



**Rick Staly, Sheriff**  
**FLAGLER COUNTY SHERIFF'S OFFICE**

*"An honor to serve, a duty to protect."*

**Notice of Completed Internal Investigation**

**Date:** April 24, 2018

**To:** Nancy Birdsong

**From:** Renina Fuller

**Internal Inquiry Incident #: 2018-009**

The aforementioned internal investigation has been completed by Commander Davis and the findings of the investigation revealed the following: sustained.

If the allegation(s) were sustained, a Notice of Intent to Discipline form will be forwarded to you from the Division Commander with the FCSO's recommended discipline.

Attached is a copy of the investigative report. At your convenience and during normal working hours, you are welcome to come to the Integrity and Accountability Unit (IAU) to review the entire investigative file.

Nancy Birdsong  
Employee Signature

04/24/18  
Date

12:57  
Time

Attachment

Serving Employee:	<u>Chad Smith</u>	Date and Time	<u>4-24-18</u>	<u>12:57</u>
-------------------	-------------------	---------------	----------------	--------------

Distribution: Original to investigative file. Copies to HR (if sustained), employee and Division Commander.

Linked to: General Order # 021

**FCSO IA-023 (12/16)**



**Rick Staly, Sheriff**

# **FLAGLER COUNTY SHERIFF'S OFFICE**

*"An honor to serve, a duty to protect."*

---

## **Notice of Intent to Discipline**

DATE: April 24, 2018  
TO: Nancy Birdsong  
FROM: Chief Stephen Cole  
RE: Intent to Provide Formal Discipline

Based on the sustained findings of FCSO Internal Investigation 2018-009, it is the intention of the FCSO to discipline you for sustained violations of FCSO General Orders.

A sustained violation of FCSO General Order 020-Standards of Conduct; Personnel will obey the policies, procedures, instructions and directives of the Sheriff. This is a category 9 violation.

A sustained violation of FCSO General Order 020-Standards of Conduct; Truthfulness: Personnel shall truthfully relay all information and answer all questions related to their employment with the agency, off-duty employment, volunteer activities with the agency, or questions otherwise related to Sheriff's Office operations, that are asked by, or provided to the Sheriff, the Sheriff's designee, or a superior officer. Personnel shall truthfully answer any questions during any legal proceeding, or otherwise under oath. This is a category 10 violation.

A sustained violation of FCSO General Order 020-Standards of Conduct; Personnel will not falsify any document, record, statement, report or communication. This is a category 10 violation.

Recommended Disciplinary Action: Termination

All of the above proposed discipline will be effective on Friday May 4<sup>th</sup> at 4:00pm.

The details of these sustained violations can be found in the investigative report of Internal Investigations Report 2018-009 that has been provided to you at this intent to discipline meeting.

If you would like to discuss this matter, or wish to express reasons why you feel this action should not be taken, acknowledge by signing below and you are requested to schedule an appointment in writing with Undersheriff Bisland no later than 4:00 p.m. on Friday May 4<sup>th</sup> (the tenth calendar day from the receipt of this document).

Distribution: Original to Disciplining Supervisor for investigative file, copy to HR and employee  
Linked to: General Order # 019 and 021

FCSO IA-009 (03/17)



Rick Staly, Sheriff

# FLAGLER COUNTY SHERIFF'S OFFICE

"An honor to serve, a duty to protect."

Please contact the Human Resources Division to receive information of COBRA, agency leave accrual, and retirement benefits.

To be completed by the subject employee:

Date:	04/24/18
Time	12:57
Employee Signature	Nancy Bidsing

To be completed by the employee actually serving the document to the subject employee:

Employee Serving this Form	Chief S W Cole Jr	Date and Time	4-24-18 12:57 pm
Signature			

Distribution: Original to Disciplining Supervisor for investigative file, copy to HR and employee  
Linked to: General Order # 019 and 021