



KNOX COUNTY SHERIFF'S OFFICE

Tom Spangler
Sheriff

April 1, 2020

Westley Keck
Roger D Wilson Detention Facility
5001 Maloneyville Road
Knoxville, TN 37918

Mr. Keck,

An investigation has been conducted regarding your recent arrest for domestic violence. Our investigation has determined that criminal charges from this incident constitute notoriously disgraceful conduct. As you are aware, the Knox County Sheriff's Office General Order 2-001 "Conduct of all Members" Section 2; Sub-section #02- Personal Conduct states: Members shall conduct their private lives in such a manner as to avoid bringing discredit upon themselves or this Agency. Members shall not conduct themselves in an immoral, indecent, lewd, or disorderly manner or in a manner that might be construed by an observer as immoral, indecent, lewd or disorderly. Your misconduct has reflected discredit towards you as an Employee of the Knox County Sheriff's Office, which in turn brings the Sheriff's Office into disrepute.

Based on the investigation of these incidents you violated the following Merit Council Rules, 9.3 -b Moral or ethical situations that make the employee unsuitable and 9.3-g notoriously disgraceful personal conduct. Violation of these rules has warranted you unsuitable for continued employment with the Knox County Sheriff's Office.

This letter constitutes your notice under Merit Council Rule 9.3 that your employment with this department will be terminated effective April 8, 2020. Until that time, you will be placed on administrative leave without pay. According to Merit Council rule, you have three (3) days to submit to me in writing, any explanation you wish to provide regarding this discipline. If I do not receive your written explanation, your termination will become effective on April 8, 2020.

Sincerely,

A handwritten signature in black ink that reads "Tom Spangler". The signature is written in a cursive style and is positioned above the printed name.

Tom Spangler,
SHERIFF

