

HENNEPIN COUNTY
SHERIFF'S OFFICE

August 20, 2018

Lieutenant Felicia Chesmer
911 Dispatch Center
1245 Shenandoah Lane
Plymouth, MN 55447

ORAL REPRIMAND

Lieutenant Chesmer,

On August 18th and August 19th, 2018, you were assigned to be the weekend day-shift Watch Commander. Prior to 0950 hours on August 18th, the Communications Division dispatchers and sergeant attempted numerous times to get ahold of you via the radio and your cell-phone to notify you of an incident involving an on-duty dispatcher having medical at dispatch. There was no response.

At 0744 hours, the Sheriff's Office 911 Dispatch Center had sent out the weekend daily page, notifying all command staff that you were the assigned weekend duty lieutenant for the weekend of August 18 and 19.

At 0956 hours, Lt. Chris Mathisen notified me of your absence. At 1009 hours, you called me to let me know that you did not know you were supposed to be the day-shift watch commander this weekend and were unable to fulfill your duties this weekend, because you had family obligations.

On August 17th, 2018 at 1607 hours, I sent you and the night-shift watch commander, Lt. Spencer Bakke a situational awareness email titled: Weekend Events – August 18-19, which listed all of the weekend special events that had been approved for the Water Patrol Unit. In the body of this email, I explained; *here is a list of the Special Events going on this weekend in Water Patrol. There is no need to show up at them, just an FYI.* You failed to look at or read and understand this email as an indication that you were to be working day-shift watch command on August 18 and 19.



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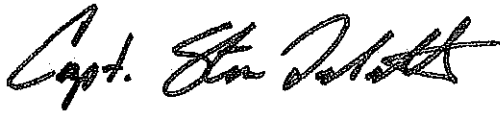
- **340.3.5 PERFORMANCE (e) :**
Employees of the Sheriff's Office shall use good judgement in carrying out their duties and responsibilities. Employees need to be aware of the possible consequences of their actions.
- **340.3.1 ATTENDANCE (c):**
Failure to report to work or to place of assignment at time specified and fully prepared to perform duties without reasonable excuse whether on-duty or on call.

For violating the above listed Hennepin County Sheriff's Office Policies, you are hereby given this **ORAL REPRIMAND**.

If you wish to appeal this action, your rights and the procedures are contained in your union contract (Agreement between Hennepin County and LELS).

If there are future violations, they will be handled in a progressive manner up to and including dismissal.

Sincerely,



Captain Steve Labatt
Enforcement Services Division

cc: Internal Affairs
Divisional file
Sheriff's Personnel file

