

TIM HELDER
SHERIFF



Washington County Sheriff's Office

May 2, 2014

Corporal .

Darrell Morrow

RE: Termination of Employment

This letter is to notify you of your termination from employment with the Washington County Sheriff's Office. You were notified of this action by telephone on May 2, 2014 at approximately 3:30 PM in advance of this letter.

The reasons for your termination stem from an incident that occurred where you used a cellphone to take nude pictures of a female _____, without her knowledge. You then went to a local Wal-Mart and printed several hard copy prints, prompting Wal-Mart to call the Fayetteville Police Department because of the nature of the photos. Further investigation showed you drove your County owned police vehicle to the Wal-Mart to order and pick up those pictures. Although at this time _____ has indicated an unwillingness to prosecute, it does not negate the facts of your actions.

Your conduct in this matter violates Washington County Sheriff's Office Policy: Section 18: Conduct: Unbecoming an Employee/Officer, " c. Law Enforcement officers, whether on or off duty shall be governed by ordinary rules of good conduct and behavior, and shall not commit any act that could adversely affect the department."

I have lost confidence in your judgment as an employee and have decided to replace you with a person in whom I have more confidence.

County personnel policy provides that employees may request a "Predeprivation Hearing" within 3 (three) full business days of any separation.

The hearing request should be delivered to the County Grievance Committee in care of the Human Resources Administrator no later than 4:30 p.m. on the third full business day (weekends and holidays excluded) after any claim deprivation for which a grievance hearing is requested. You are an at-will employee. At-will employment can be terminated at the will of the employer for a good reason or for no reason, but not for a bad reason. A bad reason is a reason that violates the law, violates the constitution or violates public policy. If a hearing is held, we will tell the County Grievance Committee the factual basis for our loss of confidence in you. The hearing will be a public hearing.

Sincerely,

A handwritten signature in black ink that reads "Helder".

Tim Helder
Sheriff