

Interdepartmental Memorandum

To: Chief Wayne

From: Assistant Chief Craft 

Date: November 19, 2014

Subj: Formal Investigation Report

As lead investigator, attached is my final recommendation regarding the Formal Investigation of the reported incident involving LT. Dale Pinheiro and the complainants from the Lee County Sheriffs' Office.

I have attached all the supporting documents and audio tape of both investigations.

Please note this issue took longer to complete than normal due to the scheduling and availability of all individuals involved between the two agencies, between both myself and Battalion Chief Christensen.

Formal Hearing of LT. Dale Pinheiro

Name Rank of person being investigated:

Dale Pinheiro, C-Shift Lieutenant, Station 103

Administrative staff completing Formal Hearing:

Assistant Chief Ken Craft, Administrative Assistant/HR Sue Platas, and Battalion Chief Tim Christensen

Union Representative:

Chris Schaefer

Date of Incident:

September 18, 2014,

Section of Department Rules and Regulations Possibility Violated:

Lehigh Acres Fire Control and Rescue District, Rules and Regulations, Last revised 09-2007

1. General Rules: 4.01, 4.09, 4.10, 4.11, 4.13, 4.21, 4.22, 4.25, 4.30, 4.31, 5.08
2. Professional Conduct: 12.e

Statement of facts of misconduct:

Our agency, Assistant Chief Ken Craft, received telephone notification on Friday September 19th, of a complaint, which was then followed by written sworn affidavit statements, a week later from the Lee County Sheriff's Office. The complaint was filed against one of our officers, and then identified as LT. Dale Pinheiro, for his actions, language, and over all behavior towards Deputy D. Jennings and VOICE Officer Linda Hyde, that had taken place, at a possible structure fire on September 18th, late morning, at 3717 12th Street West.

Once our agency, Assistant Chief Ken Craft, received the sworn affidavit written complaints, they were given to Battalion Chief Tim Christensen, to conduct an Informal Inquiry regarding the complaints.

Following the Departments Rules and Regulations, Disciplinary Actions, 13.02 and Fire Fighters Bill of Rights, Battalion Chief Christensen completed the Informal Inquiry and submitted his recommendations October 15th. Based upon results of the Informal and the complaint filed, there

was what appeared to be too large of a gap between the two. This therefore resulted in a Formal Investigation being directed by Assistant Chief Craft.

Following the Department's Rules and Regulations, Disciplinary Actions, 13.02 and the Fire Fighter Bill of Rights, a Formal Investigation was issued on October 21st and completed November 11th, by Lead Inquirer Assistant Chief Ken Craft, assisted by Sue Platas, Admin. Asst. /HR and C-Shift Battalion Chief Tim Christensen. Fire Fighter Chris Schaefer served as the Union Representative for the Fire Fighter's during their interviews.

Witnesses included LT. Pinheiro's Engine company crew of Engineer Sexton, fire Fighters Javier and Diaz. Acting Battalion Chief Liedtke was interviewed as the Acting Battalion Chief of the date of the reported incident, as well as the complainants, Deputy. D. Jennings and VOICE Officer Linda Hyde from the Lee County Sheriffs' Office.

The complaints between the Deputy and VOICE officer are:

- A. That the fireman, identified as LT. Pinheiro, made the following statements to them repetitively "get these fucking cars out of the way, get these fucking cars out of the way I have equipment coming". (Referring to the Sheriff's Office vehicles)
- B. LT. Pinheiro struck the VOICE officer with his gear as opposed to walking around her.
- C. LT. Pinheiro failed to receive a report from the Sheriff's Officer Personnel of the situation at hand.
- D. LT. Pinheiro threw his gear down on the ground.
- E. LT. Pinherio acted extremely unprofessional.

Overview of statements. Specific detail on audio tape of interviews.

Fire Fighter Javier provided no detailed account of the incident to support either agency. Vague in details of the incident, probably do to role and function at the incident.

