

**From:** [Fewless, Michael](#)  
**To:** [Hayes, Robin](#)  
**Cc:** [Gibson, Michael](#); [Hunter, Coy](#); [Wade, William](#); [Hinman, Kenneth](#)  
**Bcc:** [Fewless, Michael](#)  
**Subject:** Officer Severance  
**Date:** Tuesday, July 21, 2020 4:18:39 PM  
**Attachments:** [image003.png](#)  
[image004.png](#)

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Ms. Hayes,

I wanted to inform you about the inappropriate behavior of Officer Ivy Severance. Recently, as you are aware, a complaint was made to you by the entire command staff regarding the actions of Chief Bell. Following the original complaint you had additional meetings with us and we were informed that we needed to keep the contents of the complaint silent. As of this date, your command staff has been faithful and held to the stipulations. We were also informed that Chief Bell was given the same direction; however as you know we have advised you he has violated his agreement.

Recently it has been brought to my attention that Officer Severance:

- Spread a rumor that Captain Gibson and I were going to get Pam Klim-Bjrmak and Alivia Rehn terminated
  - Once I heard that rumor, I immediately talked with Alivia and Pam and told them if they heard that rumor it was absolutely not true. I informed them that I thought both of them were excellent employees and I enjoyed working with them.
- Told employees that Captain Gibson, Captain Hunter and myself are forcing Chief Bell out and he has 30 days. This is also another indication that Chief Bell is discussing this with people.
  - This is being done in an attempt to smear our names and cause dissention throughout the agency.
- Brought a civilian from the CRA to the meeting she had in your office, which if true has now allowed the complaint to be heard by someone not connected with the city.
- Lieutenant Wade has had on two separate occasions an officer walk into his office after Officer Severance requested the officer to come to her office.
  - One officer said "Officer Severance asked me if I had any dirt on that asshole (while pointing towards Lieutenant Wade's Office) or on Captain Gibson.
  - The second officer was asked "Do you have any dirt on any of them" referring to the command staff.
  - She also indicated it may come to a vote to keep Chief Bell and she wanted to know if they would "stand with Chief Bell."

I am looking for guidance or for you to intervene and order her to stop spreading rumors throughout the agency and city. The more damage she is allowed to inflict in the agency or community will just make the recovery period that much more difficult. Additionally, I have been told that Chief Bell himself is talking to officers and asking them what they think of the new additions to command staff (clearly this would be Gibson and myself). These are not the actions of someone who is planning on retiring.

Thanks and I look forward to hearing from you.

Mike

**Michael A. Fewless**

Deputy Chief

Mount Dora Police Department

1300 N. Donnelly Street

Mount Dora FL 32757

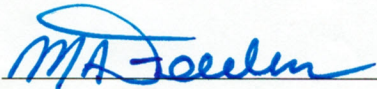
(352) 735-7194



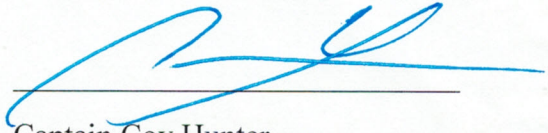
To: City Manager Robin Hayes  
From: Deputy Chief Michael Fewless  
Subject: Meeting Request  
Date: June 23, 2020

Ms. Hayes,

Over the past few months several issues have been both witnessed by me and brought forward to my attention that need to be addressed. All members of the Police Department Command Staff have issues of concern with the leadership of Chief Robert Bell. The Command Staff as a whole has taken a vote of "No Confidence" in his ability to properly lead the Mount Dora Police Department. Additionally, by signing this form each member of the Command Staff is confirming their vote of "No Confidence" and claiming their rights under the Whistleblower Act.



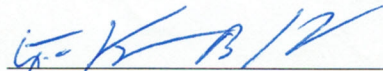
Deputy Chief Michael Fewless



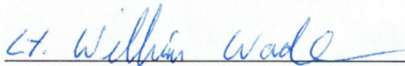
Captain Coy Hunter



Captain Michael Gibson



Lieutenant Ken Hinman



Lieutenant William Wade