



# DISTRICT IV MEDICAL EXAMINER'S OFFICE

*Serving Duval, Clay, Nassau, Hamilton, & Columbia Counties*

## MEMORANDUM

**TO:** Robert Pfalzgraf MD, Associate Medical Examiner, Forensic Pathologist

**FROM:** Robert Pietak, Chief Medical Examiner

**DATE:** April 13, 2026

**RE:** Formal Written Counseling

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Your conduct as an employee of the District IV Medical Examiner's Office has been unacceptable and requires formal action.

As an appointed employee, you serve at the pleasure of the District 4 Medical Examiner, per Chapter 38 of the City of Jacksonville's Municipal Ordinance Code and Florida State Statute 406.02.5, and your employment status is considered "at will". Appointed employment is defined under section 116.901 of the Municipal Ordinance Code and is exempted from the Civil Service and Personnel Rules and Regulations.

### **Nature of Conduct**

On April 6, 2026, at 12:04 a.m., you posted on the social media platform "X" a photo of yourself with the caption: "I'm looking forward to the big, beautiful obituary." This statement can reasonably be interpreted as expressing enthusiasm for the death of President Donald Trump. This type of commentary is inappropriate and inconsistent with the standards expected of someone in your position at the Medical Examiner's Office.

Although this post was made while off duty, your role within the City of Jacksonville, particularly as a physician and senior member of the Medical Examiner's Office, places you in a position of public trust and high visibility. Your actions, both on and off duty, directly reflect on the integrity, professionalism, and neutrality of this office.

You acknowledged receipt of Directive 0529 (Social Media Policy) in June 2019. That policy clearly outlines expectations for employee conduct on social media, including the requirement that employees must exercise sound judgment in all public communications.

Regardless of your account's privacy settings, your professional identity is known within the community. As such, your statements have the potential to be attributed to the Medical Examiner's Office and the City as a whole. This creates significant reputational risk and undermines public confidence in the impartiality of this office.

Effective immediately, you are directed to strictly comply with all provisions of Directive 0529 and any other applicable policies. You are expected to exercise sound judgment and discretion in all social media activity. Content that could reasonably be perceived as inflammatory, inappropriate, or inconsistent with the standards of your position will not be tolerated.

If you are uncertain whether a post complies with policy, you are asked to seek guidance prior to posting.

This counseling constitutes a final warning. Any future violation of the City's Social Media Policy will result in further disciplinary action, up to and including termination of employment.

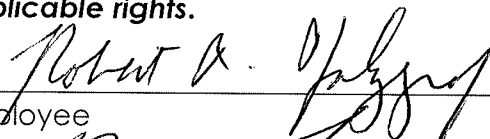


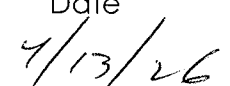
No exceptions will be made.

**Warning**

Failure to correct this behavior and/or further violation of city policies or directives, departmental policies or Civil Service and Personnel Rules and Regulations, will result in additional disciplinary action up to and including dismissal.

**Acknowledgement of Receipt**

**Document received by employee. This does not indicate acceptance or waiver of any applicable rights.**

 _____ Employee	 _____ Date
 _____ Witness	 _____ Date

cc: Employee Services/Personnel File via Employee and Labor Relations  
Department Employee File