Fire Fighter Diaz did state he heard LT. Pinheiro state to "move those fucking cars". He did state he could see an argument between Jennings and Pinheiro. Additionally, his version of his conversation between himself and Deputy Jennings at the end of the call did not match. See Tape, 13:20 minute mark and Jennings recording.

Fire Fighter Sexton could not provide any detailed account of the incident to support either agency, probably do to role and function at the incident.

Acting Battalion Chief Liedtke arrived near the end of the call. He could not provide any detailed account of the incident to support either agency under oath.

LT. Pinheiro, in both the Informal and Formal Investigation, admitted to being frustrated, irritated and using vulgarity at least twice. Even stating he should not have made the statements and used that language.

LT. Pinheiro did not believe he struck or bumped the VOICE Officer, contrary to the sworn affidavit and interviews of the Deputy and VOICE Officer.

LT. Pinheiro failed to stop to receive a report from the Sheriffs Deputy or VOICE Officer.

LT. Pinheiro denied throwing his gear down on the ground, contrary to the sworn affidavit and interviews of the Deputy and VOICE Officer.

Deputy Jennings stood by his sworn written statement. He additionally added that he watched LT. Pinheiro throw his gear on the ground.

Jennings went on to further state he was concerned about Pinheiro, that he was going to have a medical event, even a heart attack, because of his rage, head red, and the blood in his neck.

Jennings further stated that when he was trying to speak with Pinheiro at the front door, that he thought that fists were going to be thrown between Pinheiro and himself because Pinherio was in his face. Even after being told not to bow up to him, Pinheiro still carried on.

Jennings met with Hyde at the end of the incident and she stated to him that Pinheiro had struck her with his gear (believed to be accidentally??) when he run through them. Jennings stated there was more than enough room in the front yard for Pinherio to walk around them.

Deputy Jennings even spoke to one of our fire fighters when he was leaving and asked him what the deal was with Pinheiro and the fire fighter stated: "He's always like that".

VOICE Officer Linda Hyde stood by her sworn written statement. Details on tape.

Recommendation of Disciplinary Action:

LT. Pinheiro's behavior clearly violated, General Rules: 4.01, 4.09, 4.10, 4.11, 4.13, 4.22, 4.25, 4.30, 4.31, 5.08 and 2. Professional Conduct: 12.e.

With the leadership role and function that Dale Pinheiro has in his position as Lieutenant for the District, Violation of these Rules and Regulations are of major significance. This is not behavior that is acceptable by any member of the District let alone and officer as stated in the Departments Rules and regulations

After reviewing LT. Pinheiro's personnel file I have found that he has a repeated history of this type of action and behavior. He has been disciplined for the same and related behavior in the past, more then once.

Additionally, when questioned twice during the Formal if he had any previous incidents or behavior of this type in the past he “stated no”.

Therefore, based upon his repetitive history and his admitted behavior in this incident, as well as Arbitrator Thomas Humphries statement “The Grievant shall be advised that further violations of Employer Rules and Policies may subject him to disciplinary action up to and including termination”, dated December 8, 2012, I believe it to be in the best interest of the employees, District and community to recommend Termination be held at this time for LT. Pinheiro.

Attached documents:

Sworn affidavit from the Lee County Sheriffs’ Deputy and VOICE Officer

Lee County Sheriffs Office CAD report

Memo fro LCSO from Sergeant Murphy to Captain Garrison

Notice of Informal Inquiry for Lt. Pinheiro

Summary of the informal Inquiry

Notice of Formal Investigation

Documentation of Interrogation duration

Copy of interview tape from the Formal Inquiry with all parties

Copy of the District Rules and Regulations

LSO CID NO: _____
COUNTY OF LEE
STATE OF FLORIDA

DATE: September 18, 2014
HOME PHONE: _____
WORK PHONE: _____

SWORN AFFIDAVIT OF:

I, Deputy Jennings LIVE AT _____

CITY _____, STATE _____, ZIP _____ WITH _____

I WAS BORN AT _____ ON _____

I NOW WISH TO MAKE THE FOLLOWING SWORN AFFIDAVIT TO: Lt Petracca

WHO I KNOW TO BE A DEPUTY SHERIFF, WITH THE LEE COUNTY FLORIDA SHERIFF'S OFFICE,
WHO IS EMPOWERED BY FLORIDA STATUTE TO TAKE SWORN TESTIMONY.

