



**Rick Staly, Sheriff**

## **FLAGLER COUNTY SHERIFF'S OFFICE**

*"An honor to serve, a duty to protect."*

# **NEWS RELEASE**

**Date:** Friday, June 22, 2018

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## **FCSO Sergeant Demoted to Deputy For Unsatisfactory Performance**

On Friday, June 22, Flagler County Sheriff's Office Sergeant Tammy Stakes, of the Court and Detention Services Division, was served a notice of intent to be demoted to Deputy effective Monday, July 2, 2018 following an internal investigation into performance issues regarding incidents that occurred at the Flagler County Detention Facility in January of 2018 and later. The original incident involved a Detention Deputy being intoxicated at work. The allegations were brought to Sergeant Stakes attention as the shift supervisor and Sergeant Stakes took no action until nearly two hours later when she brought the issue to the attention of a Commander. The Detention Deputy was ultimately terminated in May 16, 2018 following an internal affairs investigation and subsequent violation of disciplinary probation.

The investigation into Stakes' performance also included two memorandums from Stakes' supervisors. In February of 2018, it was discovered that inmates did not get their recreation time for fourteen of the twenty-eight days in February. On ten of those days, the recreation was cancelled by Sergeant Stakes or her squad. It is the sergeants' responsibility to ensure recreation is completed in accordance with the Florida Model Jail Standards 9.6A. In addition to the cancellations, there were no attempts to make up the recreation times.

In March, a Commander was notified by a Deputy that an inmate was acting erratically and appeared to be intoxicated to some degree. The inmate, who had been processed into the facility nearly twelve hours earlier, stated that he had consumed Anti-Freeze. Sergeant Stakes was questioned regarding the status of the inmate and stated that she had very limited knowledge of what was going on with this particular inmate. Sergeant Stakes was then ordered to have the inmate transported to the hospital immediately for a medical evaluation.

In addition to the two most recent performance issues, Sergeant Stakes was given two separate performance improvement plans – one in February of 2014 and one in March of 2017. She also received a written reprimand in April of 2018 for failing to attend a mandatory training class. In May, she received counseling on how to properly carry an agency weapon.

“Sergeant Stakes continually displays unsatisfactory and incompetent supervisory skills despite our

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attempts to improve her skill level,” Undersheriff Jack Bisland said. “We trust that our supervisors are competent to do their jobs and we hold them accountable. We cannot tolerate repeated failures to follow general orders, failure to perform the duties of the job, or failure to take immediate action during a serious situation, which a supervisor is entrusted to do promptly.”

Stakes has been a member of the FCSO since November of 1995. Previous Sheriff Jim Manfre had appointed Stakes to the position of Commander in January 2014. Stakes voluntarily demoted herself from Commander to Sergeant in October of 2017 after performance concerns were discussed with her by Division Chief Steve Cole.

Stakes has the right to appeal her demotion within 10 days. During the interim period she has been relieved of all supervisory duties.

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