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

February 22, 2023

TO: Deputy Jordan Puleo

FROM: Sergeant James Percy

SUBJECT: Complaint Investigation **23-C-0001 – Supplemental NOTICE**

This memorandum will formally notify you that I have been directed to conduct the above investigation and further you are the subject of that investigation. The focus of this investigation will be your alleged violation of Sheriff's Office Standard of Conduct and the Improper Use of County / Town owned Communication Devices.

It is alleged you violated these policies after a domestic violence incident in which you investigated on 01-27-2022 in the Town of Windsor involving the female suspect, identified as [redacted] (WI220127-002)

If the allegations against you are sustained, you could be in violation of Office Rules and Regulations and Department Policies, and therefore could be subject to disciplinary action, up to and including termination of your employment status with the Sheriff's Office.

You are not to discuss this investigation, or the allegations, with anyone other than your representative, Lieutenant Sean Jones, Sergeant Brent Kidder, Sergeant Dylan Fong, or myself. This is a potentially serious matter, and you would be wise to carefully follow these directives. Any violation of these directives will be considered an act of insubordination, and will certainly lead to disciplinary action against you, up to and including termination of your employment with the Sheriff's Office.

In order to complete the investigation, it may be necessary to formally interview you. If necessary, myself or a representative from Internal Affairs will be in contact with you.

It is further alleged you used your County / Town owned communication device, outside of department/county policy, in separate incidents not involving [redacted]

James Percy
Sergeant
Office: 707-838-1234 / Direct: 707-838-1231