On September 18th, 2014 I, LCSO Deputy Jennings, was on uniform marked patrol in Lehigh Acres. I was dispatched to a call of a possible structure fire at 3716 12th Street W. The complainant advised dispatch as they were walking down the street they saw some smoke by the front door of the residence.

I was first to arrive on scene and parked my patrol vehicle on the south side of the roadway just before the residence on the sidewalk and small grass shoulder. I walked up to the front door of the residence and observed some smoke in the mulch area by the front door. There was no fire just smoke. I used my foot to kick some dirt onto the smoldering mulch, I also walked around the house to make sure there was no other smoke or fire at the house. I called dispatch and advised them to cancel the fire department. Voice member Linda arrived and parked her vehicle in the corner of Xelda Ave N and 12th Street W, the vehicle was not blocking either street. Linda met me by the front door area and we talked about the mulch smoldering and waited to make sure no fire flared up.

① About one minute later the fire department pulled up and parked in the middle of 12th Street W. At this point there was no smoke coming from the front door area. As Linda and I stood there talking one fireman, who I later found out was a Lt, jumped out of the truck and started running toward the front door. The fireman was yelling, "Get these fucking cars out of the way". I said "excuse me sir there is no fire it was only the mulch". He continued to yell to "get the fucking cars out of the way I have equipment coming". The fireman ran in between myself and Linda and struck Linda with his gear as he headed toward the front door. The Lt kicked the front door in an attempt to gain entry. I spoke up again showing him the mulch that was smoldering which was already put out. At this point the Lt. came up close to me and stated "you don't understand I got a dispatch of a structure fire and have a fortified entry point and your cars are in the way". The Lt then walked down to the fire truck and started removing his gear ranting and raving throwing it on the ground. I stated this is craziness and Linda and I went back to our patrol vehicles to leave. As I got in my patrol vehicle I spoke with another fireman asking him what the Lt's problem was, he stated that is how he always is".

I met with Linda down the road to make sure she was OK, Linda and I spoke about the incident and were appalled at the way another professional service person would talk towards others. I spoke with Sgt Hogan about the incident and also Lt Petracca who advised me to complete a written statement about the incident.

SWORN TO AND SUBSCRIBED BEFORE ME

THIS 22nd DAY OF September A.D. 2014

Signed Dep. D. Jennings #08-092

NOTARY PUBLIC
MY COMMISSION EXPIRES _____

Mike Scott
Office of the Sheriff



State of Florida
County of Lee

To: Assistant Chief Ken Craft

From: VOICE – Member Linda Hyde #11-026

Date: September 22, 2014

Re: Incident from 09-18-14 on 12th St W

I, Linda Hyde, was on duty when dispatched to a possible structure fire at 12th St W that was called in by a passerby. I arrived behind Deputy Jennings to 12th St at which time I saw him standing by a pile of mulch with some smoke coming out of it. Jennings was kicking dirt on it. By the time I reached Jennings from other side of the yard he had it completely out and told dispatch to cancel Lee Control and any other units.

I was standing on scene talking to Jennings when two fire trucks pulled up. The first Fire Truck stopped outside the house. The first fireman got out of the truck looking as though he was in pure panic mode. He was yelling at Jennings and me to move our fucking cars. As he ran by me his equipment hit me on my right arm and it hurt and startled me that he had no care for my well being. He yelled that he was going to make entry and started fast walking around the garage to the back of the house.

I looked at Deputy Jennings and saw the same look of pure shock at this fireman's behavior. Deputy Jennings started around the garage.

As the other fireman walked close to me my words were "whoa whoa there is no fire".

