



Florida Department of
Law Enforcement

AFFIDAVIT OF SEPARATION

Incorporated by Reference in Rules
11B-20.001 and 11B-27.002, F.A.C.



CJSTC
61

1. Last Four Digits of Social Security Number:	8483	
2. Name:	Barile, Joseph P	
Last	First	MI
3. Agency Name:	Flagler County Sheriff's Office	
4. Agency ORI:	FL0180000	
5. Date Employed:	01/31/2007	6. Separation Date: 09/11/2026

Employment Class
☒ Law Enforcement
☐ Correctional
☐ Correctional Probation
☐ Concurrent
☐ Special Elected or Appointed
☐ Instructor
Employment Type
☒ Full Time
☐ Part Time
☐ Auxiliary

7. Separation Reasons

7A. ADMINISTRATIVE-ROUTINE ☒ Voluntary separation not involving misconduct ☐ Transfer within agency. No break in service ☐ Retired. Not involving misconduct ☐ Deceased ☐ Line of Duty Death ☐ Budgetary constraints. Local and Federal grants not renewed ☐ Extended leave of absence Type: _____ Periods of Time: _____ ☐ Military leave of absence Periods of Time: _____ ☐ Suspension Periods of Time: _____ ☐ Administrative separation not involving misconduct ☐ Special elected or appointed Position: _____ Anticipated Term: _____ ☐ Instructor request for change of affiliation	7C. ADMINISTRATIVE – SUBSTANDARD PERFORMANCE ☐ Failure to satisfactorily complete the agency field training program (training performance issues) ☐ Failure to perform assigned tasks satisfactorily. 7D. OTHER - EXAMPLE ☐ Excessive absenteeism, failure to report for duty, sleeping on duty, etc. 7E. UNFAVORABLE – MISCONDUCT ☐ Voluntary separation or retirement while being investigated for violation of agency or training school policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C. ☐ Voluntary separation or retirement in lieu of termination for violation of agency or training school policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C. ☐ Terminated for violation of agency or training school policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C. NOTE: The agency administrator or designee shall provide written documentation of the internal or criminal investigation upon request by Commission staff.	7F. Pursuant to Section 943.1395(5), F.S., an employing agency must conduct an internal investigation when having cause to suspect that an officer or instructor it employs or employed at the time of the alleged violation, or employed on a Temporary Employment Authorization is not in compliance with Section 943.13(4) or (7), F.S., or Rule 11B-27.0011, F.A.C. ☐ Voluntary separation or retirement while being investigated for violation of Section 943.13(4), F.S., or violation of moral character standards defined in Rule 11B-27.0011, F.A.C. ☐ Voluntary separation or retirement in lieu of termination for violation of Section 943.13(4), F.S., or violation of moral character standards as defined in Rule 11B-27.0011, F.A.C. ☐ Terminated for violation of Section 943.13(4), F.S., or violation of moral character standards as defined in Rule 11B-27.0011, F.A.C. NOTE: The agency administrator or designee shall provide written documentation of the internal or criminal investigation upon request by Commission staff.
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NOTICE: Section 943.139(2), F.S., requires the execution of an Affidavit of Separation by the employing agency in a case of officer separation.
WARNING: Intentional false execution of this Affidavit of Separation constitutes a misdemeanor of the second degree.

8. Agency Administrator or Designee's Signature	9. Agency Administrator or Designee's Printed Name	10. Date
	CHRISTOPHER WAGNER	09/14/2026
11. Agency Administrator or Designee's Title		
DIRECTOR OF HUMAN RESOURCES		

12. OATH

Pursuant to Section 117.05(13)(a), Florida Statutes

STATE OF FLORIDA, COUNTY OF

Sworn to (or affirmed) and subscribed before me by means of Physical Presence ☒ OR Online Notarization ☐ this 14th day of September, year 2026, By Christopher Wagner

Signature of Notary Public – State of Florida

Print, Type or Stamp Commissioned name of Notary Public

Personally Known



☒ OR Produced Identification

Type of Identification Produced

Staly, Rick

From: Staly, Rick
Sent: Thursday, September 10, 2026 10:30 AM
To: All FCSO
Subject: Resignation of Chief Deputy - Staffing for FY 2026-27

Good Morning Team,

Chief Deputy Barile informed me today that he is resigning from the Flagler County Sheriff's Office. I accepted his resignation effective today. He has served since January 31, 2007. Chief Deputy Barile assignments included Community Policing, Investigative Services, Homeland Security, and Special Investigation Unit. He has been instrumental in implementing new technology that is a force multiplier for the Agency. Please join me in wishing him well in his future pursuits.

