



**GREATER NAPLES FIRE RESCUE DISTRICT
ADMINISTRATIVE HEADQUARTERS**

14575 Collier Boulevard • Naples, FL 34119
Phone: (239)348-7540 Fax: (239)348-7546

J. Nolan Sapp, Fire Chief

November 18, 2021

VIA Hand Delivery

Christian Tobin

RE: Conclusion of Formal Investigation

Dear Deputy Chief Tobin:

This pertains to the investigation into your activities that occurred the weekend of September 11, 2021 involving Mr. Wayne Martin. Following a complaint by Mr. Martin, you have been on administrative leave with pay since September 15, 2021 to allow for the appropriate investigations to occur. I am in receipt of the Formal Investigation Report from Lara Donlon dated November 4, 2021 ("Report"), which is attached.

You are hereby notified that the investigation has been completed and the District is proceeding with the disciplinary action against you. Based on the Report, your actions the weekend of September 11, 2021 have violated the District's policies related to insubordination, conducting unbecoming, and misconduct, with a general description provided below:

- Violating a Verbal Directive under SOG #101.13 given by Chief Sapp's communication to Command Staff prohibiting communication with Mr. Martin by contacting Mr. Martin ("Verbal Directive"), which constitutes insubordination.
- Violating the Chain of Command, SOG #101.14, and the written directive in the letter placing you on administrative leave ("Written Directive") by copying the Board of Commissioners on an email to Chief Sapp, which constitutes insubordination.
- Violating the Verbal Directive and Written Directive by forwarding an email to Mr. Martin on October 6, 2021, which constitutes insubordination.
- Violating the District's Disciplinary Guidelines (SOG #101.10) Sections E (Conduct Unbecoming) and F (Misconduct) by having a lack of candor during your interrogation by denying communication with Mr. Martin after the Board Meeting on September 14, 2021 despite having sent the email to Mr. Martin on October 6, 2021.

Professionalism ~ Integrity ~ Compassion

Board of Fire Commissioners

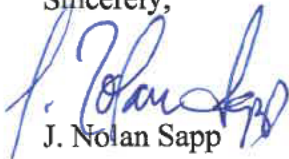
Nick Biondo, Charlie Cottiers, Al Duffy, Kevin Gerrity, Dave Stedman

Your employment with the District is hereby terminated as of today, November 18, 2021. In accordance with SOG #101.13, you have the ability to proceed with the Grievance Procedure provided for in accordance with District's Employee Handbook dated May 2021.

Of course, we recognize the work that you have done for the District, and we value your contributions to the agency. Because of that, and in an attempt to allow you to exit the District in a dignified manner, we will offer you the opportunity to tender your letter of resignation in lieu of being terminated, if you wish. If you elect to resign, you will receive accrued benefits as outlined in the employee handbook. You must respond within two business days of your intention to resign by 17:00 on November 22, 2021 or we will proceed with the termination of your employment. Your resignation will be effective on November 18, 2021 if elected.

Finally, as a reminder, information obtained pursuant to an investigation by the District is confidential and exempt from disclosure under Section 119.071(2)(k), Florida Statutes, until the investigation ceases to be active, or until the employee who is the subject of the complaint, receives written notice that the District has either concluded the investigation with a finding not to proceed with disciplinary action or with a finding to proceed with disciplinary action. This correspondence provides notice that the investigation is concluded and the District is proceeding with disciplinary action.

Sincerely,



J. Nolan Sapp
Fire Chief