Deputy Jennings and the irate fireman were back to the front of the house at which time I heard Jennings say "if there was smoke and flames, don't you think I would have entered the house by now...(I couldn't hear the rest of the conversation).

I then saw the irate fireman, still irate walk to the fire truck, slamming his helmet and equipment to the ground. All the other firemen were calm and quiet. Another fireman driving a SUV then arrived.

Deputy Jennings and I then returned to our vehicles.

The only way I can describe my reaction was total shock. I have never seen anyone act so angry and panicked. I am sure what I describe as panic was more likely to be anger.

I met with Deputy Jennings away from the scene and we were both in shock and couldn't believe the behavior of the fireman. Deputy Jennings said the fireman nearly knocked him down. Deputy Jennings also told me he was going to contact his Sergeant and he was glad I was there to witness this.

I reported the incident to Lieutenant Odilia Petracca at which time she advised me to take notes while the incident was fresh.

Respectfully submitted:

VOICE Member Linda Hyde 11-026

 CAD Call: 10:55 09/18/2014 FIRE

When Reported: 10:55:07 09/18/2014	Complainant	Call ID: C14476323
Address: 3717 12TH ST W LEHIGH ACRES	Name:	Type: I
Directions:	Address:	Alarm #:
Occurred between: 10:55:07 09/18/2014 and 10:55:07 09/18/2014	Race:	
Contact:	Sex:	
Phone:	Phone:	
	Birth Date:	

Other Information: E

Received via: TELEPHONE

Received by: DEMPER C L

Hold Until:

Priority: 2

Comments: E

LC INTEROGATING
HOUSE WITH SMOKE COMING OUT OF IT
10:58:19 09/18/2014 - DEMPER C L
LC ENROUTE
10:58:31 09/18/2014 - DEMPER C L
UNK IF HOUSE IS OCCUPIED APPEARS TO BE VACANT
10:58:38 09/18/2014 - DEMPER C L
CALLER WAS WALKING BY
11:03:13 09/18/2014 - LEE J A - From: JENNINGS D
CANCEL ADDL ADV SMALL MULCH ON FIRE
11:08:34 09/18/2014 - LEE J A - From: JENNINGS D
CANCEL LC
11:08:44 09/18/2014 - LEE J A
LC CANCELED

Radio Logs: E

When Reported	Unit	Ten Code	Agency	Zone	Logged By	Description
11:09:09 09/18/2014	ES1	CMPLT	LCSO	E5	LEE J A	incid#=14-381613 COMPLETED CALL cl:05 cali=767I
11:05:35 09/18/2014	ES1	4	LCSO	E5	LEE J A	incid#=14-381613 STATUS CHECKED cali=767I
11:02:26 09/18/2014	ES1	ARRVD	LCSO	E5	LEE J A	incid#=14-381613 ARRIVED AT SCENE cali=767I
11:01:59 09/18/2014	E14	CMPLT	LCSO	E5	LEE J A	incid#=14-381613 Reassigned to call 775I, completed call 767I
10:59:30 09/18/2014	E14	ENRT	LCSO	E5	LEE J A	c=767I
10:58:45 09/18/2014	ES1	ENRT	LCSO	E5	LEE J A	incid#=14-381613 ENROUTE TO A CALL cali=767I

Involvements: E

1 - 2 of 2

All (2) [CAD Call \(1\)](#) [Law \(1\)](#)

Type	Date	Description	Relationship
Law	09/18/2014	FIRE	* Initiating Call
CAD Call	09/18/2014	10:58 09/18/2014 HANGUP CELL	Dupl Cad Call

Refresh Data

Mike Scott
Office of the Sheriff



State of Florida
County of Lee

TO: Captain Todd Garrison

THRU: Lieutenant Paul Cummins

FROM: Sergeant David Murphy 89-159

SUBJECT: Compliant on Lehigh Fire

DATE: 09-22-2014

On 09-18-14 I was in my office when Linda from Voice came in and told me that she was just on a call at 3717 12th ST SW with Deputy Jennings. She went on to say that she was appalled by the fire department, particularly the Lt that was on scene, (unknown name).

