



Cuyahoga County
Together We Thrive

Department of Human Resources

December 12, 2017

Martice Campbell
[REDACTED]

Re: Disciplinary Removal

Dear Mr. Martice Campbell:

This letter is to inform you that you are being removed from the position of Correction Officer with Cuyahoga County Sheriff's Office/Corrections effective December 12, 2017. The reason for this action is that you violated the following: **Rule #82** (Excessive use of force directed towards a suspect, jail inmate, or prisoner in custody) set forth in the Standard Schedule of Disciplinary Offenses and Penalties for Employees of the Cuyahoga County Sheriff's Department ("The Schedule").

The Sheriff's Department is the caretaker of the public's safety and is dedicated to maintaining the trust and respect of those served by resolutely and aggressively enforcing the law and by committing themselves to the efficient and effective delivery of safety service. As a County employee, you are expected to adhere to the rules and guidelines set forth in the Sheriff's Schedule as well as the County's policy manual.

On or about October 26, 2017, you physically assaulted an inmate by punching him in the head twice with a closed fist. Your actions knocked the inmate to the floor, and you then stepped between his legs and stood over him in a dominating fashion. During the investigation, you admitted that you struck the inmate. The video clearly showed that the inmate posed no threat to you while he was sitting at the table at the time that you struck him.

You attended a Pre-Disciplinary Conference (PDC), which was a due process meeting to afford you the opportunity to provide any information that you desired be considered. We have carefully considered your responses and all information presented by you and your union representative. The County has determined that your conduct constitutes a serious violation of Rule #82. The Standard Schedule of Disciplinary Offenses and penalties for employees of the Cuyahoga County Sheriff's Office provide a guideline that a first violation of Rule 82 is subject to a 15-day suspension up to removal, depending on the seriousness of the offense.

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It is the County's expectation that all employees enjoy continuous, productive employment during their tenure. However, the County requires that all employees perform their duties in a professional manner and conduct themselves in a way that advances the goals of the County and increases public confidence in County government. In determining the level of discipline to impose, the County has weighed all relevant considerations, including the very serious nature of your actions and your brief employment history with the County. For the reasons stated herein, your employment with Cuyahoga County is terminated.

The Department of Human Resources, Benefits Division, will forward your information to Wage Works, the County's third-party COBRA provider. WageWorks will mail you information regarding the continuation of benefits and the associated costs.

You are expected to return all County property to your supervisor, including your County Identification Card. Your final check will be mailed to the address above.

Respectfully,

Egdilio Morales

Egdilio J. Morales
Director of Human Resources & Chief Labor Counsel
Employee & Labor Relations

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APPEAL RIGHTS

Should you elect to appeal this action, you must do so in writing and in accordance with the requirements of the labor agreement between Cuyahoga County Sheriff's Department and the OPBA.