.marathontraining.com	Marathon training website
October 18, 2012 13:56:12	www.superpages.com	Delaware and Ashland Oh auctions
October 18, 2012 13:56:49	www.urbanspoon.com	Restaurant search (Ashland, Mansfield and Mt. Gilead)
October 18, 2012 15:40:57	www.sharethis.com	Social media website
October 29, 2012 08:27:11	www.pittsburghmarathon.com	Pittsburgh Pa marathon
October 29, 2012 08:28:25	www.clevelandmarathon.com	Cleveland, Ohio half marathon
October 29, 2012 08:29:36	www.clevelandmarathon.com	Cleveland, Ohio marathon
October 29, 2012 08:30:03	www.sportsfitnessadvisor.com	Marathon training schedule
October 30, 2012 14:50:27	Redir.metaservices.microsoft.com	Windows media guide
October 30, 2012 15:11:24	www.napster.com	Media website

**November
Attachment B**

Date and Time	Website	Type of website
November 9, 2012 10:11:04	www.dealchicken.com	Shopping
November 9, 2012 11:32:05	www.bing.com	Search (Alfred charms)
November 9, 2012 11:32:41	www.gemday.com	Shopping
November 9, 2012 11:34:10	www.mynamenecklace.com	Shopping
November 9, 2012 11:35:11	www.bing.com	Search (necklaces)
November 9, 2012 11:35:50	www.amazon.com	Shopping
November 9, 2012 11:35:59	www.amazon.com	Shopping
November 9, 2012 11:38:01	www.amazon.com	Shopping
November 9, 2012 11:38:50	www.limogesjewelry.com	Shopping
November 9, 2012 11:39:00	www.limogesjewelry.com	Shopping
November 9, 2012 11:45:20	www.bing.com	Search (Alfred engraved charms)
November 9, 2012 11:47:54	www.thingsremembered.com	Shopping (metal dog tags)
November 9, 2012 11:50:29	www.thingsremembered.com	Shopping
November 9, 2012 11:54:25	www.zales.com	Shopping (jewelry)
November 9, 2012 11:55:00	www.zales.com	Shopping (jewelry)
November 9, 2012 11:56:00	www.zales.com	Shopping (jewelry)
November 9, 2012 11:57:12	www.zales.com	Shopping (jewelry)
November 9, 2012 11:58:30	www.zales.com	Shopping (jewelry)
November 9, 2012 14:04:06	www.bing.com	Search (forensic psychology)
November 9, 2012 14:05:15	www.bing.com	Columbus, Oh criminal profiling
November 9, 2012 14:06:04	www.google-analytics.com	Search
November 9, 2012 14:06:43	www.bing.com	Search (Jeffrey Dahmer)
November 9, 2012 14:07:06	www.crime.about.com	Jeffrey Dahmer
November 9, 2012 14:07:41	www.bing.com	Search Jeffrey Dahmer
November 9, 2012 14:07:45	Investigation.discovery.com	Serial killers (Jeffrey Dahmer)
November 9, 2012 14:08:11	www.google-analytics.com	Search (Jeffrey Dahmer)
November 9, 2012 14:08:34	www.bing.com	Capture of Jeffrey Dahmer
November 9, 2012 14:08:42	www.stumbleupon.com	Capture of Jeffrey Dahmer
November 9, 2012 14:09:48	www.bing.com	Capture of Jeffrey Dahmer
November 9, 2012 14:09:52	En.wikipedia.org/wiki	Jeffrey Dahmer
November 9, 2012 14:10:23	www.google-analytics.com	Search
November 9, 2012 14:10:27	www.googleleadservices.com	Search Jeffry Dahmer
November 9, 2012 14:11:18	www.bing.com	Forensic psychology cases
November 9, 2012 14:11:33	www.google-analytics.com	Search
November 9, 2012 14:11:34	www.googleleads.com	Search
November 9, 2012 14:12:10	www.helpingpsychology.com	Search
November 9, 2012 14:12:11	www.google-analytics.com	Search
November 9, 2012 14:12:34	www.bing.com	Search forensic psychology
November 9, 2012 14:13:35	www.helpingpsychology.com	Forensic psychology

November 9, 2012 14:14:01	www.google-analytics.com	Search
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**November
Attachment B (continued)**

