

WALKER COUNTY SHERIFF'S OFFICE
NOTICE OF DISCIPLINARY ACTION

Date: 2/4/20

Supervisor: Carver/Simpson

Employee: Bruce

Corrective Action

Written Reprimand

Suspension

Violation: Improper use of phone

Violation Type: A B C D E

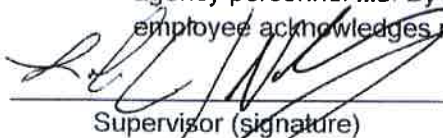
Cause of Disciplinary Action:

Officer Bruce misused the phone while stationed in a control tower. Bruce made two calls on 2/20 to officer Bell at 12:02 am lasting 1 hour and 2 min. as well as at 12:44 lasting 1 hour and 34 min. Bruce has been informed prior to this incident to not misuse the phone. The phone is to be used for emergency use, to help the public and for brief appropriate questions to other fellow officers.

Discipline Level Recommendation: 1 2 3 4 5 6 7 8 (Shall Start with Presumptive Sanction)

Should the condition not be corrected, more serious disciplinary action shall be taken.

NOTICE: If Approved by the Division Commander, a copy of this action shall be placed in the employee's agency personnel file. By signing this form it shall not constitute an admission, only that the employee acknowledges receiving this form.


Supervisor (signature)


Employee (signature)

*REFUSAL TO SIGN THIS FORM SHALL RESULT IN IMMEDIATE SUSPENSION FROM DUTY.

**ATTACH EMPLOYEE RESPONSE, IF ANY.

Date: Feb 6 2020

Disciplinary Action: Approved Disapproved Discipline Level: 1 2 3 4 5 6 7 8

If approved, prior violations within Discipline Matrix time frame: Yes No

If Yes, Please attach justification if sanction is adjusted.

If disapproved or adjusted; Justification:

Recommended Action: _____

Division Commander: Capt. Stree
Signature

Employee: Bruce
Signature

APPEAL MAY BE FILED WITHIN 5 DAYS FOR ANY SUSPENSION, DEMOTION OR TERMINATION ONLY.

Notice of Disciplinary Action Form (2/2014)

WALKER COUNTY SHERIFF'S OFFICE
NOTICE OF DISCIPLINARY ACTION

Date: 2-19-20

Supervisor: N. Simpson 118

Employee: D. Bruce 122

Corrective Action Written Reprimand Suspension

Violation: Unprofessional Demeanor Violation Type: A B C D E

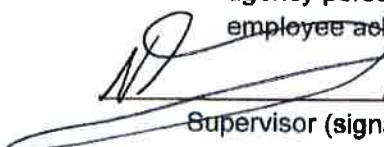
Cause of Disciplinary Action:

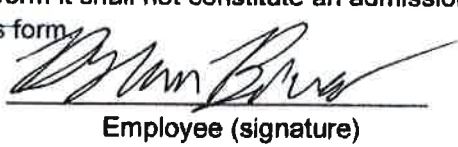
I have received several complaints on Officer Bruce on how he talks and treats inmates. I talked to Officer Bruce 2-14-20 and ask him if any of the grievances were true. He assured me that they were not. On 2-19-20 CPT Street hands me 3 New Grievances on Officer Bruce. This is to help Officer Bruce be more aware of how He handles himself around inmates. Grievances will be Attached to this documents.

Discipline Level Recommendation: 1 2 3 4 5 6 7 8 (Shall Start with Presumptive Sanction)

Should the condition not be corrected, more serious disciplinary action shall be taken.

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 118
Supervisor (signature)


Employee (signature)

*REFUSAL TO SIGN THIS FORM SHALL RESULT IN IMMEDIATE SUSPENSION FROM DUTY.

**ATTACH EMPLOYEE RESPONSE, IF ANY.

Date: 2-20-20

Disciplinary Action: Approved Disapproved Discipline Level: 1 2 3 4 5 6 7 8

If approved, prior violations within Discipline Matrix time frame: Yes No

If Yes, Please attach justification if sanction is adjusted.

