


Carmine Marceno
Sheriff



State of Florida
County of Lee

"Proud to Serve"

To: Sheriff Carmine Marceno

Thru: Deputy General Counsel Abbi Smith, Captain Daniel Cote, Lieutenant Travis Hicks 

From: Sergeant Noralva Galloway #03-222

Date: July 12, 2021

Ref: IA-2021-010

Against: Deputy First Class Jasmine Lee #12-028

Charges:

- 1) **Unlawful Conduct Offenses:** (*Offense 26.1.2.3.1*)
- 2) **Improper Conduct:** (*Communicating Criminal Information 26.1.2.4.44*)
- 3) **Improper Conduct:** (*Association With Criminals 26.1.2.4.48*)
- 4) **Improper Conduct:** (*Conduct Unbecoming Officer/Member 26.1.2.4.67*)

Complaint: On May 12, 2021, the Lee County Sheriff's Office (LCSO) Narcotics Unit concluded an investigation on a large-scale Drug Trafficking Organization (DTO) resulting in multiple arrests, the seizure of multiple kilos of narcotics, and over two million dollars in currency and assets. During a review of the suspects cellphones, messages were located between Deputy First Class (DFC) Jasmine Lee and a target identified within the DTO. The messages revealed DFC Lee had continuous communication with the member, and potential knowledge of the illegal activities conducted by the DTO.

Allegation 1: Unlawful Conduct Offenses: (*Offense 26.1.2.3.1*)
Members of the Lee County Sheriff's Office shall adhere to all federal, state, and local laws and ordinances, including those punishable by no other penalty than a fine, forfeiture, or other civil penalty.

Allegation 2: Improper Conduct: (*Communicating Criminal Information 26.1.2.4.44*)
Sheriff's Office members shall maintain the security of confidential information, and shall not intentionally communicate or give law enforcement information to another, especially if such information may aid a person to escape arrest, delay the apprehension of a criminal suspect, or secure the removal of stolen or embezzled goods, money or other property. Sheriff's Office members shall not intentionally divulge the identity of criminal informants, except as required by law and authorized by competent authority.



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Allegation 3: Improper Conduct: (Association With Criminals 26.1.2.4.48)

Except as necessary in the performance of official duties, Sheriff's Office members shall avoid regular or continuous associations or dealings with persons whom they know or are aware that the person is presently engaged in unlawful activities.

Allegation 4: Improper Conduct: (Conduct Unbecoming Officer/Member 26.1.2.4.67)

No member of this Office shall commit any act of conduct unbecoming an officer/member, which shall include any act or conduct not specifically mentioned in this manual which tends to bring the Sheriff's Office into disrepute or reflects discredit upon the individual member as an officer/member. Such act or conduct may include, but is not limited to, acts involving moral turpitude, participation in any immoral, indecent, or disorderly conduct, or, conduct which causes substantial doubts concerning a person's honesty, integrity, fairness, or respect for the rights of others or the laws of the county, state or nation

Complainant: Undersheriff John Holloway #13-148

Lee County Sheriff's Office
14750 Six Mile Cypress Parkway
Fort Myers, Florida 33912
(239) 477-1000

Witnesses: Captain Michael Tamulionis #05-135

Lee County Sheriff's Office
14750 Six Mile Cypress Parkway
Fort Myers, Florida 33912
(239) 477-1000

██
Lee County Sheriff's Office
14750 Six Mile Cypress Parkway
Fort Myers, Florida 33912
(239) 477-1000

██
Lee County Sheriff's Office
14750 Six Mile Cypress Parkway
Fort Myers, Florida 33912
(239) 477-1000

Sergeant Christopher Loughren #03-109
Lee County Sheriff's Office
14750 Six Mile Cypress Parkway
Fort Myers, Florida 33912
(239) 477-1000

Detective Rosisleidy Perovani #13-138
Lee County Sheriff's Office
14750 Six Mile Cypress Parkway
Fort Myers, Florida 33912
(239) 477-1000

Detective Jorge Oro #12-068
Lee County Sheriff's Office
14750 Six Mile Cypress Parkway
Fort Myers, Florida 33912
(239) 477-1000

Melissa Cossio
10070 Avalon Lake Cir
Fort Myers, Florida 33913
(239) 728-4495

Gabriel Cossio Jr-LCSO inmate
LCSO-CORE Facility

Accused Member: Deputy Sheriff First Class Jasmine Lee #12-028
Lee County Sheriff's Office
14750 Six Mile Cypress Parkway
Fort Myers, Florida 33912
(239) 477-1000

Previous IA Cases:

No Substantiated IA case in the preceding five years

04/17/2019 -One Memo To File-MTF2019-013-Careless Handling or Unintentional Abuse of Equipment/Vehicle (26.1.2.4.32)-**Substantiated**

Internal Affairs Investigation:

During the years of 2014 through 2016, the Lee County Sheriff's Office Narcotics Unit received multiple anonymous tips disclosing DFC Jasmine Lee was potentially associated with major drug dealers throughout Lee County. Specific names or details referring to her involvement were not specified in the tips. Due to the limited information, no follow-up investigation was conducted on the tips.

