



ORDER OF DISMISSAL

TO: Deputy Tammy Johnson, Emp. # [REDACTED], Law Enforcement Bureau
DATE: October 19, 2018

You are hereby notified that the Bexar County Sheriff's Office is dismissing you from the position of Law Enforcement Deputy.

You have violated the following subsections Chapter IX, Section 9.02 of the Rules of the Bexar County Sheriffs Civil Service Commission:

- D. Dishonesty-characterized by lack of trust, honesty or truthfulness.**
- M. Violation of any statute, Civil Service rule, regulation or commission order.**
- O. Conduct or action that would seriously impair job effectiveness.**
- P. Conduct which has proven to be detrimental or has an adverse effect on the Sheriff's Office.**

In addition, you have violated the following Bexar County Sheriff's Office Policies and Procedures:

- 5.02 PERFORMANCE OF DUTIES**
- 5.24 CONDUCT UNBECOMING AN OFFICER**
- 5.26 UNTRUTHFULNESS**
- 5.45 BRINGING DISCREDIT**
- 5.53 PERSONS IN CUSTODY**
- 5.54 CONSORTING WITH PERSON OF QUESTIONABLE CHARACTER**

The specific reason(s) for this action are as follows: On April 2, 2018, a complainant and his mother arrived at the Bexar County Sheriff's Office to file a complaint against you for allegations of continuous stalking, harassment and threats towards your ex-boyfriend (the complainant), his family members and probation officers, utilizing the BCSO Criminal Investigations Department.

You and the complainant were involved in a romantic relationship. You reported this relationship ended when he was sentenced for continuous family violence offenses against you.

An Internal Affairs investigation determined that you filed a protective order against him and later a No Contact Order was issued to you by the BCSO, however, you admitted that you continued allowing him back into your home and repeatedly made contact with him. Additionally, you admitted to corresponding with the complainant via letters the entire time he was incarcerated, by routing the letters through his mother; knowingly violating the protective order and No Contact Order.

Once he was released, you continuously attempted to contact him via telephone and text, his family members and his probation officers in order to learn his contact information. Despite being the party seeking protection from the complainant, after trying to contact him, you sought to have warrants issued for his alleged violations of the protective order. Your actions caused his probation to be revoked. Numerous times, verified through text messages received from the complainant's attorney, you threatened his freedom by stating "...it only takes one second for... (him) to go back to prison if that's what you want."

Furthermore, when you were asked about consorting with a known felon, you were untruthful when you stated you were unaware he was a convicted felon; text messages received by the complainant's mother from you on March 28, 2018, refer to the complainant as a "violent felon", thereby indicating your untruthfulness.

Your intentional violation of Bexar County Sheriff's Office Policies and Orders will not be tolerated by the Bexar County Sheriff's Office. This conduct violates the Bexar County Sheriff's Office Policies and Procedures and the Bexar County Sheriff's Civil Service Rules as follows:

- a. Your conduct in consorting with a person of questionable character is considered conduct proven detrimental or having an adverse effect on the Sheriff's Office and conduct or action that would seriously impair job effectiveness and conduct unbecoming an officer, (CS:9.02-O,P and SP: 5.24, 5.45, 5.53, 5.54)
- b. Your conduct in engaging in harassing behavior is considered conduct proven detrimental or having an adverse effect on the Sheriff's Office, conduct or action that would seriously impair job effectiveness, conduct unbecoming an officer and bringing discredit (CS:9.02-O, P and SP: 5.24, 5.45, 5.54)
- c. Your conduct in engaging in deceiving behavior is dishonesty, untruthfulness, conduct or action that would seriously impair job effectiveness, conduct unbecoming an officer, bringing discredit and consorting with persons of questionable nature. (CS:9.02-D, O,P and SP: 5.02, 5.24, 5.26, 5.45, and 5.54)
- d. Your conduct in deliberately attempting to cause a violation of a protective order constitutes dishonesty, conduct or action that would seriously impair job effectiveness, conduct that could be detrimental to the department, performance of duties, conduct unbecoming an officer and bringing discredit (CS:9.02-D, O,P and SP: 5.02, 5.24, 5.26, 5.45, and 5.54)

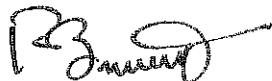
On September 25, 2018, this office received your request for a Grievance Hearing in reference to the Notice of Proposed Dismissal served on September 24, 2018. A hearing was scheduled for October 11, 2018.

Present at the hearing were the following:

Assistant Chief Deputy Ronald D. Bennett, Law Enforcement Bureau
Florence Perez, Administrative Assistant
Deputy Tammy Johnson, Grievant
Tanner Barnes for Karl Brehm, CLEAT Attorneys

After hearing your case, you and your representative failed to provide me with any information that would alter my decision therefore I am going forward with this Order of Dismissal. You may grieve to the next level.

You are advised that you may grieve this Order of Dismissal, in writing, to the Chief Deputy Don Tijerina, Sheriff's Administration. Your grievance, if submitted, must be received and time stamped by the Sheriff's Civil Service Commission Office no later than the tenth (10th) business day following receipt of this document at 211 S. Flores, San Antonio, Texas, 78204. If you have any questions regarding the Rules, or your rights of the Bexar County Sheriff's Civil Service Commission, you may contact the Civil Service Commission at (210) 335-0728.



Assistant Chief Deputy Ronald D. Bennett
Law Enforcement Bureau

The foregoing Order of Dismissal was sent via facsimile to Karl Brehm, CLEAT Attorney, on this 19th day of October 2018. Please acknowledge receipt of said document and return by fax to 210-335-5083.

I acknowledge receipt of this document:

Signature of Attorney

Distribution: 1) Original-Personnel File 2) Employee 3) Shift Commander 4)HR Technician