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HENNEPIN COUNTY SHERIFF'S OFFICE

September 16, 2019

Deputy Thomas Pierson
ADD

WRITTEN REPRIMAND

Dear Deputy Pierson,

In regards to the Internal Affairs case #Q2019-025, it has been determined that a policy violation occurred. This case involves circumstances surrounding you coming to work late almost every day for the last two years and not putting in for sick or vacation time.

The investigation is complete and a finding of **Sustained** has been determined for violation of the following Hennepin County Sheriff's Office policy:

340.3.1 ATTENDANCE

(b) Tardiness on scheduled day(s) of work.

(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. Employees with an unexplained absence for three consecutive days shall be deemed to have resigned and should be directed to Administration.

You admitted that you arrive to work past your normal start time of 0630 approximately a couple times per week. You stated you did not receive permission from any supervisor to arrive late on a regular basis or to not have to put this late time into Workforce. A review of the key access logs show that you were approximately 15 ½ hours late for work dating from January 2, 2018-July 24, 2019.

For violating the above listed Hennepin County Sheriff's Office Policy, you are hereby receiving this **written reprimand**. If there are any future violations, they will be handled in a progressive manner, up to and including dismissal.

Sincerely,



Captain Mary Jerde
Professional Standards Division