Within the last (approximate) eight years, Gabriel Cossio, a Hispanic male born on May 17, 1988, was identified by members the Narcotics Unit as the head member of a Drug Trafficking Organization (DTO). Melissa Cossio, a white female born on January 25, 1988, was identified as his wife, and also a member of the DTO. The Cossio's associated themselves with dealing narcotics, laundering money, and violent crimes. Numerous operations were conducted throughout the years by the Narcotics Unit to identify additional members and criminal activity.

On May 12, 2021, The Lee County Sheriff's Office Narcotics Unit concluded the investigation into the DTO by executing multiple search warrants on Cossio's residence, business, and vehicles. Narcotics detectives located multiple kilos of cocaine and fentanyl and seized over two million dollars in currency and assets. The arrest was deemed as the biggest "drug bust" in the history of Lee County and was featured throughout news media outlets and internal LCSO communications within LCSO. Both Gabriel and Melissa were arrested along with other members of the DTO.

As part of the investigation, search warrants were authored for multiple cell phones which were owned and used exclusively by Gabriel and Melissa. While reviewing the cell phone downloads and messages, DFC Lee's personal phone number [REDACTED] was located frequently used in Melissa's phone. The phone number was confirmed by [REDACTED] (LCSO/FBI Task Force member) who compared it to DFC Lee's employee information contained within the Sheriff's Office database.

Based upon evidence located of interaction with members of a DTO, the Lee county Sheriff's Office Narcotics Unit began a criminal investigation into possible unlawful activity involving DCF Lee.

On June 18, 2021 DCF Lee was interviewed by members of the Lee County Sheriff's Office Narcotics Unit regarding her involvement with the Cassio Family. In summation, she stated that she has known the family for many years, denied any criminal involvement, but admitted to facilitating a drug transaction for a friend which ultimately did not take place due to Cassio not having the narcotics at that time.

The criminal case was reviewed by the 20th Judicial Circuit State Attorney's Office (SAO), however, due to the three-year statute of limitation for a third degree felony, no criminal case could be pursued.

Over 3000 messages and photographs were shared between Melissa and DFC Lee dating back to 2017. It became evident DFC Lee and Melissa were close friends and associated with one another on a regular basis, up until the date of the arrest. Messages were found between the two in 2017 that specified DFC Lee provided confidential or sensitive information to Melissa about members of the DTO. This caused a concern of DFC Lee's involvement with the DTO itself. It was also learned DFC Lee did not report her association with the Cossio family to her supervisors after the arrests were made. With the inactions of reporting her association, to include the message content between Melissa and DFC Lee, a search warrant for her personal cellular phone was requested by [REDACTED] for potential violation of F.S.S. 838.21-Disclosure or Use of Confidential Criminal Justice Information, a third degree felony. The search warrant was reviewed and approved by Honorable Judge Archie B. Hayward, of the 20th, Judicial Circuit.

After a review of DFC Lee's cellular phone, no additional criminal evidence was identified. Additional messages were located where DFC Lee discussed the Cassio arrests with another LCSO member.

On June 26, 2021, the investigation was turned over to the Lee County Sheriff's Office Internal Affairs Unit for review for any potential policy violations. The messages between DFC Lee and Melissa were provided to Sergeant Nora Galloway and read as follows:

November 10, 2017

-4:49 p.m. (Lee)—"I'll call you after I talk to the dude"

-4:50 p.m. (Melissa)—"Ok, let me know why they pulled him over"

-4:50 p.m.(Melissa)—"If u can. I appreciate you very much"

-4:50 p.m. (Lee)—"Okay I actually fcked [sic] one of the guy I'm having call me....."

-4:50 p.m. (Lee)—"I'll let you know soon as I find anything out"

-4:51 p.m. (Melissa)—"Hahahha bitch u crazy lol"

-5:07 p.m. (Lee)—"He hasn't called me back and [REDACTED]"

[REDACTED] but I'm guessing that's what's happening so far"

-5:07 p.m. (Lee)—"I'll keep updating you as much as I can"

-5:15 p.m. (Lee)—"Narcotics"

-5:18 p.m. (Melissa)—"Dame [sic] ok"

-5:18 p.m. (Lee)—"[REDACTED]"

-5:18 p.m. (Melissa)—"At stupid Omar house I'm sure"

-5:18 p.m. (Lee)—"Yea, have they been staying low key or no?"

-5:19 p.m. (Lee)—[REDACTED]

-5:19 p.m. (Lee)—[REDACTED]

-5:20 p.m. (Lee)—[REDACTED]

-5:20 p.m. (Lee)—“It’s tricky. You never know [REDACTED]
[REDACTED]

-6:04 p.m. (Lee)—“Call me”

It was learned by members of the Narcotics Unit that Gabriel Cossio was the subject of a traffic stop conducted by then Deputy Jorge Oro, who was working in conjunction with the Narcotic’s Unit. Deputy Oro was asked to conduct a traffic stop after Gabriel was seen leaving the residence of another member of the DTO, Omar Cossio, a Hispanic male, born on October 16, 1985.

