



## PALM BAY FIRE RESCUE

Fire Rescue Headquarters  
899 Carlyle Ave SE  
Palm Bay, FL 32909  
(321) 409-6300

### MEMORANDUM

**To:** Kevin Plunkett, Lieutenant/EMT

**From:** Nathan Thomas, Deputy Chief

**Date:** August 28, 2026

**Subject:** Pre-Disciplinary Hearing Findings

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A Pre-determination Hearing was held on August 25, 2026, at 10:00 am in Human Resources Conference Room, located at 120 Malabar Road, SE., 32907.

Following your dismissal from the city sponsored EFSC Paramedic Program, you became the subject of an internal investigation. The investigation identified the circumstances which led to your release from the Program, including:

- Falsification or submission of inaccurate clinical documentation.
- Submission of clinical hours that may not have been completed as represented.
- Submission of clinical logs containing preceptor signatures that the identified individuals have stated are not their signatures.
- Submission of patient contacts for incidents in which you may not have personally participated.
- Accessing patient care information through ESO involving incidents in which you were not a member of the responding crew or otherwise involved in the patient's care.
- Providing false or misleading information to Eastern Florida State College in connection with completion of the Paramedic Program.
- Conduct potentially constituting **Conduct Unbecoming an Employee** and other applicable violations under Administrative Code G.25.2.

This memorandum serves as notification of the findings following your Pre-Disciplinary Hearing.

During the Pre-Disciplinary Hearing, you were provided with the opportunity to present contrary evidence, explanation, mitigating information, and/or comments regarding the findings of the investigation.

The investigation established falsification of clinical documentation, inaccurate reporting of clinical hours and patient contacts, and conduct inconsistent with the standards required of a city employee.

You were found to be in violation of the following offenses according to the City of Palm Bay Human Administrative Code G.25.2.8.3:

**G.25.2.8 Dismissible Offenses**

- 23) Conduct that raises obvious questions as to the employee's ability to maintain public trust.
- 28) Any other policy violations or incidents or series of incidents which, when considered on their merit, are equal in gravity to the offenses listed above and/or warranting dismissal.

After careful consideration of the relevant information pertaining to this matter (investigation findings and information offered by you during the Pre-Disciplinary Hearing), I am **sustaining** the dismissible charges above.

Your employment with the City of Palm Bay is terminated effective immediately. In accordance with Article 10 of the IAFF Contract, this decision may be grieved within five (5) workdays.

I have received and read the above actions.

Employee's signature below acknowledges receipt of document.

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Kevin Plunkett  
Lieutenant/EMT

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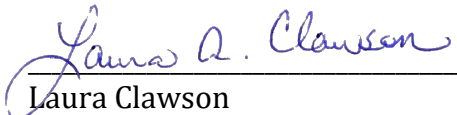
Date

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Nathan Thomas, Deputy Chief  
Palm Bay Fire Rescue

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Date



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Laura Clawson  
Human Resources Director

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08/28/2026  
Date

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Matthew Morton  
City Manager

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Date

CC: IAFF President  
Human Resources File