If disapproved or adjusted; Justification:

Recommended Action: _____

Division Commander: Capt. Street 2-20-20
Signature

Employee: Dylan Bruce
Signature

Inmate Request

For
Dates and Times are presented in Eastern Time (US & Canada)

Issue ID: 18986489

Last Assigned to: None on 2/19/2020 9:35:47 AM

Last Status: Final Response by Captain Street on 2/19/2020 9:35:47 AM

please do something about Bruce he has done lost his mind i think he is targeting this dorm cause someone scratched something on doors about him (it wasn't me). He starts screaming pill call every 2 min at 5:30 and shines light in eyes 15 seconds on both passes meaning twice in 1 min and the when you say something about it comes into the room and antagonizes even more maybe he wants to collect workmans comp or something idk but im not falling for it he also turns phone and tv off 10 min early in middle of phonecall without any warning i know it is a privilage but weve done nothing to lose those privilage and handbook sais 11 oclock. anyway i get along with every other guard here and im trying to go about this proper. please just pull him over to the side and ask him to calm down a little aint no need in all that extra

Submitted by

WHAT NIGHT WAS THIS?
I NEED TO DO SOME CHECKING.

Responded by Captain Street on 2/18/2020 5:25:32 PM

its been over the course of this last week ive been holding off because i didnt wanna say anything but screaming pillcall every 2min was on 17th in the morning and the light shining on both passes was probably on 12th and the turning phone andtv off 10 min early was on 14 or 15 but it wont be hard just observe and youll see

Replied by

Your message has been received. Thank you.

Final Response by Captain Street on 2/19/2020 9:35:47 AM

Grievance against Officer

For 10:39:33 AM
Dates and Times are presented in Eastern Time (US & Canada)

Issue ID: 18953954

Last Assigned to: None on 2/19/2020 9:26:25 AM

Last Status: Accepted by Captain Street on 2/19/2020 9:26:25 AM

officer bruce told me i should wash his boots. while sitting down having his legs cocked up. also when he's on shift he puts me up at 6am. he treats me bad

Submitted by *2020 10:39:33 AM*

IT NOT YOUR PLACE TO WASH HIS BOOTS AND WE WILL ADDRESS THE ISSUE.

Accepted by Captain Street on 2/19/2020 9:26:25 AM

WALKER COUNTY SHERIFF'S OFFICE
NOTICE OF DISCIPLINARY ACTION

Date: 4-15-20

Supervisor: Lt Foster

Employee: Dylan Bruce

Corrective Action

Written Reprimand

Suspension

Violation: _____

Violation Type: A B C D E

Cause of Disciplinary Action:

Bruce was caught speeding 86/55. He was on his way to Fayetteville Bogart's and was not in uniform. Deputy Walker said he called Bogart's and they said officer Bruce come there all the time in and out of uniform asking for discount on his meal, officer Bruce was talked to about this when he started not to ask for discounts at the restaurants.

Discipline Level Recommendation: 1 2 3 4 5 6 7 8 (Shall Start with Presumptive Sanction)

Should the condition not be corrected, more serious disciplinary action shall be taken.

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Lt Foster
Supervisor (signature)

Dylan Bruce
Employee (signature)

*REFUSAL TO SIGN THIS FORM SHALL RESULT IN IMMEDIATE SUSPENSION FROM DUTY.

**ATTACH EMPLOYEE RESPONSE, IF ANY.

Date: 4-16-20

Disciplinary Action: Approved Disapproved Discipline Level: 1 2 3 4 5 6 7 8

If approved, prior violations within Discipline Matrix time frame: Yes No

If Yes, Please attach justification if sanction is adjusted.

If disapproved or adjusted; Justification:

Recommended Action: _____

Division Commander: Capt. Steel
Signature

Employee: Dylan Bruce
Signature

APPEAL MAY BE FILED WITHIN 5 DAYS FOR ANY SUSPENSION, DEMOTION OR TERMINATION ONLY.

Notice of Disciplinary Action Form (2/2014)

WALKER COUNTY SHERIFF'S OFFICE
NOTICE OF DISCIPLINARY ACTION

Date: 4-30-20

Supervisor: N. Simpson #118

Employee: Dylan Bruce

Corrective Action

Written Reprimand

Suspension

Violation: Unprofessional Demonor

Violation Type: A B C D E

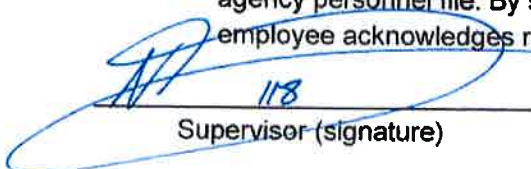
Cause of Disciplinary Action:

On Saturday 4/25/20 Bruce was at a gas station and saw a Deputy. Bruce asked the Deputy to buy him tobacco products because he was underage and couldn't buy them for himself. Officer Bruce is not "21" and cannot buy tobacco products and should not ask anyone to supply them for him. Especially not in uniform of any fellow law enforcement officers. I recommend 16 Hour Suspension

Discipline Level Recommendation: 1 2 3 4 5 6 7 8 (Shall Start with Presumptive Sanction)

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Supervisor (signature)


Employee (signature)

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**ATTACH EMPLOYEE RESPONSE, IF ANY.

