# 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 14, 2023

**CASES:** 23-IA-0001

**DATE OF HEARING:** July 27, 2023 at 1:00 PM

**PRESENT:** Adam Marlowe
William C. Baird - Attorney at Law with Mastagni Holstedt, A.P.C.
Assistant Sheriff Jim Naugle - Law Enforcement Division

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Mr. Marlow,

On July 27, 2023, we met to conduct a Skelly Hearing regarding the Notice of Intended Disciplinary Action (NOIDA) in reference to investigation 23-IA-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 attorney's verbal presentation, review of the Internal Affairs investigation in its entirety, review of the NOIDA, review of all related policies and procedures, and a review of your personnel file.

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. Based on the evidence presented, this is a situation that cannot be remedied in any way, other than termination.

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,

#1357

Jim Naugle, Asst. Sheriff
Law Enforcement Division
(707) 565-6010

CC: Sheriff Eddie Engram
Assistant Sheriff Mike Merchen
William Baird, Attorney at Law