Administrative Admonishment

Today's date is: FEB 13, 2019

Present in the room are: DEPUTY JESUS MORFIN, HIS REP. ATTY + HIS WIFE & SGT. LARRY DOHERTY

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.

JESUS MORFIN
Name

2/13/19
Date

Witness

Sonoma County Sheriff's Office

MARK ESSICK
Sheriff-Coroner

CLINT SHUBEL
Assistant Sheriff
Law Enforcement Division

ALAN VERNON
Assistant Sheriff
Detention Division

DISCIPLINARY INTERVIEW ADVICE OF RIGHTS

I wish to advise you that the Sheriff's Office is questioning you as part of an administrative investigation. You are entitled to all the rights and privileges guaranteed by the laws and the constitutions 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).

I further wish to advise you that if you refuse to testify or to answer questions, you will be subject to Sheriff's Office charges that could result in your dismissal from the Sheriff's Office. If you do answer, neither your statements nor any information or evidence that is gained by reason of such statements can be used against you in any subsequent criminal proceeding. However, these statements may be used against you in relation to subsequent Sheriff's Office charges.

Jesus Morfin	Gregory J. Thobaben
Employee Name (print)	Witness Name (print)
Employee Signature	Witness Signature
2/13/19	2-13-19
Date	Date