As you know, the FY2026-27 budget negotiations with the Flagler County Board of Commissioners and the City of Palm Coast have been difficult, especially with concerns of Amendment 3 in the background. While the BOCC approved four new deputy sheriff positions they also reduced the overall funded staffing by one position. Additionally, the City of Palm Coast indicated they would only fund 2 of the nine additional Deputy Sheriff positions which had been previously agreed too. I would like to thank Palm Coast Vice Mayor Pontieri who motioned to approve the budget on the condition that two additional Deputy Sheriff's be included. This motion passed 4-1 with Council Member Sullivan voting no. All new positions will be assigned to CPD.

After a thorough review of the Agency staffing needs, I determined there was a critical need for additional deputy sheriffs to handle our fast-growing community and increasing calls for service. As a result, I have decided not to fill the Chief Deputy position. As you know, for 6 years we operated without a Chief Deputy after the retirement of Undersheriff Bisland, and the duties were shared between the Division Chiefs, Chief of Staff and me. We are returning to this organizational structure.

Thank you for being the best crimefighting team in Florida. I am honored to lead this great team.

Keep up the great work reducing crime and serving our community.

Rick Staly
Sheriff
FBINA 177th Session, NSI 112th Session
Flagler County Sheriff's Office
Office: 386-586-4891
Email: rstaly@flaglersheriff.com
www.flaglersheriff.com



"An honor to serve, a duty to protect"



Rick Staly, Sheriff
FLAGLER COUNTY SHERIFF'S OFFICE

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

MEMORANDUM

DATE: September 10, 2026
TO: Sheriff Rick Staly
VIA: Hand Delivery
FROM: Chief Deputy Joe Barile
RE: Resignation

A handwritten signature in black ink, appearing to read "Joe Barile".

Please accept this as my resignation from the Flagler County Sheriff's Office. I do not make this decision lightly, but I am ready to start a new chapter in my life. I am thankful for the opportunities I have been given while working at the FCSO and honored to have served my community since January 2007.

CC: Personnel File

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Rick Staly, Sheriff
FLAGLER COUNTY SHERIFF'S OFFICE

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

NEWS RELEASE

Date: Click or tap to enter a date.

Prepared by: Tonya Woodworth, Director of Public Information

Email: PIO@flaglersheriff.com

Release #: 2026 – ###

Chief Deputy Barile Resigns, Position to be Left Vacant

BUNNELL, Fla. — Flagler County Sheriff Rick Staly today announced that Chief Deputy Joseph Barile has resigned from the Flagler County Sheriff's Office, and it was accepted effective Sept. 8, 2026. Chief Deputy Barile has served since January 31, 2007. His assignments included Community Policing, Investigative Services, Homeland Security, and Special Investigation Unit. He was appointed to Chief Deputy on January 14, 2025. Chief Deputy Barile was instrumental in implementing new technology that was a force multiplier for the Agency.

"We respect Joe's decision to resign from the agency and move his life in a new direction. We wish Joe the best in his future endeavors," said Sheriff Rick Staly.

The FY2026-27 budget negotiations with the Flagler County Board of Commissioners and the City of Palm Coast have been difficult, especially with concerns of Amendment 3 in the background. While the BOCC approved four new deputy sheriff positions they also reduced the overall funded staffing by one position. Additionally, the City of Palm Coast indicated they will only fund two Deputy Sheriff positions of the nine previously agreed upon for the upcoming fiscal year. After a thorough review of staffing needs, Sheriff Staly determined there was a critical need for additional deputy sheriffs to handle our fast-growing community and increasing calls for service. As a result, Sheriff Staly decided not to fill the Chief Deputy position. The duties instead will be shared between the Division Chiefs, Chief of Staff and the Sheriff as it was previously.