January 8, 2018

-9:50 a.m. (Lee)—“Got the days off and got our place girly so we’ll be there”

-10:04 a.m. (Melissa)—“Awesome! It’ll be lit!”

January 14, 2018

-6:54 p.m. (Lee)—“Hey, I’m really sorry but I won’t make it to the party something came up and I have to cancel. Again I’m really sorry and I hope you enjoy yourself!!!”

-6:59 p.m. (Melissa)—“Really! Awww”

-7:02 p.m. (Melissa)—“I hate to ask this but it’s not b/c of noe or anything is it!? His bitch ass baby mama not going! Lol”

-7:07 p.m. (Lee)—“In all honesty Melissa it is. And I’m just tryna lay low from everyone and everything for a bit. It’s too much drama, and all these people hitting me up about it. I’m not tryna deal with this. It’s embarrassing. I’m ashamed. “It puts my job at risk, and if she tryna come at me crazy which I hear is the case now, I rather lay low and no questions are asked who I’m hanging with or what I’m doing. I love ya seriously like my family, and I lost ya because of this bullshit. I don’t know when I’ll ever come around again.

-7:08 p.m. (Lee)—“I’m sorry and not going again, but I know everything will be great and you’re going to look beautiful and have the best time”

-7:13 p.m. (Melissa)—“GIRL fuck that! She is so nasty. She fucking everybody even dudes with aides!! She can’t ever come at you sideways cus she has no room to speak. But I do understand your perspective..I did not invite her or Taniesha to my party. B/c I want it to stay drama free! So if you change your mind and want to blow of steam come party..”

-7:15 p.m. (Lee)—“Thank you, I’ll still keep the days off and think about it.I’ll see if things die down and get closer to that time”

-7:18 p.m. (Melissa)—“Ok boo.”

-7:22 p.m. (Melissa)—“Plus noe said he wants u there! Lol

-7:46 p.m. (Lee)—“Girl all Noe says is shit ima always be that boys friend but right now I’m staying distant especially hearing Aleezah tryna find out where I live and shit. I’m not dealing with that.”

-7:48 p.m. (Melissa)—“I’m sure he does! But don’t worry about anything. I got your back if anything! Have a good night.”

-7:56 p.m. (Lee)—“Thank you, you too!!”

May 6, 2019

-11:12 a.m. (Lee)—“Hey Julio got arrested so my sister joshlyn is posting the bond just FYI”

-11:12 a.m. (Melissa)—“O yea lach [Gabriel] just told me”

- 11:13 a.m. (Melissa)—“We thought he couldn’t get out cus [sic] he was out in bond from last time”
- 11:13 a.m. (Lee)—“Hmm idk but it’s posted
- 11:14 a.m. (Melissa)—“O who bonded him out?”
- 11:14 a.m. (Lee)—“Idk lmao’
- 11:15 a.m. (Melissa)—“Does posting it mean someone bonded him out?”
- 11:16 a.m. (Lee)—“I guess they’re taking the claim so whoever does bond him out goes through them. I’m not entirely sure that’s bond business, I just put them in handcuffs”
- 11:16 a.m. (Melissa)—“Julio is so dumb.”
- 11:16 a.m. (Melissa)—“lol”
- 11:17 a.m. (Melissa)—“Thanks for letting me know. We in bed trying to catch up on sleep”

May 28, 2019

- 5:05 p.m. (Melissa)—“Hey”
- 5:27 p.m. (Lee)—“Hey”
- 5:28 p.m. (Melissa)—“Can u see if my sister has a warrant?”
- 5:28 p.m. (Melissa)—“Jessica kittilsen 9/8/86”
- 5:28 p.m. (Lee)—“We family, but you gotta check online girl”
- 5:28 p.m. (Melissa)—“ok”
- 5:29 p.m. (Melissa)—“I know it’s public just thought it would be easier for u to pull up”
- 5:29 p.m. (Lee)—“I know it’s dum but that’s how it has to be done. Search her name on our website and it’ll say”

August 18, 2019

- 2:56 p.m. (Lee)—“Can you do me a favor? I don’t know if you remember my cousins boyfriend yesterday he was with the camera. He needs some weed, you got someone he can get some from?”
- 3:00 p.m. (Melissa)—“how much”
- 3:01 p.m. (Lee)—“a dub”
- 3:03 p.m. (Melissa)—“ok yea later today when we get home. Around 6:30”
- 3:07 p.m. (Lee)—“He’s gonna try through my brother because they’re leaving shortly after that time to drive back up. I’ll let you know.”
- 3:07 p.m. (Melissa)—“O ok, just let know”
- 4:46 p.m. (Lee)—“My brother came over and took care of him”
- 6:20 p.m. (Melissa)—“Ok”

May 13, 2021-Text messages between DFC Lee and Detective Rosisleidis Perovani

- 3:03 a.m. (Perovani)—“Josh was at D2 today but I didn’t see him cause he was in the patrol side”
- 3:04 a.m. (Lee)—“Hmmm I wondr if he was there for my friends”
- 3:04 a.m. (Lee)—“They all got picked up but idk if it was narcs or feds. I know our cars were there when they stopped the husband”
- 3:05 a.m. (Perovani)—“oh idk”
- 3:06 a.m. (Lee)—“He’s still in narcs right?”
- 3:09 a.m. (Perovani)—“No he’s in gang”

