

**Pine-Strawberry Fire District**  
**Notice of Investigation and Admonition of Employee Rights Relating to Self-Incrimination**

To be read to the subject of a District investigation whenever there is known, alleged, probable, or suspected criminal conduct by an employee **AND** the District has elected to proceed with an administrative investigation, **OR** when requested by an employee subject to any investigation. The investigating supervisor must initial each of the admonitions (1-5) below, and the employee must sign the original. The original will be retained in the Investigation File. A copy will be provided to the employee.

To:

From:

Date:

**This is notice that your conduct on/during (date or circumstance) \_\_\_\_\_ is being investigated by the Pine-Strawberry Fire District (PSFD) to determine if a violation of District Policy occurred.**

You are hereby ordered to cooperate in this investigation and answer all questions fully and truthfully. If you do not answer these questions fully and truthfully, you will be subject to disciplinary action, which may include termination of your employment. If this investigation determines that your conduct was in violation of PSFD policy, you may be subject to disciplinary action in accordance with District Policy.

If an independent criminal investigation determines there is probable cause to believe you have committed a crime(s), you may be charged and tried in a court of law. To preserve your rights against compelled self-incrimination, you are being admonished of the following in accordance with the findings of the US Supreme Court (*Garrity v New Jersey*, 385 US 493 (1967)). This admonishment applies only to this investigation.

1. \_\_\_\_\_ Your conduct is being investigated by the Pine-Strawberry Fire District to determine if any violation of District Policy occurred.
2. \_\_\_\_\_ You are ordered to answer all questions relating to this investigation fully and truthfully.
3. \_\_\_\_\_ If you do not answer all questions fully and truthfully, you will be subject to disciplinary action separate from any disciplinary action resulting from the findings of the investigation.
4. \_\_\_\_\_ Disciplinary action relating to failure to answer these questions fully and truthfully may include termination of your employment at the Pine-Strawberry Fire District.
5. \_\_\_\_\_ Because you are being compelled to answer, under jeopardy of termination of your employment, your answers cannot be used in a criminal proceeding.

You may have additional rights and responsibilities relating to this investigation and any resulting disciplinary action. It is your responsibility to ascertain and exercise those rights and responsibilities.

This notice and admonition will be retained in the Investigation File.

For the Employee

I understand that my conduct is being investigated by the Pine-Strawberry Fire District to determine if a violation of policy occurred. I understand that if my conduct is found to be in violation of District Policy, I may be subject to disciplinary action. I acknowledge that I have been ordered to answer all questions relating to this investigation fully and truthfully and that failure to do so is a violation of District Policy, which will result in disciplinary action unrelated to the findings of this investigation. Disciplinary action for failure to answer any questions relating to this investigation may include termination of employment.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Investigating Supervisor: \_\_\_\_\_ Date: \_\_\_\_\_

Witness: \_\_\_\_\_ Date: \_\_\_\_\_