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Good Morning Team,

Chief Deputy Barile informed me today that he is resigning from the Flagler County Sheriff's Office. I accepted his resignation effective today. He has served since January 31, 2007. Chief Deputy Barile assignments included Community Policing, Investigative Services, Homeland Security, and Special Investigation Unit. He has been instrumental in implementing new technology that is a force multiplier for the Agency. Please join me in wishing him well in his future pursuits.

As you know, the FY2026-27 budget negotiations with the Flagler County Board of Commissioners and the City of Palm Coast have been difficult, especially with concerns of Amendment 3 in the background. While the BOCC approved four new deputy sheriff positions they also reduced the overall funded staffing by one position. Additionally, the City of Palm Coast indicated they will not fund nine Deputy Sheriff positions, which were previously agreed upon for the upcoming fiscal year. After a thorough review of the Agency staffing needs, I determined there was a critical need for additional deputy sheriffs to handle our fast-growing community and increasing calls for service. As a result, I have decided not to fill the Chief Deputy position.

As you know, for 6 years we operated without a Chief Deputy after the retirement of Undersheriff Bisland, and the duties were shared between the Division Chiefs, Chief of Staff and me. We are returning to this organizational structure.

Thank you for being the best crimefighting team in Florida. I am honored to lead this great team.

Keep up the great work reducing crime and serving our community.

Chief Deputy Separation Meeting

I need you to listen carefully. The decision I am communicating today has been made.

Over the past 18 months, I have watched your effectiveness as a leader deteriorate to the point that I have lost confidence in your ability to continue serving as Chief Deputy.

This is not based on a single incident. It is based on a sustained pattern of leadership conduct and judgment.

Your direct reports have expressed fear and apprehension when dealing with you. Members of the leadership team have described being yelled at, subjected to profanity, and concerned about reprisals or repercussions for communicating with me.

You have created barriers between me and members of the leadership team. On one occasion, you made your displeasure known to me simply because I spoke directly with a chief regarding an assignment I had given that individual.

You demand strict adherence to the chain of command, yet you have repeatedly failed to model that same standard yourself by reaching down into lower levels of the Agency and bypassing the very chain of command you expect others to follow.

Your interactions with members of the leadership team and others have too often involved yelling, profanity, intimidation, and conduct inconsistent with the professionalism expected of an executive leader.

There have also been serious concerns regarding favoritism, including circumstances involving women with whom you previously had personal relationships, as well as instances in which you have failed to follow, or attempted to circumvent established policies and procedures.

Collectively, these behaviors have severely damaged trust within the leadership team and have negatively affected the professional working environment of this Agency.

Over nine years, I worked to establish a leadership culture built on professionalism, accountability, trust, respect, and service. In approximately 18 months, your leadership has caused significant damage to that culture.

What makes this particularly disappointing is the extraordinary investment the Agency has made in your development.

You have been provided opportunities to attend some of the country's leading law enforcement and leadership development programs, including the FBI National Academy, the Flagler County Leadership Academy, the Florida Sheriffs Association Commanders Academy, Sterling Council programs, internal leadership development, and other professional development opportunities.

I also retained an executive coach specifically to support your development. Despite these investments, you have made comments indicating that some of these opportunities—including executive coaching—were a waste of your time or provided little value to you. The fundamental issue is not a lack of training or opportunity. You have been given both.

The issue is leadership behavior, judgment, accountability, and your failure to meet the standards required of the Chief Deputy.

When you accepted this appointment, you signed the Executive Appointment Expectations agreement outlining what I expect from appointed executives in this organization.

I also spoke with you personally at Panera Bread the day before announcing your appointment. I made one point unmistakably clear: if you were unsuccessful as Chief Deputy, there would be no demotion back into the organization. Chief Deputies and Undersheriffs leave the Agency when they can no longer serve effectively in those positions.

We have reached that point.

I have completely lost confidence in your leadership and in your ability to continue serving in the appointed executive position of Chief Deputy. I cannot allow the conduct I have described to continue damaging the leadership team, our employees, or the professional culture of this Agency.