Date and time	Website	Type of website
November 9, 2012 14:16:46	www.allaboutforensicscience.com	Forensic psychology cases
November 9, 2012 14:17:28	www.psychologytoday.com	Casey Anthony case
November 9, 2012 14:17:35	www.stumbleupon.com	Casey Anthony Case
November 9, 2012 14:19:57	www.psychologytoday.com	Casey Anthony case
November 9, 2012 14:19:58	www.psychologytoday.com	Information
November 9, 2012 14:20:25	www.psychologytoday.com	Information
November 9, 2012 14:21:01	www.psychologytoday.com	Information
November 9, 2012 14:21:03	www.bing.com	Search forensic science cases
November 9, 2012 14:21:42	En.wikipedia.org/wiki	Time line for Case Anthony case
November 9, 2012 14:29:20	Orlando-sentinal.com	Caylee Anthony search
November 9, 2012 14:29:22	www.google-analytics.com	Search
November 9, 2012 14:29:24	www.brightcove.com	Casey Anthony search
November 9, 2012 14:30:05	www.orlandosentinal.com	Casey Anthony search
November 9, 2012 14:30:06	www.google-analytics.com	Caylee Anthony search
November 9, 2012 14:30:13	www.google.com	Casey Anthony search
November 9, 2012 14:30:38	www.bing.com	Casey Anthony case summary
November 9, 2012 14:30:52	www.wikipedia.org	Death of Caylee Anthony
November 9, 2012 14:34:32	www.bing.com	Casey Anthony summary
November 9, 2012 14:34:57	www.wikipedia.org	Theodore Robert Cowell search
November 15, 2012 10:00:53	www.wggrinders.com	Restaurant
November 15, 2012 13:54:46	www.womenshealthmag.com	Bill payment for magazine
November 16, 2012 10:11:30	www.sallimae.com	Bill payment for loan
November 19, 2012 08:15:01	www.bing.com	Search for Christmas trees
November 19, 2012 08:21:50	www.amazon.com	Shopping
November 19, 2012 08:23:17	www.amazon.com	Black Christmas tree search
November 19, 2012 08:25:31	www.target.com	Christmas tree search
November 19, 2012 08:26:03	www.target.com	Black Christmas tree search
November 19, 2012 08:30:27	www.treetopia.com	Christmas tree search
November 19, 2012 08:32:14	www.bing.com	Black Christmas tree search
November 19, 2012 08:33:03	www.balsamhill.com	Christmas tree search
November 19, 2012 09:26:35	www.forensicscienceflu.edu	Florida State University
November 20, 2012 07:11:19	www.benandles.com	Photography
November 20, 2012 11:22:16	www.bing.com	Thanksgiving & birthday msgs
November 20, 2012 11:23:03	www.sitepoint.com	Thanksgiving & birthday cards
November 20, 2012 11:23:59	www.greetingcarduniverse.com	Greeting cards
November 20, 2012 11:26:20	www.zazzle.com	Greeting cards
November 20, 2012 11:29:28	www.ecards.com	Greeting cards
November 20, 2012 11:33:43	www.bing.com	Greeting card search

November
Attachment B (continued)

