



Rick Staly, Sheriff
FLAGLER COUNTY SHERIFF'S OFFICE

"An honor to serve, a duty to protect."

MEMORANDUM

DATE: November 29, 2017

TO: Chief Cole *(signature)*

VIA: Chain of Command

FROM: Commander Pasquariello *BP*

RE: Reported Incident at Flagler County Courthouse

On November 29th 2017, I was approached by Flagler County Circuit Judge Dennis Craig and asked to step in his office. We sat down and he discussed an alleged incident that was told to him by Flagler County Civil Judge R. Lee Smith. The alleged incident was that Deputy Jeff Puritis who is a Bailiff for Judge Dennis Craig had sent an inappropriate picture to Judge R. Lee Smith's Judicial Assistant Kenley Matejka. Judge Dennis Craig said the picture was also seen and confirmed by Judge R. Lee Smith.

After this information was forwarded to me I met with Judicial Assistant Kenley Matejka. I asked her about the alleged incident. She informed me that Deputy Jeff Puritis had sent her an inappropriate picture. I asked to see the picture and the phone number it came from. The phone number was [REDACTED] which is confirmed to be Deputy Jeff Puritis's cell phone. The picture was of a woman sitting on a couch wearing see-through negligee where her breasts and nipples could be seen. The text was sent on September 28th 2017 at 1:44 P.M. After the photo was sent there was no dialogue or mention about it from either party, nor was there a message sent with it. Kenley Matejka stated that they have known each other for two and a half years, and they do text from time to time.

Kenley Matejka stated that she did not want to make a formal complaint at this time, and did not want to see Deputy Puritis get fired, but was offended by the picture.

Deputy Puritis is in violation of FCSO General Order 020 Standards of Conduct regarding Courtesy and Respect which is a category one violation. The proposed recommended discipline for a category one infraction is a written reprimand.

I then informed Judge Dennis Craig of the information gathered on the incident and he agreed with the resolution.



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Notice of Intent to Discipline

DATE: November 30, 2017
TO: Deputy J. Puritis
FROM: Commander Pasquariello
RE: Intent to Provide Formal Discipline

Based on the sustained findings of FCSO Internal Investigation/Internal Inquiry #17-47, it is the intention of the FCSO to provide you a written reprimand for a sustained violation of FCSO General Order(s) 020.A. Courtesy and Respect Category One Infraction.

Recommended Disciplinary Action: Written Reprimand

If you would like to discuss this matter, or wish to express reasons why you feel this action should not be taken, acknowledge by signing below and you are requested to schedule an appointment via a Memorandum with Chief Cole no later than 4:00 p.m. on the tenth (10) working day from the receipt of this document.

To be completed by the subject employee:

Date:	12/01/17
Time	
Employee Signature	D/S J. Puritis

To be completed by the employee actually serving the document to the subject employee:

Employee Serving this Form	Cmd. Pasquariello	Date and Time	12-1-17 0930
Signature	Cmd. P.		

Distribution: Original to Disciplining Supervisor for investigative file, copy to HR and employee
Linked to: General Order # 019 and 021

FCSO IA-009 (03/17)



Rick Staly, Sheriff
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Notice of Discipline

DATE: December 14, 2017

TO: Deputy J. Puritis

FROM: Cmdr. Pasquariello *BP*

RE: Discipline

Following the conclusion of your Choose an item. process associated with FCSO IA #17-47, the FCSO is imposing the following discipline for a sustained violation of FCSO General Order(s) 020.A. Courtesy and Respect.

Your discipline is as follows: Written Reprimand

Your discipline will be effective: 12/15/17.

In addition to your discipline, the following provisions will be in effect: N/A.

Provisions: Deputy Puritis also reviewed FCSO GO 134 Discrimination/Harassment and signed a Discrimination/Harassment Policy Statement form.

If you are terminated, contact the Human Resources Division to receive information on COBRA, agency leave accrual and retirement benefits.

To be completed by the subject employee:

Date:	<i>12/14/17</i>
Time	
Employee Signature	<i>D/S J. Puritis - 503</i>

Distribution: Original to Disciplining Supervisor to be included in file. Copies to IAU, HR, Finance Section and employee

Linked to: General Order # 019 and 021

FCSO IA-024 (08/17)



Rick Staly, Sheriff
FLAGLER COUNTY SHERIFF'S
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MEMORANDUM

DATE: December 13th, 2017

TO: Chief Cole

VIA: Chain of Command *JS*

FROM: Deputy J. Puritis

RE: Internal Inquiry #47

Please accept this memorandum as my rebuttal to the noted inquiry. During the end of September, while in the break room during lunch, a friendly conversation was started in regards to a specific women's apparel "lingerie". Those present were other Deputies and court staff. Upon the completion of lunch, Kenley, who was one of the biggest participants in the conversation, said to everyone that if they could ever find a picture of the specific lingerie, to send it or show it to her.

An image was later texted to me of a woman wearing the mentioned apparel. I later forwarded the image to Kenley, who advised while laughing, that it was exactly what she was talking about earlier. There was never any indication that Kenley was uncomfortable about this topic and in fact, she was more encouraging about it than anything. Many conversations of similar nature have taken place in the past with Kenley and others.

After discussing this with my supervisor, I will avoid these situations in the future.

Respectfully,

Deputy Jeffrey Puritis

JS J. Puritis - 503