

## Hayes, Robin

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**From:** Fewless, Michael  
**Sent:** Friday, July 17, 2020 5:28 PM  
**To:** Hayes, Robin  
**Cc:** Hunter, Coy; Gibson, Michael; Hinman, Kenneth; Wade, William  
**Subject:** Investigation

Ms. Hayes,

On June 26, 2020, Captain Hunter, Captain Gibson and I filed a complaint with you regarding Chief Bell. On July 2, 2020 you officially met with us as a group to include Lieutenant Wade and Lieutenant Hinman to advise us that Chief Robert Bell had decided to retire from the City of Mount Dora. You outlined several stipulations that both parties needed to follow and then asked us if we were satisfied with the way this complaint was handled. We reluctantly agreed to your terms, and felt that Chief Bell would ultimately violate them, in which he did. It has been 21 days since we filed the original complaint and nothing has been done to improve the atmosphere at the police department.

In our combined experience in law enforcement, we are sad to say we have never seen a complaint of such great importance handled in this manner. As of this date, the command staff is dissatisfied with the handling of the original complaint filed on June 26, 2020 and believe retaliation is imminent. We are hereby restating and invoking our rights under the Whistleblower Protection Act and rescinding our previous agreement of satisfaction.

In order to verify that all of the Command Staff is in support of this email, I have copied them on my response. If you need further clarification regarding this matter, please do not hesitate to contact me.

Thanks,  
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: Lieutenant Ken Hinman  
Subject: "No Confidence" Memorandum  
Date: July 2, 2020


Ms. Hayes,

Please accept this letter as my acknowledgment that I no longer have any of the concerns which I had when I signed the memorandum dated June 23, 2020, issued to you by Deputy Chief Michael Fewless.

WITNESS:

  
Print: Sherry G. Sutphen

  
Lieutenant Ken Hinman


  
Print: Sharon Kraynik


To: City Manager Robin Hayes  
From: Lieutenant William Wade  
Subject: "No Confidence" Memorandum  
Date: July 2, 2020


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Lieutenant William Wade

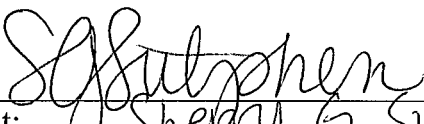
  
Print: Sharon Kraynk


To: City Manager Robin Hayes  
From: Captain Michael Gibson  
Subject: "No Confidence" Memorandum  
Date: July 2, 2020

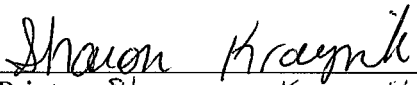
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Print: Captain Michael Gibson

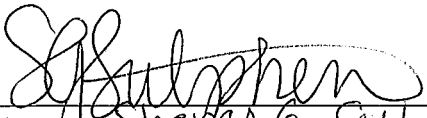
  
Print: Sharon Kravnik


To: City Manager Robin Hayes  
From: Captain Coy Hunter  
Subject: "No Confidence" Memorandum  
Date: July 2, 2020

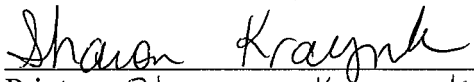
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CPT.  
Print: Captain Coy Hunter

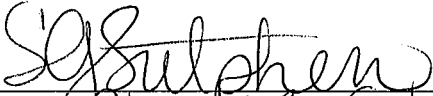
  
Print: Sharon Kraynik

To: City Manager Robin Hayes  
From: Deputy Chief Michael Fewless  
Subject: "No Confidence" Memorandum  
Date: July 2, 2020

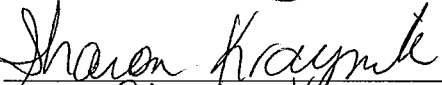
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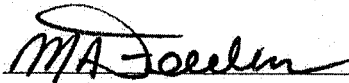
  
Deputy Chief Michael Fewless

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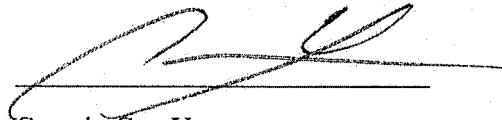
To: City Manager Robin Hayes  
From: Deputy Chief Michael Fewless  
Subject: Meeting Request  
Date: June 23, 2020

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.



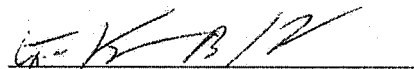
Deputy Chief Michael Fewless



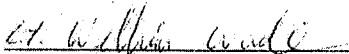
Captain Coy Hunter



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Lieutenant Ken Hinman



Lieutenant William Wade