

**Emergency Services
- EM**

1769 E. Moody Blvd. Bldg. 3
Bunnell, FL 32110



**FLAGLER
COUNTY**
FLORIDA

www.flagleremergency.com

Phone: (386)313-4200

Fax: (386)313-4299

MEMORANDUM FOR RECORD

To: Jennifer Stagg - Employee File

From: Stephen R. Garten/Public Safety Emergency Manager *S.R.G.*

Subject: Insubordination & Dissent by Jennifer Stagg during Hurricane Matthew

Date: October 11, 2016

On the night of Tuesday October 11th, 2016, I had a discussion with the All-Hazards Incident Management Team that was here to assist us with the response efforts with Hurricane Matthew. I asked them how the operations were going and how my staff functioned while working directly with their Team. What they responded to me was very disturbing. They let me know that they had not seen Jennifer hardly at all for the last 48 hours and that only Heather Wilson had continued to work with them since Hurricane Matthew had passed by Flagler County. When I asked how Jennifer's behavior was while working with them, David Odom – Operations Chief City of Tallahassee/Leon County stated, "Steve you have a serious cancer at your EOC, and if you don't cut it out as soon as you can, it will try and cut you out"! Jonathan Kanzigg – Northwest Region Director Florida Fire Chiefs – Midway Fire District stated, "Jennifer has come to the Executive Conference room on numerous occasions stated what a horrible job you were doing and that they should try as hard as they can to get Kevin Guthrie (former EOC Manger) back here immediately". Joby Smith – Bay County Emergency Services – Emergency Management Division Chief, said "I have heard the same comments and recommended that you remove Jennifer as soon as possible in order to try and save the remaining employees moral." Brad Baker - Incident Commander/Team Leader – Incident Management Team, told me that he heard the same comments and wanted to wait till after Hurricane Matthew had passed, before he brought it to my attention. I asked him how he would handle this blatant display of insubordination and his response was, "I would get rid of her immediately in order to prevent my other employees in thinking that this was acceptable behavior!" Jennifer never once came to me to discuss anything she did not agree with or dis-approve of before, during or after Hurricane Matthew. This kind of dissent is unacceptable and will not be tolerated in the future.

Charles Ericksen, Jr.
District 1

Frank Meeker
District 2

Barbara Revels
District 3

Nate McLaughlin
District 4

George Hanns
District 5