Date: 5-12-20

Disciplinary Action: Approved Disapproved Discipline Level: 1 2 3 4 5 6 7 8

If approved, prior violations within Discipline Matrix time frame: Yes No

If Yes, Please attach justification if sanction is adjusted.

If disapproved or adjusted; Justification:

Recommended Action:

Division Commander: Capt. Stue
Signature

Employee: Dylan B
Signature

WALKER COUNTY SHERIFF'S OFFICE
NOTICE OF DISCIPLINARY ACTION

Date: 7-28-20

Supervisor: W. Simpson

Employee: D. Bruce

Corrective Action

Written Reprimand

Suspension

Violation: Failure to notify Supervisor of leave

Violation Type: A B C D E

Cause of Disciplinary Action:

on 7-27-20 Bruce didn't show up for his scheduled shift. He failed to notify the jail or his supervisor of this absence. He did text another supervisor, which the LT just sent an email to everyone stating that was not an option for calling out

Discipline Level Recommendation: 1 2 3 4 5 6 7 8 (Shall Start with Presumptive Sanction)

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W. Simpson
118
Supervisor (signature)

D. Bruce
Employee (signature)

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**ATTACH EMPLOYEE RESPONSE, IF ANY.

Date: _____

Disciplinary Action: Approved Disapproved Discipline Level: 1 2 3 4 5 6 7 8

If approved, prior violations within Discipline Matrix time frame: Yes No

If Yes, Please attach justification if sanction is adjusted.

If disapproved or adjusted; Justification:

I recommend on next write up with officer Bruce he will be terminated. He has had several write ups a suspension within the year. Lt Foster 7/29/20

Recommended Action: _____

Division Commander: Capt. [Signature]
Signature

Employee: [Signature]
Signature

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Notice of Disciplinary Action Form (2/2014)

7/29/2020

Walker County Government Mail - (no subject)



Monica Foster <mfoster@walkerso.com>

(no subject)

1 message

Monica Foster <mfoster@walkerso.com>
To: WCSO - Detention <detention@walkerso.com>

Fri, Jul 17, 2020 at 7:22 AM

WHENEVER YOU GUYS CALL IN OR RUNNING LATE STOP TEXTING OTHER COWORKERS AND CALL THE JAIL LIKE YOU SUPPOSE TO DO. WE ARE STARTING TO RUN INTO PROBLEMS WITH EMPLOYEES TEXTING OTHER EMPLOYEES AND MESSAGES ARE NOT BEING PASSED TO ONCOMING SHIFT.

--

Lt. Monica Foster
Walker County Sheriffs Office
Detention Division
(706)638-1909 ext 1249
Fax: 706 638-0294
mfoster@walkerso.com

WALKER COUNTY SHERIFF'S OFFICE
NOTICE OF DISCIPLINARY ACTION

Date: 10-30-2020

Supervisor: Richard Russell

Employee: Dylan Bruce

Corrective Action

Written Reprimand

Suspension

Violation: Tardiness

Violation Type: A B C D E

Cause of Disciplinary Action:

officer Bruce called at 0655am to say he would be thirty (30) minutes late. officer did not get here until 0800am. This is his 4th written tardy on my shift. officer Bruce has been talked to many times about being late.

Discipline Level Recommendation: 1 2 3 4 5 6 7 8 (Shall Start with Presumptive Sanction)

Should the condition not be corrected, more serious disciplinary action shall be taken.

NOTICE: If Approved by the Division Commander, a copy of this action shall be placed in the employee's agency personnel file. By signing this form it shall not constitute an admission, only that the employee acknowledges receiving this form.

Richard Russell
Supervisor (signature)

Dylan Bruce
Employee (signature)

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**ATTACH EMPLOYEE RESPONSE, IF ANY.