Date and time	Website	Type of website
November 21, 2012 09:59:07	www.allrecipes.com	Turkey brine recipe
November 21, 2012 10:00:05	www.allrecipes.com	Turkey brine recipe
November 21, 2012 10:01:29	www.allrecipes.com	Turkey brine recipe
November 21, 2012 10:03:05	www.allrecipes.com	Turkey brine recipe
November 21, 2012 10:05:25	www.allrecipes.com	Oyster stuffing recipe
November 21, 2012 10:06:46	www.allrecipes.com	Sausage & oyster stuffing
November 21, 2012 10:08:04	www.allrecipes.com	Oyster stuffing recipe
November 21, 2012 10:09:37	www.allrecipes.com	Stuffing recipe
November 21, 2012 10:19:02	www.bing.com	Cranberry sauce recipe
November 21, 2012 10:19:14	www.thriftfun.com	Recipes, etc.
November 21, 2012 10:28:41	www.sallimae.com	Bill payment for loan
November 21, 2012 12:15:09	www.netflix.com	Video site
November 28, 2012 08:38:14	www.bing.com	Shawshank Redemption search
November 28, 2012 08:39:48	www.youtube.com	Shawshank Redemption Family Guy spoof
November 28, 2012 08:41:35	www.blogulate.com	Shawshank in a minute
November 28, 2012 13:17:21	www.bing.com	Buckeye ranch job search
November 28, 2012 13:50:54	www.youtube.com	Elvis Presley comedy routine
November 28, 2012 13:53:08	www.youtube.com	Jim Carrey does Elvis Presley on Tonight Show
November 28, 2012 13:58:07	www.youtube.com	Jim Carrey imitates James Dean
November 28, 2012 14:21:43	www.youtube.com	Elvis Presley she's a lady spoof
November 28, 2012 14:24:39	www.bing.com	Elvis Presley impression
November 28, 2012 14:25:33	www.youtube.com	Love story by Taylor Swift
November 28, 2012 14:27:07	www.youtube.com	Taylor Swift, you belong to me
November 28, 2012 14:28:36	www.bing.com	Comedy search
November 28, 2012 14:30:37	www.bing.com	Taylor Swift parody search
November 28, 2012 14:31:09	www.collegehumor.com	Taylor Swift breaking bad parody
November 28, 2012 14:31:11	www.theslingshot.com	Social media
November 28, 2012 14:31:12	www.collegehumor.com	Taylor Swift parody
November 28, 2012 14:34:30	www.bing.com	Taylor Swift parody
November 28, 2012 14:37:34	www.bing.com	Taylor Swift
November 28, 2012 14:40:43	www.bing.com	Taylor Swift parody
November 28, 2012 14:43:15	www.bing.com	Taylor Swift parody
November 28, 2012 14:49:10	www.bing.com	Garth Brooks parody
November 28, 2012 14:51:14	Images.amazon.com	Photograph of Reba McEntire
November 28, 2012 14:51:32	www.bing.com	Reba McEntire Parody
November 28, 2012 14:51:54	www.youtube.com	Reba McEntire parody live

**November
Attachment B (continued)**

Date and time	Website	Type of website
November 28, 2012 14:52:36	www.youtube.com	Reba parody impersonation
November 28, 2012 14:55:58	www.youtube.com	Video, girl's best friend is chocolate.

**December
Attachment C**

Date and time	Website	Type of website
December 7, 2012 09:32:02	www.zazzle.com	King of the hill cards
December 7, 2012 09:34:02	www.bing.com	King of the hill cards
December 7, 2012 09:38:05	www.bing.com	King of the hill cards
December 7, 2012 14:28:53	www.kohls.com	Shopping
December 7, 2012 14:31:19	www.kohls.com	Shopping women's dresses
December 7, 2012 14:36:59	www.kohls.com	Shopping juniors tops and tee's
December 7, 2012 14:39:40	www.kohls.com	Shopping juniors tops
December 7, 2012 14:41:12	www.kohls.com	Shopping juniors dresses

Month and total internet time	Dates reviewed	Total time for dates reviewed
October 2012 4:24:00	October 9 th , 10 th , 15 th , 18 th , 29 th , 30 th 2012	Approximately :47 minutes (wedding planning :12 minutes)
November 2012 6:38:00	November 9 th , 15 th , 16 th , 19 th , 20 th , 21 st , 28 th , 2012	Approximately 3:08 minutes (School work :24 minutes)
December 2012 5:07:00	December 7, 2012	Approximately :14 minutes

I also have attached printouts (Attachment D) of the various websites that Criminalist Adelman accessed while on duty.

May 14, 2013 at approximately 1304 hours

I interviewed Criminalist Emily M. Adelman, U-4333, Special Operations, Crime laboratory as a subject of this administrative investigation. I read Adelman the DPS0036 and she declined union representation. The interview was conducted at the Alum Creek Facility and was digitally recorded. The following is a summary of the interview.

I explained to Criminalist Adelman that I reviewed her internet usage for October, November, and December of 2012. I asked her if she had signed off on the Division's policy that deals with internet usage, and she said yes.

I asked Adelman if she remembered visiting the Flower Factory website in October of 2012, and she said yes. She said she didn't remember what she was looking for, but admitted to visiting the site while on duty. Adelman later said that she might have been looking for something that she supposed to pick up for a friend. I asked her if what she was doing on the Flower Factory website was job related, and she said no. I asked Adelman why she was searching the Urbanspoon website for restaurants in the Mansfield and Ashland, Ohio area in October. She told me Mansfield is the midway point between her and her family and she might have been searching for a place to meet them for dinner.