I asked her what happened and she stated that while standing there at the scene she was talking to Deputy Jennings, there was no major fire, just a mulch fire that was already put out.

While they were talking the Lieutenant of the fire department jump off the truck and ran towards the house yelling at Linda and Dave to "move their fucking cars" and as he brushed past Linda, gear that he was wearing hit her in the arm and nearly knocked her over. I asked if she was hurt, she said no that she was just beside herself that someone would act like that. She also said that she did not believe that he hit her intentionally just that he was so rude about it. She said she watched as Deputy Jennings and the LT had "words". Both shortly left the scene with no other incidents. I told her that I have had problems with the same LT in the past, if it was the same one and it appeared that she just wanted to vent to me about the situation.

I saw Deputy Jennings later that day and asked him about the call, he just said that the Lt of the Fire department was angry for no apparent reason and thought it was unprofessional behavior, and he said he was done with it.

Respectfully;


Sergeant David Murphy 89-159





Lehigh Acres Fire Control & Rescue District

636 Thomas Sherwin Ave S
Lehigh Acres, FL 33974

Phone 239-303-5300
Fax 239-369-2436

October 6, 2014

VIA HAND DELIVERY

Lt. Dale Pinheiro

Notice of Informal Inquiry

Dear Lt. Pinheiro:

This letter is to inform you that you are the focus of an informal inquiry regarding an incident that occurred on 9/18/2014, the purpose of which is to determine whether a formal investigation should be commenced.

The informal inquiry will be conducted by Tim Christensen, Battalion Chief. You are directed to be interviewed as part of the informal inquiry on 10/6/2014 at Station 102 regarding the infraction.

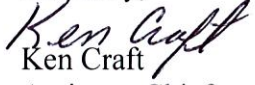
According to General Rule 4.18 of the Lehigh Acres Fire Control and Rescue District Rules and Regulations, members are required to speak the truth at all times whether under oath or not, in giving testimony, in connection with any official order received or otherwise in connection with their duties on behalf of the District.

You are directed and expected to cooperate during the informal inquiry, and any formal investigation that may follow. As part of this informal inquiry you may be asked to provide a written statement. You may be asked questions specifically, directly and narrowly related to performance of your official duties or fitness for duty. You are entitled to all rights and privileges guaranteed by the law of the Constitution of the United States, including the right not to be compelled to incriminate yourself. I further wish to advise you that if you refuse to testify or to answer questions relating to the performance of your official duties or fitness for duty, you could be subject to discharge. If you do answer, neither your statement, nor any information or evidence which is gained by reason of such statement, cannot be used against you in any subsequent criminal proceedings. However, these statements may be used against you in relation to subsequent discipline, if any is imposed.

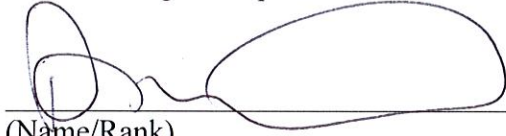
You are ordered not to discuss on or off duty the informal inquiry or any follow-up formal investigation with anyone other than the undersigned, (Investigator) or any other individual I have designated, or your Union Representative. Violation of these instructions will be grounds for immediate discharge.

October 6, 2014
Page 2 of 2

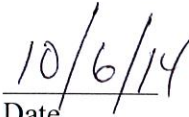
Your cooperation is appreciated.

Sincerely,

Ken Craft
Assistant Chief

I acknowledge receipt of this letter.