Date: Oct 30 2020

Disciplinary Action: Approved Disapproved Discipline Level: 1 2 3 4 5 6 7 8

If approved, prior violations within Discipline Matrix time frame: Yes No

If Yes, Please attach justification if sanction is adjusted.

If disapproved or adjusted; Justification:

Recommended Action:

Division Commander: Capt. Stued 10/30/20

Signature

Employee: Dylan Bruce

Signature

APPEAL MAY BE FILED WITHIN 5 DAYS FOR ANY SUSPENSION, DEMOTION OR TERMINATION ONLY.

Notice of Disciplinary Action Form (2/2014)

WALKER COUNTY SHERIFF'S OFFICE
NOTICE OF DISCIPLINARY ACTION

Date: 11-18-20

Supervisor: Richard Russell

Employee: Dylan Bruce

Corrective Action

Written Reprimand

Suspension

Violation: Failure to follow

Violation Type: A B C D E

Cause of Disciplinary Action:

Officer Bruce has been told to wear his mask while in the back of jail, around inmates, and in cell blocks. Officer Bruce was on video not wearing his mask properly or at all. Officer Bruce will not be told again.

Discipline Level Recommendation: 1 2 3 4 5 6 7 8 (Shall Start with Presumptive Sanction)

Should the condition not be corrected, more serious disciplinary action shall be taken.

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Richard Russell

Supervisor (signature)

Dylan Bruce

Employee (signature)

*REFUSAL TO SIGN THIS FORM SHALL RESULT IN IMMEDIATE SUSPENSION FROM DUTY.

**ATTACH EMPLOYEE RESPONSE, IF ANY.

Date: _____

Disciplinary Action: Approved Disapproved Discipline Level: 1 2 3 4 5 6 7 8

If approved, prior violations within Discipline Matrix time frame: Yes No

If Yes, Please attach justification if sanction is adjusted.

If disapproved or adjusted; Justification:

Recommended Action:

Division Commander

Signature

Employee

Signature

APPEAL MAY BE FILED WITHIN 5 DAYS FOR ANY SUSPENSION, DEMOTION OR TERMINATION ONLY.

Notice of Disciplinary Action Form (2/2014)

WALKER COUNTY SHERIFF'S OFFICE
NOTICE OF DISCIPLINARY ACTION

Date: 11/24/20

Supervisor: N. Simpson #118

Employee: D. Bruce #122

Corrective Action

Written Reprimand

Suspension

Violation: Misuse or Removal of Confidential Information Violation Type: A B C D E

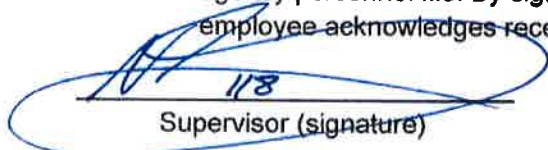
Cause of Disciplinary Action:

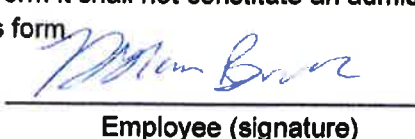
Bruce Released Confidential Information outside of building.

Discipline Level Recommendation: 1 2 3 4 5 6 7 8 (Shall Start with Presumptive Sanction)

Should the condition not be corrected, more serious disciplinary action shall be taken.

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Supervisor (signature)


Employee (signature)

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**ATTACH EMPLOYEE RESPONSE, IF ANY.

Date: 11/24/20

Disciplinary Action: Approved Disapproved Discipline Level: 1 2 3 4 5 6 7 8

If approved, prior violations within Discipline Matrix time frame: Yes No

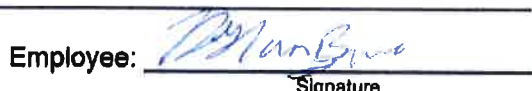
If Yes, Please attach justification if sanction is adjusted.

If disapproved or adjusted; Justification:

My recommendations for officer Dylan Bruce to be terminated as of 11-24-20 @ 13:30. I advised Bruce he had 5 days to appeal to Major Freeman.

Recommended Action: 

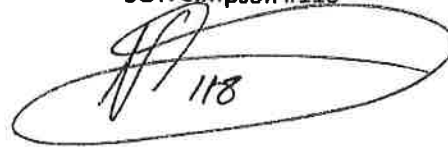
Division Commander: 
Signature

Employee: 
Signature

APPEAL MAY BE FILED WITHIN 6 DAYS FOR ANY SUSPENSION, DEMOTION OR TERMINATION ONLY.

