



# Flagler County Sheriff's Office

James L. Manfre  
SHERIFF

Accountability • Integrity • Respect

## Notice of Intent to Discipline

DATE: January 8, 2016

TO: Deputy Jonathan Kuleski

FROM: Commander Jeffrey Stuart *JStuart*

RE: Intent to Provide Formal Discipline

Based on the sustained findings of FCSO Internal Investigation #2015-13, it is the intention of the FCSO to provide you a written reprimand for a sustained violation of FCSO General Order(s) 020.A. III A 2 g (Operating Vehicles).

Recommended Disciplinary Action: Vehicle Suspension for 2 pay periods (14 working days)

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 Commander Jeffrey Stuart 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:	1-8-16
Time	4:35 PM
Employee Signature	<i>J Kuleski</i>

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

Employee Serving this Form	Cmdr. Jeffrey R. Stuart	Date and Time	1/8/16 4:37 PM
Signature	Cmdr. <i>J.R. Stuart</i> #28		

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

FCSO IA-009 (09/13)



# Flagler County Sheriff's Office

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## Notice of Discipline

DATE: January 28, 2016  
TO: Deputy Jonathan Kuleski  
FROM: Commander Jeff Stuart *(JLS)*  
RE: Discipline

Following the conclusion of your Loudermill Hearing and Career Service Appeals Board process associated with FCSO IA #2015-13, the FCSO is imposing the following discipline for a sustained violation of FCSO General Order(s) 020.A. III A 2 g Operating Vehicles.

Your discipline is as follows: Written reprimand with loss of vehicle for 30 days (14 working days).

Your discipline will be effective: January 28, 2016 at 6:00 pm.

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

Provisions: .

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:	1-28-16
Time	9:00 AM
Employee Signature	<i>[Signature]</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 (03/15) Page 1 of 1



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## Vehicle Suspension Form

**Date:** January 28, 2016

**To:** Deputy Jonathan Kuleski

**From:** Commander Jeff Stuart *fn.s*

In accordance with the provisions stated in FCSO General Order 019.VI.C.4, the aforementioned employee has lost the use of FCSO vehicle # 4034 for 14 days for the following reason(s):

Sustained violation of standards of conduct GO # 20A. III 2 g operating vehicles, internal affairs investigation #2015-13.

In order to prevent this action from occurring in the future, the following corrective action(s) were discussed with the above named employee:

He has been advised to adhere to all laws and general orders pertaining to the operation of agency vehicles. Should further violations occur he was advised progressive discipline will be administered.

Specifically, the above listed vehicle will be parked at the FCSO Headquarters, Palm Coast Precinct, or the Jail immediately following their assigned shift on the following date(s) and times:

From Thursday January 28, 2016 at 6:00 pm thru Friday February 26, at 6:00 am, 14 working days

*[Signature]*  
Employee Signature

1-28-16  
Date

*SGT. C. RAGAZZO*  
Supervisor's Signature *273*

1-28-16  
Date

*Cmdr. J. R. Stuart*  
Division Commander *28*

1/28/16  
Date

Distribution: Original to Division Commander and copy to IAU, supervisor and employee  
Linked to: General Order # 019

FCSO IA-020 (09/13)