



**Hennepin County Sheriff's Office
Adult Detention Division**

Date: 12/22/16
To: Detention Deputy Erin Dearing
From: Detention Sergeant C. Moe
Subject: Oral Reprimand

On the 29th of December 2016 at 2330, I met with you, along with Sergeant Woodburn, to discuss an incident that occurred on December 22, 2016 at approximately 2100 hours. I asked if you wanted union representation as this could lead to discipline and you accepted bringing Union Steward Aron Lambrecht. I asked you why you thought it was okay to speak to me disrespectfully, question the schedule and leave work without approval. You stated, "I didn't question you, it was a simple question." In reference to being disrespectful you stated "That is a matter of opinion, because I felt disrespected as well." When I asked why you left work without approval you stated, "I told you I was going home sick. Take me off the schedule. You stated okay. Saying okay is saying okay."

Thursday December 22, 2016, between the hours of 2100 and 2130 hours, you called the Commander Center demanding to know why, in the "O" drive, it stated that you were assigned to finger prints when earlier it had shown that you were assigned in the release area. You made the comment that another deputy was assigned in the release area that was not qualified to work in there.

You continued to make statements such as "you are punishing me for calling in sick and you always do this to me". I made it very clear at this point that deputy staff do not choose their assigned posts and then you hung up on me.

At the end of your middle shift overtime, I met you outside the sergeant's command center. I asked you to come in and talk to me. You continued to say how unfair I was and when I attempted to say anything you yelled over me. You stormed out and I asked you to come back but you went out the door making the reply "Merry Fucking Christmas". You did not return to work and overtime was hired for the first half of the shift and the second half was left vacant.

Your actions are in violation of the following ADD and Sheriff's Office Policy:

Hennepin County Sheriff Office Policy

340.302 GENERAL CONDUCT

- (a) Any failure or refusal to properly perform the function and duties of an assigned position.**

340.3.1 ATTENDANCE

- (a) Leaving the job to which assigned during duty hours without reasonable excuse and proper permission and approval.**

340.3.5 PERFORMANCE

- (d) Unsatisfactory work performance, including, but not limited to, failure, incompetence, unwillingness, inefficiency or delay in performing and/or carrying out proper orders, work assignments or instructions of supervisors without a reasonable and bona fide excuse.**

- (i) Disobedience or insubordination to constituted authorities, including refusal or deliberate failure to carry out or follow lawful directives and orders from any supervisor or person in a position of authority.**

For the above listed violation of Hennepin County Sheriff's Office Policy you are being given this Oral Reprimand. A copy of this reprimand will be placed in your employee divisional file, one copy filed to the Internal Affairs Unit, and one copy will be placed in your office personnel file. In addition, you must understand that any future violations will result in progressive discipline up to and including suspension and/or dismissal.

C.c. Captains D. Zimmer / M. Wresh
Lieutenants P. Graves / P. Strongitharm
Divisional File
Internal Affairs Unit
Personnel File