I asked Adelman why she was searching the Pinnacle Golf Course website. She told me that someone had told her about the golf course, and she was looking it up as a possible course for ex-fiancé to play. I asked her if she was looking at the website as part of her wedding preparations, and she said no. I asked Adelman if she visited the YouTube website to look at the Pinnacle Golf Course, and she said she probably did if it was attached to the Pinnacle website. I asked her about the Darby House website, and she admitted to accessing the website as part of her wedding preparations.

I asked Criminalist Adelman if she remembered accessing the Kingy's Pizza website, and she said yes. She told me that she looked at the menu, because the food truck that set up in the parking lot was going to have food from that establishment. Adelman also told me that she accessed the Lifelock website while at work. She told me that she is a subscriber of the service, and received an alert from them regarding one of her accounts. Adelman told me that she accessed the website to obtain a phone number so that she could call the company.

I explained to Adelman that it appeared that she accessed several marathon training websites. She told me that she recently completed the Pittsburgh marathon, and is scheduled to run the Cleveland Marathon and would've looked at the websites to assist her with her training. I asked her if she had to meet any physical standards as a part of her job duties, and she said no. She told me that the visits to the marathon websites were for personal use. I asked her if she had accessed the Napster website while on duty, and she said she couldn't remember.

I asked Adelman to explain why she visited various websites looking for necklaces. She told me that she visited those sites looking for gifts for her maid of honor. Adelman told me that she didn't remember the specific websites, but admitted to shopping for gifts online during work hours. I asked Adelman how much time she spent looking for gifts on the internet while on duty. She told me that she

spent several hours looking at various websites relating to weddings and gifts for her maid of honor. She also admitted to accessing the benandles.com website in an attempt to find a photographer for her wedding.

I asked Adelman if she is currently enrolled in college, and she said yes. She told me that she is currently taking a master's program in Forensic Science through the University of Florida. I explained to Adelman that her internet history revealed that she had frequented several websites that dealt with forensic science, the Jeffrey Dahmer case, and the Casey Anthony case. I asked her if she was researching information for her work at the Crime Laboratory or if it was for her college work. She told me she searched those particular sites to re-read what she had previously completed for her college work. She told me that it wasn't work related. I asked her how much time she spent on the internet looking at various websites for her school work, and she said several hours.

I asked Adelman if she remembered accessing the Salliemae.com and womenshealth.com websites, and she said yes. She told me that she accessed those websites to pay her bills. I asked Adelman if she remembered accessing various websites to look for Christmas trees, and she said yes. She told me that she didn't spend as much time looking at Christmas trees as she did on her school work or wedding preparations.

I asked Adelman if she remembered searching the internet for birthday cards and Thanksgiving cards, and she said yes. She told me that she wanted to make her own greeting cards and was looking at various images for ideas. Adelman also admitted to accessing allrecipes.com to look for various Thanksgiving recipes, because she hosted Thanksgiving dinner. I asked her if she remembered accessing youtube.com to look at several spoofs and parody's involving Jim Carrey, Garth Brooks, Elvis, and Reba McEntire, and she said yes.

Adelman admitted to looking at various types of clothing on the Kohls.com website. I asked her if she received a clothing allowance as part of her employment, and she said no. She told me that the clothing she was looking at would've been for personal use. I asked Adelman if she had internet service at her residence, and she said yes. I asked her why she was using her work computer to access the various sites. She told me that she would think of different things throughout the day that she wanted to look up and would access the internet at work. Adelman told me that she didn't realize how bad her internet usage was until she was faced with it through this investigation. I showed Adelman several images (attachment E) that I captured from her internet searches. She admitted to looking at the images and the websites.

I referred to Adelman's interview with Captain Dicken earlier in this investigation. I reminded her that she was asked why her productivity and quality of work was declining. I told her that her answers were vague and she repeatedly said it was because of personal issues. I asked Adelman what the personal issues were, and she said it was the break up with her fiancé. I asked her if she approached her supervisors about the personal problems that she was experiencing, and she said no. She told me that she was too embarrassed.

I showed Adelman a photograph (Attachment F) that was taken out of her email. The photograph is a side shot of a naked woman (no female anatomy was shown in the photograph) with a tree tattoo on one side. She admitted to having the photograph in her email. She said she has a friend who liked trees

and was looking for tattoo ideas. She told me that she emailed the photograph to her home email account and was going to forward it to her friend. I asked her if the photograph was work related, and she said no.

I asked Criminalist Adelman if she had anything else to add to the interview or the investigation. She apologized for the time she has spent on the internet. She said she shouldn't have let her personal issues affect her work at the Crime Laboratory. Adelman said she is focused on her work and is doing a better job. She said she is disappointed in herself and doesn't want to do anything to jeopardize her employment. I asked her if the amount of time she spent on the internet at work, and her personal issues affected her work product, and she said yes.

The interview was concluded at approximately 1347 hours

August 5, 2013 at approximately 1346 hours

I interviewed Mrs. Deana Nielson, Crime Laboratory, as a witness to this administrative investigation. Mrs. Nielson is a Co-Crime lab Director and is in charge of the toxicology section of the Crime Laboratory. The interview was conducted at the Crime Laboratory and was digitally recorded. The following is a summary of the interview.

Mrs. Nielson said that she has been a Director at the Crime Laboratory since 2008. She said she supervised Criminalist Adelman when she was assigned to the toxicology section of the Crime Laboratory. Mrs. Nielson said Criminalist Adelman's job duties consisted of analyzing biological specimens to determine the presence of alcohol and/or drugs. She told me that they rotated the "alcohol weeks" and Criminalist Adelman would be assigned alcohol testing once every five weeks. Mrs. Nielson said during the alcohol rotation, Criminalist Adelman would be responsible for all of the alcohol requests that would come into the Crime Laboratory on the week that she was assigned to handle. Mrs. Nielson said the remainder of Criminalist Adelman's time would be spent testing urine for drugs and/or alcohol and handling court. She told me that Criminalist Adelman was hired in February of 2009.

I asked Mrs. Nielson what the expectations were for Criminalist Adelman as it relates to her job at the Crime Laboratory. She told me that an AD HOC performance review (Attachment F) was implemented for Ms. Adelman and several goals were set for her. Mrs. Nielson said the first goal was for Criminalist Adelman to increase her productivity. She said that she and the other supervisors had noticed Criminalist Adelman's productivity decrease. Mrs. Nielson explained that supervision doesn't have a set number on how many tests a Criminalist should run, but a Criminalist will establish a pattern as to what they can produce. She told me that Criminalist Adelman was producing half of what the other Criminalists were producing between January and March of 2013. I asked Mrs. Nielson if Criminalist Adelman's personal numbers had declined, and she said yes. She told me that there was a significant decline in what Criminalist Adelman produced between January and March of 2012 compared to what she had produced in January and March of 2013. Mrs. Nielson provided me with a copy of a 2013 urine toxicology report (Attachment G). She told me that Criminalist Adelman tested 157 samples and the other three Criminalist tested 376, 276 and 288 samples.

Mrs. Nielson told me that part of the reason Criminalist Adelman's productivity was declining had to do with her being out of the laboratory. She told me that Criminalist Adelman only turned in six daily status report sheet between January and March of 2013, meaning that she was only in the laboratory six times. I asked Mrs. Nielson why Criminalist Adelman was spending time outside of the laboratory. She told me that when she spoke to Criminalist Adelman about her time out of the laboratory, she didn't give her an explanation as to why. I asked Mrs. Nielson if Criminalist Adelman took extended vacation leave, and she said no. She told me that Criminalist Adelman was at work, but not in the laboratory. She said most of her time was spent in her office. Mrs. Nielson said Criminalist Adelman's office was outside of the Crime Laboratory due to the renovations, leaving her unsupervised. I asked Mrs. Nielson if Criminalist Adelman's schoolwork was the reason she was out of the laboratory, and she said she didn't know. She said she didn't get a chance to ask Criminalist Adelman about it, because Captain Dicken had started an administrative investigation.

Mrs. Nielson told me that the second goal that Criminalist Adelman was given was to increase her quality of work. She told me that Criminalist Adelman's quality of work was decreasing also. She said she had returned several items to Criminalist Adelman for her to correct prior to releasing them. Mrs. Nielson said Criminalist Adelman also had a problem with prioritizing her work and had to be told numerous times to test the oldest batches first.

Mrs. Nielson said the third goal that was set for Criminalist Adelman was to improve her response to supervisor's request. She told me that when a manual has to be changed, the supervisors would send an email to all of the toxicologists informing them of the changes. She said the toxicologists are required to respond to the email acknowledging the changes. Mrs. Nielson said she had to meet with Criminalist Adelman several times to confirm that she received the changes to manuals because she didn't respond to the email. Mrs. Nielson said on one occasion she had to take Criminalist Adelman out of the alcohol testing rotation because she failed to acknowledge receipt of several changes to the alcohol-testing manual. She told me that Criminalist Adelman failed to turn in her hours to Staff Lieutenant Lee on several occasions.

I asked Mrs. Nielson when she reviewed the AD HOC performance review with Criminalist Adelman. She said it was created on March 26, 2013, and was reviewed with her on April 3, 2013. Mrs. Nielson said that she met with Criminalist Adelman on May 1, 2013, to conduct a 30-day review (Attachment H) and her work was improving. She said Criminalist Adelman had doubled her productivity and hadn't received any negative feedback from the other Director, Mr. Joseph Jones. Mrs. Nielson also stated that Criminalist Adelman had become more conscience about the quality of work as well. She further stated that there were no issues with Criminalist Adelman's response to supervisors requests.

I asked her if she had spoken to Criminalist Adelman about her internet usage. She told me that she didn't talk to her about the internet usage after Captain Dicken started his administrative investigation. She said prior to Captain Dicken's investigation, she spoke to Criminalist Adelman about internet usage and gave her a copy of the policy. She said she told Criminalist Adelman it was unacceptable to work on her schoolwork on State owned equipment and on duty. Mrs. Nielson said she spoke to Criminalist Adelman about the internet usage in the fall of 2012, but didn't know the specific date.

I asked Mrs. Nielson if she had anything else to add to the interview or the investigation. She told me that during the meeting she had with Criminalist Adelman on April 3, 2013, she gave her a "30 day

focus" document (Attachment I) that was created by Director Joseph Jones to assist Criminalist Adelman. She told me that a week after the May 1, 2013 meeting with Criminalist Adelman, supervisors noticed more errors in her work.

During the interview, Captain Dicken brought in a copy of an IOC (Attachment I). The IOC was in reference to training that was conducted at the laboratory with all of the employees including Criminalist Adelman on June 28th and 29th of 2012. Internet usage was covered as part of the training.

The interview was concluded at approximately 1409 hours.

Conclusion

The original investigation revealed that Criminalist Adelman failed to meet the expectations of the Crime Laboratory relative to the quality and quantity of her work product. The investigation also revealed that Criminalist Adelman was using her computer to conduct personal business during work hours. Captain Dicken reviewed three months of Criminalist Adelman's internet activities. The review covered January 1, 2013 to March 27, 2013. Captain Dicken reported that Criminalist Adelman's internet usage was approximately 23 hours. I began to review Adelman's usage between October 1, 2012 and December 31, 2012. There were several days that Adelman's internet usage was significantly higher than other days throughout the month. Some of the internet sites that were visited by Adelman were in accordance with her duties; however, some of the sites were clearly not related to her duties as a Criminalist.

Criminalist Adelman admitted to visiting various websites to help her prepare for her wedding. Those websites included reception halls and photography sites. She also admitted to shopping for gifts for her maid of honor while on duty, and looking at several marathon training sites. Adelman also told me that she had visited several websites looking at E-cards and various greeting cards. She told me that she was trying to get ideas for Thanksgiving cards. Adelman told me that she also visited allrecipes.com and searched for recipes for Thanksgiving dinner (2012) that she was hosting. She further admitted to visiting all of the websites that were presented to her in the above tables.

During her interview, Adelman admitted to visiting several websites to obtain information for her master's program. Adelman is currently taking a master's course through the University of Florida. She told me that she has spent several hours on the internet while on duty. Adelman told me that her decline in work was a result of her internet usage and the recent break up with her fiancé.

I interviewed Mrs. Deana Nielsen as part of this administrative investigation. Mrs. Nielsen supervised Criminalist Adelman while she was at the Crime Laboratory. She provided me with several documents showing Criminalist Adelman's deficiencies.

Attachments

Attachment A – October internet records from Criminalist Adelman's computer.

Attachment B – November internet records from Criminalist Adelman's computer.

Attachment C – December internet records from Criminalist Adelman's computer.

Attachment D – Copies of various internet sites that Criminalist Adelman visited.

Attachment E – Photograph of a naked female with a tree tattoo.

Attachment F – AD HOC performance review for Criminalist Adelman

Attachment G – 2013 Urine Toxicology report

Attachment H – 30-Day AD HOC evaluation for Criminalist Adelman

Attachment I - 30-Day focus document

Attachment J - Training IOC showing that the use of internet policy was covered with all Crime Laboratory employees on June 28th and 29th 2012.