- 3:10 a.m. (Lee)—“Oh well yeah I mean all in one lol”
- 3:10 a.m. (Perovani)—“Well then yes”
- 3:13 a.m. (Lee)—“yea he was there for my friends”
- 3:13 a.m. (Perovani)—“Oh damn that sucks I guess”
- 3:14 a.m. (Perovani)—“The people you talked about during your bday?”
- 3:14 a.m. (Lee)—“yup”
- 4:05 a.m. (Perovani)—“Well that’s what happens toto [sic]when you doing bad shit”
- 4:05 a.m. (Perovani)—“Sorry I know they your friends”
- 4:05 a.m. (Lee)—“oh trust me I knew this was coming sooner or later”
- 4:06 a.m. (Perovani)—“yup”

During Detective Oro’s statement to Sergeant Galloway, he advised on November 10, 2017, he was contacted by members of the Narcotics Unit who asked for his assistance with conducting a traffic stop on Gabriel Cossio. Detective Oro established reasonable suspicion and conducted a traffic stop. Although Detective Oro was unfamiliar with Gabriel Cossio, through his experience of assisting the Narcotics Unit, he was aware Gabriel was most likely being investigated for drugs by the Narcotics Unit. Detective Oro recovered a small handgun, security badge, and US Currency during the traffic stop. Gabriel was not arrested in order to maintain the integrity of the ongoing investigation and was released with a warning for window tint. Detective Oro recalled that DFC Lee immediately called him after the traffic stop and requested information about the stop, stating she was a friend of the family. DFC Lee asked whether Gabriel was in possession of anything illegal, along with other questions, however, Detective Oro could not recall the exact specifics. According to Detective Oro, he told DFC Lee minimal information, however, with her inquiring with such details about the stop, he became concerned. After speaking with DFC Lee, Detective Oro immediately contacted Sergeant Loughren with the Narcotics unit and notified him of DFC Lee calling him.

In Sergeant Loughren’s statement to Sergeant Galloway, he stated Gabriel was being investigated by the Narcotics Unit and the unit was conducting surveillance on him that day. Sergeant Loughren recalled Detective Oro contacting him shortly after the traffic stop and explained that DFC Lee had asked for details about the stop. This information also caused great concern to Sergeant Loughren who immediately notified his supervisor, but could not recall who it was at the time. After reviewing the messages between DFC Lee and Melissa, Sergeant Loughren stated the messages could have hindered the investigation since she provided specific investigative tactics used by the Narcotics Unit that the public would not generally know. According to Sergeant Loughren, members of the Narcotics Unit changed their investigative strategies into the DTO to protect the integrity of the investigation, knowing DFC Lee was a possible associate with members of the organization.

Sergeant Galloway contacted both Gabriel and Melissa Cossio who refused to provide statements.

In Detective Perovani’s statement to Sergeant Galloway, she stated she has known DFC Lee for approximately five years, and had developed a close friendship with her within the last two years. Detective Perovani stated that herself, DFC Lee, and another acquaintance of DFC Lee, “Cassie,” went out for lunch for DFC Lee’s birthday. Detective Perovani stated DFC Lee and “Cassie”

were talking about certain "friends," however, Detective Perovani could not recall who or what was being said.

On July 8, 2021, DFC Lee was interviewed by Sergeant Galloway and Sergeant Snyder with the Internal Affairs Unit. DFC Lee referred to the interview conducted by the Narcotics Unit on June 18, 2021, and stated she "assumed" she was going to be questioned about the arrests since she was aware investigators would eventually locate her number in Melissa's phone. DFC Lee explained to Sergeant Galloway she has known the Cossio family since she was six years old and attended high school with several members of the family including Victor Cossio, Julio Cossio, and Gabriel's nephew, Noe Lara. DFC Lee stated she has attended their family gatherings and parties on multiple occasions. When questioned about the Cossio's narcotics history, DFC Lee stated she learned of Gabriel and Lara's involvement with narcotic sales at the end of her high school years, 2009-2011, through "family gossip," however believed they had stopped the illegal activities. DFC Lee stated she never confirmed with them nor did they tell her about ceasing their involvement with drugs. When asked if she was aware if the family was involved with narcotics after 2012, her hire year, DFC Lee stated she could not recall, but she continued attending family functions after 2012.

During the interview, DFC Lee was questioned again regarding her relationship with the Cossio family. DFC Lee changed her response to stating she has never hung out with them on a daily nor weekly basis and referred to them "family of family friends." DFC Lee stated she has only spoken to Gabriel "in passing" not having a conversation for longer than two minutes. DFC Lee stated she was more associated with the female members of the family.

DFC Lee stated she met Melissa when she married Gabriel 2014-2015, and developed a close relationship with her. During their friendship, DFC Lee stated she has never known Melissa to be involved with any narcotic sales, only knew of the male members to have some type of involvement.

DFC Lee stated she has taken a few trips with the family. Melissa, DFC Lee, along with other females, went to Miami in May of 2018, for DFC's Lee birthday. DFC Lee stated Gabriel, Omar, along with other individuals later showed on the trip. DFC Lee stated she also took a trip with Melissa to Puerto Rico in May of 2019.

From the messages located by [REDACTED] it was evident the trips were extremely costly. Sergeant Galloway asked DFC Lee if there were ever any concerns on her behalf on how Gabriel and Melissa could afford such expensive trips, that included VIP treatment, fancy jewelry, and plastic surgeries. DFC Lee stated she has always given them "the benefit of the doubt" and "made excuses" to herself, but she now realized how they were able to afford such a lavish lifestyle.

DFC Lee was asked if she ever witnessed any drug use or sales while out with Melissa. DFC Lee stated, Melissa "may" have told her to turn around, or "this is going on, go hang out over there," but could not recall. DFC Lee stated she did not observe any illegal activity take place directly in front of her.

DFC Lee was questioned in regard to the text conversation with Melissa on November 10, 2017, the traffic stop conducted by Detective Oro. She recalled it was her day off when she received the call from Melissa letting her know Gabriel was pulled over. DFC Lee stated she could not recall if she logged onto her LCSO issued laptop to see which deputies were out on the stop, but "assumed" she may have considering she knew who it was. DFC Lee stated when she asked Melissa in the text thread if Gabriel [REDACTED] or asked if they had been staying [REDACTED] she referred to drugs speaking of his past history of her high school years (2009-2011), and also who Gabriel associated with. When asked as to why she would mention the [REDACTED] [REDACTED] she stated because they are not "regular" patrol deputies. DFC Lee stated she did not believe the information she provided to Melissa was sensitive in nature when notifying her about the [REDACTED] tactics used by the Narcotics Unit. DFC Lee stated the information is "common knowledge" to the public, especially to those growing up in a minority neighborhood. During the interview, DFC Lee changed her response and stated she now realized that the information was sensitive and can see how it could have impeded the investigation, but just did not see it at the time.

When DFC Lee was questioned about her relationship with Noe Lara, she stated she was in a two-week relationship and was intimate with him one time while at her residence. She last spoke to Lara three to four years ago when he was released from the Department of Corrections, after serving a three-year sentence for "narcotic related" charges. DFC Lee stated she was aware of his release in December of 2017, and started the relationship approximately one month after his release. DFC Lee stated she was aware of his arrest history since she would see his booking photos in the LCSO intranet arrest records page. DFC Lee explained when she stated "it puts my job at risk," in the messages with Melissa, it was due to the mother of Lara's child wanting to fight her. DFC Lee was asked where she stored her duty weapon and other LCSO issued equipment while Lara was at her residence. DFC Lee stated she would keep her police gear at her mother's residence, then changed her response to "more than likely" the gear was kept at her own residence, adding Lara did not spend the night. DFC Lee stated it was a mistake to be involved with Lara due to her profession and because the mother of his child caused problems for her.

When questioned about the messages with Melissa on May 6, 2019, DFC Lee stated "Joshlyn" is not her biological sister as mentioned, more of a friend. DFC Lee stated she did not partake in bonding Julio Cossio out of jail when he was arrested.

DFC Lee was questioned about the messages between her and Melissa related to obtaining marijuana on August 18, 2019. DFC Lee stated she was doing her cousin's boyfriend a "favor" by helping him get marijuana. Although DFC Lee asked Melissa for a "dub" of marijuana, she said that she was not familiar with how much a "dub" was or the cost, but figured it was enough for a "joint." DFC Lee stated she asked Melissa for marijuana since she knows Melissa to smoke it. DFC Lee stated she did not see it as taking part of a narcotic sale, and only saw it as doing someone a favor. DFC Lee stated she provided her cousin's boyfriend her brother's phone number so he could help him get marijuana. DFC Lee stated this was her biological brother, however, she was not close to him. DFC Lee stated her brother came over and picked up her cousin's boyfriend. Once they returned, she did not ask if they found any marijuana and they did not smoke in front

of her. DFC Lee agreed her actions were “unethical” since she is a certified law enforcement officer.

During her interview with the Narcotics Unit members, DFC Lee stated that Melissa had texted her a picture of what appeared to be a subpoena for their business approximately one to two months ago. During that time Melissa asked DFC Lee who “Detective Manley” was. According to DFC Lee, she told Melissa she has not heard that name in a while. In her statement to Sergeant Galloway, DFC Lee stated she remembered approximately one hour after the message was sent that Detective Manley worked in the Narcotics Unit, however, did not tell Melissa. Learning this information, DFC Lee stated this “raised an eyebrow” that Gabriel and Melissa must be involved in some type of illegal activity, however gave them the “benefit of the doubt,” in hopes that it was because of Noe Lara. DFC Lee continued her association with the Cossios.

DFC Lee was questioned about the messages between her and Detective Perovani. DFC Lee stated when she mentioned in the text thread “oh trust me I knew this was coming sooner or later,” she referred to their past and the subpoena she received from Melissa. DFC Lee stated she does not recall telling Detective Perovani anything about her “friends” being involved in any illegal activity. DFC Lee did not know as to why she would tell Detective Perovani that she believed it was the “feds” involved with the arrest.

DFC Lee stated on the day of the arrests, Melissa called her prior to her arrest, and explained Gabriel was pulled over in Lehigh Acres. According to Lee, it was her day off and she did not log into her issued to LCSO laptop nor provide any additional information to Melissa. DFC stated she later received a call from a family member of the Cossio family who notified her of the multiple arrests.

Sergeant Galloway asked DFC Lee as to why she did not notify her supervisor after the arrests were made once she returned to work. She stated she “didn’t think there was a need” since she was “not involved.” When asked if she was familiar with LCSO policy in regard to associating with criminals, she stated she understood the policy as “if an employee was to be involved with someone who is involved in criminal activity, you should just get away from them.” DFC Lee stated she now realized she should have notified a supervisor, but at the time she didn’t think to do so.

DFC Lee stated during her interview with the members of the Narcotics Unit that she felt she had “already lost her job.” Sergeant Galloway asked DFC Lee as to why she would make the statement. DFC Lee stated because of her “close association” with the family. DFC Lee added she can see where she made a mistake and made a wrong decision and doesn’t feel the agency will look at her the same. DFC Lee stated to Sergeant Galloway she was never asked to participate in any criminal activity while associating herself with the family.

When DFC Lee was asked if she felt she violated LCSO Policy Conduct Unbecoming, she stated “yes.” Sergeant Galloway asked if she felt her actions reflected discredit upon her herself, she stated yes. DFC Lee stated she “held on to the relationship with the family,” and she “wronged” her ethical and moral values.

Official Record:

1. Preliminary IA report IA2021-010
2. Notice of Administrative Leave With Pay signed by DFC Jasmine Lee #12-028
3. Employee Database Printout of DFC DFC Jasmine Lee #12-028
4. Notification of Internal Affairs Investigation signed by DFC Jasmine Lee #12-028
5. Florida's Officer Bill of Rights signed by DFC Jasmine Lee #12-028
6. Right to Representation signed by DFC Jasmine Lee #12-028
7. LCSO Policy Ch 52-signed by DFC Jasmine Lee #12-028
8. Administrative Rights signed by DFC Jasmine Lee #12-028
9. Evidence review form-signed by DFC Jasmine Lee #12-028
10. Administrative Leave Property Checklist
11. LCSO Policy Chapter 26-Improper Conduct-Conduct Unbecoming
12. To/From memorandum from [REDACTED]
13. Presumptive Drug results for DFC Jasmine Lee #12-028
14. Finalized Drug results for DFC Jasmine Lee #12-028
15. LCSO local records-Gabriel Cossio
16. LCSO local records-Melissa Cossio
17. LCSO local records-Noe Lara
18. LCSO local records-Julio Cossio
19. Corrections Offender Network inmate release-Noe Lara
20. CFS 17-514230 Traffic stop by Detective J. Oro on Gabriel Cossio
21. Copy of SW for cell phone-DFC Jasmine Lee #12-028
22. Copy of Certified letter sent to Melissa Cossio 07/04/21
23. Booking Affidavit-Gabriel Cossio
24. Booking Affidavit-Melissa Cossio
25. Messages between Melissa Cossio and DFC Jasmine Lee referring to traffic stop
26. Messages between Melissa Cossio and DFC Jasmine Lee referring to marijuana
27. Messages between Melissa Cossio and DFC Jasmine Lee referring to Noe Lara
28. Messages between Melissa Cossio and DFC Jasmine Lee referring to Jessica Kittleson
29. Messages between Melissa Cossio and DFC Jasmine Lee referring to Julio Cossio?
30. Messages between DFC Jasmine Lee and Detective Rosisleydis Perovani
31. LCSO case # 19-356941 Marijuana Arrest
32. LCSO case # 20-348942 Marijuana odor
33. DFC Jasmine Lee's monthly work schedule for November 2017
34. Facebook subpoena request by Detective C. Manley
35. F.S.S. 838.21 Disclosure or used of confidential criminal justice information
36. Audio of Internal Affairs Notification for DFC Jasmine Lee
37. Audio Interview-DFC Lee [REDACTED]
38. Audio statement provided by [REDACTED]
39. Audio statement provided by Sergeant Christopher Loughren
40. Audio statement provided by Detective Jorge Oro
41. Audio statement provided by Detective Rosisleydis Perovani
42. Audio statement provided by Gabriel Cossio
43. Transcribed statement of DFC Lee IA interview

44. Transcribed statement of DFC Lee/ [REDACTED] Captain Tamulionis
45. Transcribed statement of [REDACTED]
46. Transcribed statement of Sergeant Christopher Loughren
47. Transcribed statement of Detective Jorge Oro
48. Transcribed statement of Detective Rosisleidydis Perovani
49. Certified letter return signed by Melissa Cossio
50. Amended Notification of Internal Affairs Investigation-signed by DFC Lee
51. LCSO Ch 26 Policies: Unlawful Conduct/Improper Conduct
52. LCSO local records-Omar Cossio
53. LCSO CFS #17-514230 Radio Log
54. LCSO local records-written warning record for Gabriel Cossio
55. Criminal registration information for Noe Lara