On November 24th at 1109 Officer Bell #153 called me (SGT. Simpson #118). Bell informed me he was being blamed for bringing tobacco and meth inside the jail. He told me Officer Bruce #122 called and informed him of this accusation. I tell Bell that I know nothing of the situation so far sense I haven't arrived at work yet. Bell then informs me if I go back on the cameras I would see him entering [REDACTED] cell at different times of the night after lockdown but he was "cutting stuff down they have hanging in their cells." I told him ok and we then ended the phone call.

SGT. Simpson #118

A handwritten signature in black ink, consisting of stylized initials and the number '118', is enclosed within a hand-drawn oval border.

APPEAL
(ATTACH EMPLOYEE APPEAL, IF ANY)

Date Received: 11/25/2020 by Email

Date of Response: 12/01/2020

Disciplinary Action: Approved M. Freeman Disapproved

If disapproved or adjusted; Justification:

Recommendation, If any:

Employee has had at least seven disciplinary actions filed on him in the past 10 months. This violation is a very serious violation. I feel that much effort has been put into training and correcting employee, and yet he continues to violate policy.

Final Disciplinary Action:

Sheriff/Major: _____
Signature

Employee: _____
Signature

Date entered in Personnel File: _____

Entered by: _____

APPEAL

TO: Major Freeman
From: Dylan Bruce

Good afternoon Major I am writing this appeal to you due to an event that took place yesterday November 24th that lead to my termination from LT. Foster. I first would like to let you know what had happened.

At some time before I took an inmate to have x-rays done, I was at booking back right computer and had seen that a word document had been left open from the previous shift. No, it probably was none of my business to read it but I figured it had something to do with a jail report on something that had happened on a previous shift. The other jailers and I read reports from other shifts to keep up with what all goes on in the jail. I read the report that was left open on the computer then notified CPL. Russell immediately and he read it. The computer was frozen and the tabs of that report would not cancel so LT. Foster took over and then told us just to not use it so I did not use it and used the other computer to book an inmate. Sometime later on my lunch break, I had called Bell and asked him if he knew about any of it and he was clueless so he called SGT. Simpson. That's all I know from that point and just kept it to myself I didn't tell anyone about it other than Bell and Russell. In all honesty, I had no clue that there was an investigation on it due to previous incidents of inmates always accusing us jailers of bringing things in because we tell them no. Months ago Perich had found tobacco on an old trustee and that trustee had said that Jones and I got it for him although we aren't even old enough to buy tobacco

and A-B shift and Captain street had a meeting one evening and that's how I found that out, Captain just said he knew it wasn't true. I wasn't trying to notify Bell about him being investigated or interfere with any investigation because I know that's a crime and I understand that detective was upset about that. Major I can promise you that I was clueless about it I would have never thought that there would be an investigation on it due to similar accusations that have happened in the jail over my 1 year of working in the jail. I understand that I messed up if I could go back I wish I would have never read that report that was left open on the word document.

I wanted to address some of the issues that ive had that I have learned from. Months ago LT had written me up and suspended me for 16 hours due to deputy Walker pulling me over at 5 am for speeding on 27 in which I was completely in the wrong and learned from my mistake. She put on the write up that she requested/suggested me be fired on any next write up. Captain had told me that I will never move up for as long he is the captain and that I was not worth the salary that I make, after speaking to him in his office about a weekend of several inmate grievances that I had. The grievances were because I had gone through the entire jail and collected extra items so the inmates were upset that I took the extra blanket that they use to hang over the lights, which is not allowed they have an inmate handbook on the kiosk of rules they have to follow. He will ask us to do something then I will do it because I respect him. He will sit me down and lecture me on how I get more grievances than any other employee in the jail. But I continue to do my job the next day because I am passionate about law enforcement and truly loved my job. There have been several times captain would yell at me in front of other inmates or attorneys over something that had happened earlier that day that had already resolved and I would ask him if he could talk to me in his office rather than let other inmates or whoever else may around know my mistakes or what we were talking about. I want to improve these errors and learn to avoid these confrontations in the future.