(Name/Rank)



Date



Lehigh Acres Fire Control and Rescue District
Daily Vehicle Assignments

Battalion Chief					
Liedtke**			Date: 09/18/2014		M/U*
Vehicle Assignment	Lieutenant	Engineer	Firefighter	Firefighter	Division
Engine 101	Saunders	Pride - P	Hanna Jr.		
Brush 101	Saunders		Hanna Jr.		
Rescue 101			VanDyck	Potter - P	
Tender 101					
Truck 102	Boreggo** - P	Schaefer - P	Blsgounis		
Brush 102			Blsgounis		
Rescue 102			Younger	Flores - P	
Engine 103	Pinheiro	Sexton	Javier	Diaz - P	
Brush 103			Javier	Diaz - P	
Rescue 103					
Engine 104	Midea - P	Sindt	Hetser	Montero	
Brush 104			Hetser	Montero	
Rescue 104			J. Rodriguez	Conklin - P	
Tender 104					
Tender 105	Dettmar - P	Swanbeck	Cary	Eccles	
Brush 105			Cary	Eccles	
Rescue 105	-	-	-	-	
FTO Trainer - LA10				-	
NTF Brush		TBA	TBA		
ENG (Strike Team)		TBA	TBA		
Brush (Strike Team)		TBA	TBA		

October 15, 2014

Chief Craft,

I did the informal inquiries in reference to the complaints you received from the LCSO Deputy and the Voice member as requested. I gave informal inquiry paperwork to Lt. Pinheiro and Lt. Liedtke as at the outset they were the only two that may be disciplined from the complaints. Engineer Sexton, FF/PM J.Diaz and FF/EMT Javier were also on the call but were simply asked a few questions as witnesses to the incident. A brief summary of my findings are as follows.....

Lt. Liedtke- He was functioning in the capacity of M/U BC this shift and although made it on scene of the call, did not get out of his vehicle and walk up to where the incident took place until Deputy Jennings was walking back to his car. He did not hear Lt. Pinheiro say "get these fucking cars out of the way "He stated he sensed Lt. Pinheiro was agitated but unsure why until later on in the call. He does not recall seeing the VOICE Deputy being bumped.

Lt. Pinheiro- He admitted he did say "move these fucking cars" because both cars were in the way of any trucks coming in. He mentioned he was very irritated with the cars being in the way because it has been a common problem lately on our structure fires. He stated he should not have said that statement but was frustrated at the time. He said he never spoke to Deputy Jennings on arrival but tried to after they figured out the fire was a small mulch fire and there was no danger but couldn't have a conversation because the Deputy walked away to his car. Lt. Pinheiro stated the Deputy did NOT tell him it was just a mulch fire. He found that out when one of our Firefighters (believed to be Sexton) told him. He did say he was going to initially breach the front door and attempted to do so but stopped when he found out the fire was outside only. He also stated upon arrival at the fire, there was no dispatch information alluding to it just being a mulch fire, there were bars on the windows driving up which escalated his adrenaline a bit. When asked about hitting the Voice Deputy, he stated he did not to his knowledge hit or bump her at all. He also admitted to taking off his bunker gear rather quickly but didn't throw it and none of his gear was damaged.

Witnesses- I asked the three witnesses seven general questions, all the same, about the call as well as what their part was on the call. The answers are as follows...

1. Did you hear Lt. Pinheiro say " Move those fucking cars" to the Deputy?

Sexton- No, was on the other side of the truck on the pump panel.

Javier- He heard Lt. Pinheiro asking something about cars but couldn't hear specifically what was said as he was coming from other side of the truck.

Diaz- Yes he heard him say it.

2. Did you see Lt. Pinheiro or anyone else throw his helmet or gear?

Sexton- No

Javier- Did see him take gear off hastily but no throwing.

Diaz- No. Was reloading a small portion of hose he started to pull off the truck.

3. Was the front door kicked in?

Sexton- Not kicked in. Did not notice footprint on the door.

Javier- Not kicked in.

Diaz- Not kicked in but did notice footprint on the door.(Lt. Pinheiro admitted to that.)

4. Did you hear either Deputy say anything?

Sexton- No, but saw Deputy talking to someone. (Diaz)

Javier- Nothing.

Diaz- Saw him talking to Lt. Pinheiro but didn't hear what was said. Also stated it didn't appear heated.

5. Did you see the Deputy get bumped or hit by anything?

Sexton- No.

Javier- Did not see the female Deputy near Lt. Pinheiro at all. She stayed back pretty far.

