SONOMA COUNTY SHERIFF'S OFFICE

EDDIE ENGRAM
Sheriff-Coroner

JAMES NAUGLE
Assistant Sheriff
Law Enforcement Division

MICHAEL MERCHEN
Assistant Sheriff
Detention Division

HEIDI KEITH
Chief of Financial and Administrative Services

DISCIPLINARY INTERVIEW ADVICE OF RIGHTS

You are being questioned as part of an administrative investigation by the Sheriff's Department. As such, you are entitled to all the rights and privileges guaranteed by the laws and constitution of this state and the Constitution of the United States, including the right not to be compelled to incriminate yourself (and to have a representative of your choice present during questioning).

MIRANDA WARNING:

1) You have the right to remain silent.
2) Anything you say can and will be used against you in a court of law.
3) You have the right to talk to a lawyer and have him present with you while you are being questioned.
4) If you cannot afford to hire a lawyer, one will be appointed to represent you before any questioning if you wish.
5) You can decide at any time to exercise these rights and not answer any questions or make any statements.

LYBARGER ADMONISHMENT:

1) While you have the right to remain silent with regard to any criminal investigation, you do not have the right to refuse to answer my questions administratively.
2) This is an administrative investigation. I'm now ordering you to answer all of my questions fully and honestly.
3) If you refuse to answer my questions, your silence can be deemed insubordination and result in administrative discipline, up to and including termination.
4) Any statement you make under compulsion of the threat of such discipline is for administrative purposes only and cannot be used against you criminally.

Adam Marlowe	William C. Baird
Employee Name	Witness Name
Employee Signature	Witness Signature
5-10-23	5.10.23
Date	Date

Administration
2796 Ventura Avenue
Santa Rosa, CA 95403
707.565.2781

Law Enforcement Division
2796 Ventura Avenue
Santa Rosa, CA 95403
707.565.2511

Detention Division
2777 Ventura Avenue
Santa Rosa, CA 95403
707.565.1422

Coroner
3336 Chanate Road
Santa Rosa, CA 95404
707.565.5070

23-1A-0001
RELATED PETALUMA
CASE 23-0156

Administrative Admonishment

Today's date is: 5/10/23

Present in the room are: SGT. RICK STEWART, SGT. DYLAN FONG, ADAM MARLOWE
ATTORNEY WILLIAM BAIRD.

Before we begin the interview, I want to advise you of two General Orders which apply to this interview. They are:

Rules and Regulations Regarding Conduct

5.0 PROCEDURE

B. DUTIES, CONDUCT AND RESPONSIBILITY

(13) **Insubordination:** Failure or deliberate refusal of any member to obey a lawful order given by a supervisor is insubordination. Giving false or misleading statements, misrepresenting or omitting material information to a supervisor or other person in a position of authority in connection with any investigation or in the reporting of Sheriff's Office related business. Ridiculing a supervisor or his order is also insubordination.

(39) **Truthfulness:** Members shall truthfully answer all questions that are specifically directed to them by other members and that are narrowly related to the scope of employment and operations of the Office.

Do you understand these General Orders? Do you understand that I am considered a designee of the Sheriff?

I am now giving you a direct order to answer all questions and to answer them truthfully and that failure to do so could lead to disciplinary action up to and including termination with this Office. Do you understand?

Additionally, do not discuss the interview or this investigation, or the contents thereof with anyone except your legal representative unless directed to do so by myself or a superior officer. Do you understand?

Please sign and date below that I have advised you of the General Orders regarding Truthfulness, and Insubordination, as well as having given you a direct order to answer all of my questions.

Adam Marlowe
Name

5-10-23
Date

WILLIAM C. BAIRD
Witness