



# *Flagler County Sheriff's Office*

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James L. Manfre  
SHERIFF

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## **MEMORANDUM**

DATE: March 09, 2016

TO: File

FROM: Commander P. Bovino

RE: Deputy Eric Josey 61-722

This memo is to document a meeting that took place on 03/09/16 at 2:00pm in which Commander Bovino, Deputy DeSousa and Deputy E. Josey were all present. The intention of the meeting was to identify deficiencies observed during the New Recruit Range Qualifications / Firearms Exercises that were conducted on Friday 03/04/16. Some firearms qualification courses and range exercises require the participating deputy to shoot and move from various positions which include standing, kneeling, sitting and lying on the ground. These exercises are the same exercises that all current FCSO Law Enforcement Deputies recently completed as part of the yearly in-service Deputy Refresher Training in 2016 and are meant to simulate various job functions.

On 03/04/16 Deputy DeSousa and I both observed Deputy E. Josey struggling to complete any exercise or qualification course in which he had to kneel/sit or go to the ground and then return to his feet. Deputy E. Josey needed to use the shooting cover (plastic barrel) to assist himself to his feet on most occasions. One time it was observed that he was so unstable returning to his feet that he stumbled, fell into the barrel and was unable to keep his firearm pointed in a safe direction. It is visibly clear that he has a limp when walking at his normal pace and after observing him in this environment; I am concerned in his ability to complete the physical requirements at a level of proficiency as outlined in the current FCSO Deputy Sheriff Job Description. I expressed my concern to Deputy E. Josey and he told me that he realized that he was unable to perform the exercises at a proficient level and that he believes he can make improvements in his physical abilities in the future.

I told Deputy Josey that I will continue to evaluate his physical performance and I ensured that he understood that the New Recruit Academy and FTO process is a constant evaluation and that he must meet all criteria set by the Flagler County Sheriff's Office throughout the entire process to successfully complete it. I have included the following excerpt

from the FCSO Deputy Job Description as an evaluation baseline. When a new recruit is hired they are evaluated by a doctor who confirms that the individual can perform the following required tasks:

#### E. PHYSICAL REQUIREMENTS

Prior to appointment all eligible will be required to meet the stringent medical standards established by the County of Flagler. As part of the pre-employment medical examination eligible will be required to participate in the Drug Screening Program.

Physical Demands: Heavy to Very Heavy work.

Ability to run a minimum of fifty (50) yards.

Ability to climb a minimum of six (6) feet.

Ability to jump a minimum of six (6) feet.

Ability to drag, lift, carry a minimum of 165 pounds.

Ability to crawl a minimum of ten (10) yards.

Ability to swim a minimum of fifty (50) yards with a flotation device.

Ability to operate emergency vehicles.

Ability to traverse all types of terrain, i.e. urban, woods, swamp, hills.

Ability to use restraints, i.e. handcuffs, hobble.

Ability to sit for long periods of time.

Ability to bend, crouch, reach, see, hear, smell, pull, push, stand, kneel, handle, stoop, balance, talk, feel; finger dexterity.

Ability to effectuate an arrest with or without resistance.

Ability to perform shift work, 24 hours a day, seven (7) days a week.

Environmental Demands: Inside and outside work.

Ability to tolerate inclement weather including heat, humidity, rain, cold, fog, sleet.

Possible exposure to hazardous materials and conditions; toxic conditions, fumes, odors, noise, vibration, dust, confined areas, animal/human waste.

Cc: FTO File