

Sheriff's Office



William R. Lee

Chief Deputy

123 W. Indiana Avenue

P.O. Box 569

DeLand, FL 32721-0569

TO: Deputy Scott Flesch ID #7353
LES/District III

DATE: December 6, 2010

FROM: William R. Lee
Deputy Chief *WRL*

FILE: 040M0119.10

SUBJECT: Notification of Internal Investigation
(Suspension without pay)

REFERENCE: IA #10-027

Pursuant to **Directive 52.1.58** you are hereby notified that you are the subject of an internal investigation. The complainant in this case is Chief Deputy William R. Lee.

This investigation is relevant to an alleged violation of Department Standards Directives:

26.2.130 Commission of Felony - Department personnel shall not commit any act or crime defined by state or federal law as a felony, whether chargeable or not. *(Violation subject to dismissal)*

26.2.129 Misdemeanor Injurious to the Department - Department personnel shall adhere to all federal, state and local laws and shall not commit any act or crime defined as a misdemeanor, first or second degree, whether chargeable or not, which brings discredit upon the Department or otherwise impairs the operation and efficiency of the Sheriff's Office and/or which is likely to impair the ability of personnel concerned to perform assigned duties. *(Violation subject to dismissal)*

And, Volusia **County Merit System Rules and Regulations 86-453 (13)**., Any conduct, on or off duty, that reflects unfavorably on the County as an employer. *This violation may be sufficient grounds for disciplinary action ranging from oral reprimand to dismissal, depending on the seriousness of the offense and other circumstances related to the situation.*

The alleged violations were reported to have occurred between the dates of December 5th and 6th, 2010.

Upon receipt of this memorandum, you are hereby suspended immediately (**Without Pay**) until this matter is resolved. During the period of suspension you are instructed not to drive a department vehicle, nor act in any capacity as a Deputy Sheriff.

Enclosed please find a copy of the Law Enforcement Officer's Rights which includes your rights and responsibilities relevant to this investigation.

Be advised that you are prohibited from contacting the complainant and/or witnesses relative to this investigation.

An appointment will be made with you at a later date for the purpose of taking your statement.



This memo read and received by:
Deputy Scott Flesch ID #7353

Date: 12 06 10

Time: _____

BJ/tm 040M0119.10