CONCLUSION:

The Internal Affairs Unit conducted a review for a potential policy violation for **Unlawful Conduct Offenses**; whether DFC Lee failed to adhere to state law F.S.S. 838.21-Disclosure or Use of Confidential Criminal Justice Information, a third degree felony. The facts revealed the following:

On November 10, 2017, Gabriel Cossio, who was identified as a head member of a DTO, was pulled over by Detective Jorge Oro and members of the [REDACTED] while the Narcotics Unit was actively investigating him. A text message thread was located on this date between DFC Lee and Melissa where Melissa asked for information about the traffic stop knowing DFC Lee is a certified law enforcement officer with the Sheriff's Office. Rather than denying the request, DFC Lee informed Melissa the stop was conducted by [REDACTED] who primarily works alongside the Narcotics Unit. When asked how she learned which deputies were on the stop, DFC Lee stated she "assumed" she must have logged into her LCSO issued laptop, since it was her day off.

In the messages, DFC Lee asked Melissa whether Gabriel had been [REDACTED] and hopes Gabriel does not have [REDACTED] on him. In her Internal Affairs interview, DFC Lee confirmed she was referring to narcotics when making those statement. DFC Lee stated she made the statements because of their past when she heard through family gossip of their involvement with drugs back in 2009-2011.

DFC Lee continued to tell Melissa in the message thread [REDACTED] [REDACTED] DFC Lee stated during her Internal Affairs interview she knew of this particular investigative tactic used by the Narcotics Unit through common knowledge; stating the public, more specifically, those growing up in a minority neighborhood, are familiar with. Although Detective Oro provided minimal information to DFC Lee, she immediately relayed that information to Melissa.

By DFC Lee inquiring about the traffic stop, it raised enough suspicion of her association with the Cossio family where Detective Oro immediately notified the Narcotics Unit supervisor. Sergeant Loughren, who was the Narcotics Unit supervisor of the operation, notified his immediate supervisor. Although DFC Lee did not halt the investigation, the Narcotics Unit changed their investigative strategies into the DTO to protect the integrity of the investigation, knowing DFC Lee was possibly associated with members of the organization.

Deputy Lee is a certified law enforcement officer and it was evident DFC Lee had knowledge of Gabriel's involvement related to illegal narcotic activity. A search warrant of DFC Lee's personal phone was requested and approved by the Honorable Judge Archie B. Hayward, of the 20th, Judicial Circuit. Although the State Attorney's Office ultimately declined to prosecute due to the expired statute of limitations, the search revealed probable cause did in fact exist for the violation of F.S.S. 838.21. DFC Lee disclosed active criminal investigative or intelligence information to members of the DTO by providing investigatory methods and law enforcement tactics that could have hindered the investigation, including putting law enforcement officers at risk.

The Internal Affairs Unit conducted a review for a potential policy violation of **Improper Conduct: Communicating Criminal Information**, whether DFC Lee maintained the security of confidential information, and did not intentionally communicate or give law enforcement information to another, especially if such information may aid a person to escape arrest, delay the apprehension of a criminal suspect. The facts revealed the following:

The text conversation between DFC Lee and Melissa on November 10, 2017, begins with "I'll call you after I talk to the dude." This statement leads Sergeant Galloway to believe a call was placed prior to the messages about the traffic stop. DFC Lee divulged information of the [REDACTED] being "Narcotics," and explained to Melissa, "it's tricky, you never know [REDACTED]" Melissa was provided information by DFC Lee that the stop was not a routine traffic stop, rather than a stop that was potentially part of an active narcotics investigation. With DFC Lee telling Melissa [REDACTED] this information could have delayed the investigation by letting members of the DTO aware they are being watched by the Narcotics Unit. DFC Lee communicated an investigative tactic utilized by the Narcotics unit relaying, [REDACTED]

That information would have divulged the identity of an informant putting his/her life at risk, if one was used for the investigation. DFC Lee willingly communicated investigative tactics and confidential information to Melissa, to where the public would not be privy to, especially during real-time of the traffic stop.

The Internal Affairs Unit conducted a review for a potential policy violation for **Improper Conduct: Association with Criminals**, or whether DFC Lee avoided regular or continuous associations with persons whom she knew were engaged in unlawful activities. The facts revealed the following:

Over 3000 messages between Melissa and DFC Lee were located by the Narcotics Unit during a review of Melissa's cellular phone. The messages went back four and a half years up to the day of the Cossio's arrests. The messages included photograph exchanges, sharing personal information, and taking vacations together.

DFC Lee stated it was her regular day off when Melissa and Gabriel were arrested, and learned it through a family member and the local news. Upon her return to work, DFC Lee did not notify her immediate supervisor of her association, although she was familiar with an LCSO policy stating she was not to associate herself with members involved in criminal activity. DFC Lee stated she "assumed" she was called in to speak to the Narcotics Unit members because of her association with the Cossio family. This thought process proves DFC Lee had some type of inclination or knowledge that she should have notified her supervisor of her association to the Cossio family.