Accordingly, your tenure with the Agency ends today.

You have two options regarding how your separation will be documented.

You may resign, or your executive appointment will be revoked and your employment terminated.

I recognize that Florida's public-records laws can make personnel matters particularly difficult. For that reason, I am giving you an opportunity to choose the manner in which your departure is documented.

I have prepared two memos: one documenting your resignation and one documenting the termination and revocation of your appointment.

You may choose which memorandum applies.

What is not open for discussion is whether you will remain Chief Deputy or continue your employment with the Agency. That decision has been made and is effective today.

Regardless of which option you choose:

You will be paid through the end of this week.

You will receive payment for your accrued vacation leave consistent with policy.

Although you are not eligible, I have authorized Finance to pay you 25% of your accrued sick leave.

If you are interested in determining whether you can change your retirement election from the Defined Benefit Plan to the Investment Plan, Human Resources will assist you with that process and explain the available options.

Commander Bender will drive you home today. Arrangements will then be made for you to return at an appropriate time to retrieve your personal belongings from your office.

I regret that your tenure has ended this way. I wish you the best going forward.

Now I need your decision:

Do you wish to resign, or do you want me to issue the termination and appointment revocation memo?



Rick Staly, Sheriff
FLAGLER COUNTY SHERIFF'S OFFICE

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

MEMORANDUM

DATE: September 10, 2026
TO: Chief Deputy Joe Barile
FROM: Sheriff Rick Staly 
RE: Revocation of appointment to an Executive Staff Position

Effective September 10, 2026, your appointment is revoked. You have failed to meet the terms and conditions set forth in the *Appointment of Executive Staff Agreement* which you reviewed, accepted, and signed on January 15, 2025. Consistent with this decision, your employment is terminated with the Flagler County Sheriff's Office effective immediately. This is an administrative action taken in accordance with the terms and conditions of your appointed position.

Pursuant to our policy, you are entitled to a Name Clearing Meeting if you choose to request one. If you would like a Name Clearing Meeting, please notify Human Resources in writing within five (5) days of the date of this Memorandum

Thank you for your service to the Flagler County Sheriff's Office, and I wish you the best in your future endeavors.

CC: HR, Personnel file

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Rick Staly, Sheriff
FLAGLER COUNTY SHERIFF'S OFFICE
"An honor to serve, a duty to protect."

NEWS RELEASE

Date: *September 8, 2026*

Prepared by: Tonya Woodworth, Director of Public Information

Email: PIO@flaglersheriff.com

Release #: 2026 – ###

Sheriff Staly Revokes Appointment of Chief Deputy Barile and Leaves Chief Deputy Position Vacant

BUNNELL, Fla. — Flagler County Sheriff Rick Staly today announced the revocation of Joseph Barile's appointment as Chief Deputy of the Flagler County Sheriff's Office along with his release from employment, effective Sept. 8, 2026.

Chief Deputy Barile has not met the expectations, terms and conditions he agreed to when he was appointed Chief Deputy. This resulted in his release from the Agency. The position will remain vacant, with the duties being shared between the Division Chiefs, Chief of Staff and Sheriff as it was previously.

"It is never easy to make the tough decisions when it comes to personnel issues," said Sheriff Rick Staly. "I must always do what is best for the community and the Agency. We wish Joe the best in his future endeavors."

Barile joined the agency in January 2007 and previously served in the Community Policing and Investigative Services divisions in various positions. He was appointed to Chief Deputy on January 14, 2025.

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Good Morning Team,

Effective today, Chief Deputy Barile's appointment has been revoked. He failed to meet the terms and conditions set forth in the *Appointment of Executive Staff Agreement* which he reviewed, accepted, and signed on January 15, 2025. Consistent with this decision, his employment has ended with the Flagler County Sheriff's Office effective immediately. This is an administrative action taken in accordance with the terms and conditions of the appointed position. Please join me in wishing him well in his future pursuits.

As a result, I have decided not to fill the Chief Deputy position. As you know, for 6 years we operated without a Chief Deputy after the retirement of Undersheriff Bisland, and the duties were shared between the Division Chiefs, Chief of Staff and me. We are returning to this organizational structure.

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