I had just recently moved to Lafayette from Rossville to be closer to work, to get to work earlier, and be closer to work in any case I got called in. I try to do my job as professionally as I can and I am always there to work when other shifts can't or don't show up if it's a day or night shift. I am dependable and love what I do and what this county stands for. I have learned a lot in the past year and have met some good people and have made not just friends but family. I feel like family when working for WCSO, it's where I want my career its not just a job it's a career and you make it what you want out of it. I love those I work with even though we don't agree on some things. I can assure you that this is more than a paycheck for me. I am passionate about this job and the thought of loosing it makes me upset. I want to be the best I can be not only for myself but for my brothers and sisters who worked for WCSO with me.

LT. Foster advised that I can write an appeal and if you decide to let me go then go from there if not she will return my items to me. I am sorry that I said anything to another employee I should not have nor did I have any idea that it was or was about to be an investigation. If I would have known or seen it coming I would have never said anything. If you gave me a chance to stay Major, I will stay in my own lane-keep my head down and stay to myself and just do my work and time and improve until I can make it to Mandate in which I will be 21 this coming June. I will hold myself to a higher standard and do everything that is asked. Thank you for hiring me on September 6th of last year after my internship from March 20th- May sometime, to being hired. It has truly changed me for the better and I would love to continue improving.

-Dylan bruce

To: Sheriff Wilson

Good morning sheriff, I am making this appeal to you in regards to my termination from LT. Foster, in which a different version was reviewed by Major freeman. I spoke with major freeman approximately 14:00 about my appeal I had written to him and he recommended that I write you one as well via email.

I would like to start with where the incident occurred. I had tried logging on to the booking back right computer and had seen a report that was left open on a Microsoft word document typed by D shift officers that my day shift had relived that morning. Unlike other jail reports, this one was not on new world. I read one of the reports on the computer after trying to close the tabs I had realized that the computer was frozen so I read the report anyways. It stated an inmate accused a B shift officer of bringing in and selling tobacco/ meth to certain inmates.

In my little over a year of experience in the jail there had been a handful of times of inmates accusing jailers of bringing contraband into the jail, which normally was not true, the inmates would get upset when an officer tells them no which is the right thing to do. I didn't think anything of it considering that myself and another officer were accused of bringing tobacco to an inmate months back when we weren't even old enough to buy tobacco, which was joked about between my old rotation by captain street at an A-B meeting and that inmate had recorded phone line having his wife drop it on the outside.

Later that morning on lunch break I had called Bell (B shift) and asked him if he had read any reports about him being accused of the tobacco/meth situation and he had no idea and ran it up the chain of command and told SGT. Simpson. After I got back from a transport of taking an inmate to get X-rays done I was asked to go to SGT. Simpson's office in which I then met detective SGT. Brown, LT. Foster, and SGT. Simpson in the office and was questioned on my behalf of contacting Bell, then LT terminated me on spot in which at the time I was in such shock that I did not read the papers I was signing and just did what they had asked me to do.

Sheriff, I want you to know that I have learned from my mistake of calling Bell, and I am guilty of the 6 write ups that I have had since my hire date last year. I am wanting to ask you if you would let me resign instead of being terminated because I don't want anything bad on my post. It would be very hard to get another job in law enforcement with being terminated from an agency on my post and then I may have to appeal to post. Bell had a chance to resign after his wrongdoings that I was not a part of, and I would highly appreciate it if I could resign as well. Also would like to say that I have eliminated all contact with Bell and are no longer friends. I have worked hard for what I have and I truly have a passion for law enforcement and want to further my career even if it's at a different agency. This whole termination has upset me because I feel that I was targeted in a way by the Lieutenant for an unknown reason when I truly loved my job and worked as professional as I could be. I was very determined to work in the jail until I was eligible to go to mandate and become a deputy sheriff for Walker county. I had a few mistakes in my time working in the jail but like anyone else no one is perfect we are all human and prone to making mistakes.

Working for Walker County Sheriff Office Detention has been a pleasure and a great learning experience. I met some good people in the jail, road patrol, and throughout the department. WCSO is full of professional officers. Thank you, sheriff and major for giving me a job it was an honor to work under you guys.

-Dylan Bruce



Steve Wilson <swilson@walkerso.com>

Appeal- Dylan Bruce

Steve Wilson <swilson@walkerso.com>
To: mx_guy2014 <dbruce2019@gmail.com>

Fri, Dec 11, 2020 at 11:38 AM

Dylan,

I have read your appeal and will grant you the opportunity to resign your position as a Detention Officer.

Email me a resignation letter dated November 24, 2020.

Thank you,
[Quoted text hidden]

--
Steve Wilson, Sheriff