SONOMA COUNTY SHERIFF'S OFFICE

EDDIE ENGRAM
Sheriff-Coroner

JAMES NAUGLE
Assistant Sheriff
Law Enforcement Division

MICHAEL MERCHEN
Assistant Sheriff
Detention Division

HEIDI KEITH
Chief of Financial and Administrative Services

Skelly Hearing

DATE OF INCIDENT:	January 27, 2022
CASE:	23-C-0001
DATE OF HEARING:	June 4, 2023, at 11:00AM
PRESENT:	Jordan Puleo Douglas Foley – Rains Lucia St. Phalle & Silver, PC Assistant Sheriff Mike Merchen – Detention Division

Mr. Puleo,

On June 14, 2023, we met to conduct a Skelly Hearing regarding the Notice of intended Disciplinary Action (NOIDA) in reference to investigation 23-C-0001. Your appointing authority, Sheriff Eddie Engram, had proposed termination from employment.

My review of this incident, in conjunction with the Skelly Hearing, included the following: consideration of your verbal presentation, review of the Internal Affairs investigation in its entirety, review of the NOIDA, review of all related policies and procedures, a review of your personnel file and a review of the transcripts provided by Mr. Foley.

After careful consideration of all the above, I agree with the investigative finding of "Sustained" and the proposed discipline for the allegations listed on the NOIDA.

The citizens of Sonoma County and the community that we serve have an expectation that the Sonoma County Sheriff's Office and all its members will serve them in an ethical and professional manner. The behaviors documented in this investigation do not meet that standard, nor the standards of the Sonoma County Sheriff's Office Code of Conduct.

Based on the evidence presented, this is a situation that cannot be ignored and a discipline that cannot be overturned.

A representative of this office will be in touch with you to provide you with the final notice of termination. If you have any questions, please do not hesitate to ask.

Submitted,

Michael Merchen
Assistant Sheriff - Detention Division
707-565-1607

cc: Sheriff Eddie Engram