In the messages between DFC Lee and Detective Perovani, DFC Lee wrote "oh trust me I knew this was coming sooner or later," referring to the arrest of her "friends." This statement shows DFC had an expectation of an arrest to take place due to some type of criminal activity. Also in the message thread, DFC Lee wrote "they all got picked up but idk if it was narcs or feds.." This message proves DFC Lee has some type of knowledge that criminal activity the Cossio's were arrested for extended to a federal level.

In her statement to Internal Affairs, DFC Lee stated after Melissa texted a photo of a subpoena and it "raised an eyebrow" making her believe Gabriel and Melissa were being investigated by a narcotic detective; however, continued associating herself with them.

DFC Lee was involved in a two-week long intimate relationship with Noe Lara. Lara was identified as a narcotics dealer within the DTO. Lara is a registered felon with eleven arrest in Lee County. The arrests include possession of narcotics, sale of narcotics, trafficking in narcotics, possession of a weapon by convicted felon, and probations violations. In her statement to Internal Affairs, DFC Lee stated she was aware of Lara's arrests history and knew he was released from the Department of Corrections after serving a three-year sentence for narcotics. This was one month prior to DFC getting involved with Lara. DFC Lee stated she and Lara were intimate one time while at her residence. DFC Lee stated her involvement with Lara was a "mistake" due to her profession.

In the text messages between DFC Lee and Melissa that took place on November 10, 2017, DFC Lee asks Melissa if Gabriel was [REDACTED] or [REDACTED]. In her statement to Sergeant Galloway, DFC Lee stated she referred to drugs. The conversation is evident Deputy Lee has knowledge that Gabriel is involved with illegal narcotic activities while she was certified member of LCSO.

The Internal Affairs Unit conducted a review for a potential policy violation for **Improper Conduct: Conduct Unbecoming of an Officer**, whether DFC Lee committed any act that brings the Sheriff's Office into disrepute or reflected discredit upon herself as an officer. The act may include, acts involving moral turpitude, participation in any immoral, indecent, or disorderly

conduct, or, conduct which causes substantial doubts concerning a person's honesty, integrity, fairness, or respect for the rights of others or the laws of the county, state or nation. The facts revealed the following:

On August 18, 2018, Lee began a conversation with Melissa and requested a "favor" asking for marijuana for her cousin's boyfriend. Deputy Lee asked Melissa if she had a "dub" of marijuana, which is commonly associated with a \$20 bag of marijuana. In DFC Lee's statement to Sergeant Galloway, she advised she was unfamiliar with the amount, but knew it was enough for a "joint." Deputy Lee later texted Melissa and advised her that her brother came over and "took care of it." DFC Lee stated to Sergeant Galloway this was her biological brother but she is not close to him.

During her statement to Internal Affairs, DFC Lee stated she did not view it as facilitating a drug transaction, other than just a favor for a friend who has a disability, although her actions were "unethical."

DFC Lee was employed as a certified law enforcement officer at the time she engaged in a text conversation facilitating a drug transaction. At no point during their text conversation did DFC Lee attempt to remove herself from this criminal act, rather she initiated the conversation. This conversation also confirms Melissa is involved with the dealing of marijuana.

According to her arrest records, DFC Lee made a Possession of Marijuana (6.6 grams) arrest on July 27, 2019, approximately three weeks prior to her text conversation with Melissa. DFC Lee also utilized the odor of marijuana to conduct a search of a vehicle which resulted in an arrest on July 16, 2020, approximately one year after the text conversation with Melissa.

DFC Lee stated during her interview with the Narcotics members that she felt she had "already lost her job." When asked as to why she made the statement, DFC Lee stated because of "close association" with the Cossio family. This statement confirmed DFC Lee does have the close relationship with the family. DFC Lee added to her statement that she made a wrong decision and doesn't feel the agency will look at her the same.

When DFC Lee was asked if she felt she violated LCSO Policy Conduct Unbecoming, she stated "yes." Sergeant Galloway asked if she felt her actions reflected discredit upon her herself, she stated yes. She "held on to the relationship with the family," and she "wronged" her ethical and moral values.

The Internal Affairs Unit conducted this investigation to include interviewing all identifiable witness and collecting evidence pertaining to the case. The summary of the facts gathered during the investigation herein will be forwarded to the Review Committee Board for recommendation findings.

I, Sergeant Noralva Galloway do hereby swear, under penalty of perjury, that to the best of my personal knowledge, information, and belief, I have not knowingly or willfully deprived, or allowed another to deprive, the subject of the investigation of any of the rights contained in ss.112.532 and 112.533, Florida Statutes.

Sworn to and subscribed before me

This day of 9, 2021

July

Capt. [Signature]
Notary Public Cubi
#98005

Sgt. Nora Galloway #03222
Sergeant Noralva Galloway #03222
Lee County Sheriff's Office