Daiz- No.

6. Did you talk to any Deputy about an eager Lt.?

Sexton- No.

Javier- No.

Diaz- Was asked by officer Jennings if he was always like that and Diaz replied "yes" meaning it was a fire situation and the cars in the way in conjunction with the dispatch info and seeing bars on the house made him a bit more excited.

7. Did you hear the Deputy mention it was just a mulch fire when you first got on scene?

Sexton- No.

Javier- No. Didn't hear it was a mulch fire until Sexton told him.

Diaz- No.

After the informal inquiry, it appears to me that an inappropriate statement was made out loud by Lt. Pinheiro that he admitted he said. No one saw him hit/bump the VOICE Deputy but that doesn't mean it didn't happen, just that no one saw it. I find it hard to believe Lt. Pinheiro would intentionally hit anyone on a fire scene especially a Deputy but don't rule out that it may have happened accidentally. I also don't believe Lt. Pinheiro would deliberately ignore a Deputy telling him a fire was just a mulch fire if he was told that information directly. At this point I'm unsure if a formal investigation is needed.

Sincerely,

A handwritten signature in blue ink, appearing to read 'T. Christensen', with a stylized flourish at the end.

Tim Christensen, Battalion Chief



Lehigh Acres Fire Control & Rescue District
Notice of Formal Investigation/Interrogation

636 Thomas Sherwin Ave S Phone 239-303-5300
Lehigh Acres, FL 33974 Fax 239-369-2436

Notice of Formal Investigation / Interrogation

Name: Dale Pinheiro

Rank: Lieutenant

Present Assignment: 103

Supervisor: BC Christensen

Date of Incident: 9/18/2014

Time:

Location:

Today's Date: 10/21/2014

Date of Informal:

The supervising officer has determined during the informal inquiry that a reprimand, suspension or removal shall be necessary for violation/s of the Lehigh Acres Fire Control and Rescue District Rules and Regulations revised 9/07 as listed below.

Section: 4, 5, 12

Number: 4.01, 4.08, 4.09, 4.10, 4.11, 4.13, **Name:** General rules
4.14 4.21, 4.22, 4.25, 4.30, 4.31, 5.08, 12.00

You are hereby notified that a Formal Investigation / Interrogation on the above incident will convene at a time in the near future. You will be advised of the time in advance . You are required to be present during this proceeding. Union representation is at your discretion and your responsibility to provide. You must arrange for any and all evidence or witnesses you wish to present in your defense, and have this evidence and witness available for this proceeding.

Employee:

Supervisor:

Employee waives their Firefighter Bill Of Rights to a Formal Investigation/Interrogation Yes: No:

Employee:

Supervisor:

Union Rep:

Chris Schaefer

Date:

10/21/14

LEHIGH ACRES FIRE CONTROL AND RESCUE DISTRICT

1000 Joel Blvd
Lehigh Acres, Florida 33972

Name: Rank: Present Assignment:

Supervisor:

Date of Incident: Time: Location:

Date of Informal: 11-5-14 station 104

Today's Date:

Documentation of Interrogation duration

Starting time: 15:22 Ending time: 15:34 Person: GERAL JAVIER

Starting time: 15:39 Ending time: 15:51 Person: JUSTIN DIAZ

Starting time: 16:00 Ending time: 16:04 Person: GERAL JAVIER

Starting time: 16:05 Ending time: 16:14 Person: TERRY SEXTON

Starting time: 16:27 Ending time: 16:39 Person: LEE LIEDTKE

Starting time: 16:47 Ending time: 17:05 Person: DALE PINHEIRO

Starting time: Ending time: Person:

Starting time: Ending time: Person:

Starting time: Ending time: Person:

Starting time: Ending time: Person:

Starting time: Ending time: Person:

Starting time: Ending time: Person:

Starting time: Ending time: Person:

Starting time: Ending time: Person:

Starting time: Ending time: Person:

Starting time: Ending time: Person:

Starting time: Ending time: Person:

Sign of time keeper: Date: