



# Flagler County Sheriff's Office

James L. Manfre, Sheriff

1001 Justice Lane • Bunnell, Florida 32110

(386) 437-4116

www.mvfcs0.us

## WRITTEN REPRIMAND

Case # : FCSOIA 2013-86

Employee Name: J. Puritis

Employee Position: Deputy Sheriff

Sworn ☒ Non-Sworn ☐

*Specific Act of Misconduct or Work Standard Violation:*

**Directive 1.1 Oath of Office, Codes of Ethics and Conduct and Disciplinary Procedures.**

31. Conduct Unbecoming.

**Directive 81.5 Radio Communications**

8. Specific type of approved communication.

*Date and Brief Circumstances of Incident:*

☒ See attached Internal Report Form

On 05/21/2013 I received several complaints about general horseplay and conduct not consistent with standards set forth by the Flagler County Sheriff's Office. This activity was broadcast over the county wide 800 MHZ system by several Flagler County Sheriff's Office employees on 05/20/2013 from approximately 1am-4am.

*Corrective Action(s) Expected:* I have spoken to all employees involved in the incident and have explained the importance of professionalism, officer safety and general perception. All members involved expressed a clear understanding of the significance of the event and have pledged to avoid a reoccurrence.

This is to certify that on 06/07/2013 I issued an official written reprimand to the above named employee for the above cited work standard/misconduct violation(s) and that the above cited corrective action(s) were discussed with the named employee.

CMDR J. L. Manfre  
Supervisor

NSD COMMANDER  
Position

I acknowledge receipt of this written reprimand and discussion of the above cited corrective Action(s). I further acknowledge that I have been advised that future violations may result in more Severe disciplinary action.

Date: 06 / 20 / 13

Employee Signature: D/S J. Puritis - 503

Copies to:

- ☐ Sheriff
- ☐ Integrity and Accountability Unit
- ☐ Commander, Neighborhood Patrol Division
- ☐ Employee
- ☒ Human Resources and Professional Development

RECEIVED  
JUN 21 2013  
BY: [Signature]