

# *Yellowstone County*



OFFICE OF THE SHERIFF

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(406) 256-2929

April 30, 2015

Adam Chenoweth  
451 S. Lakeview Drive  
Billings, Mt. 59101

Dear Deputy Chenoweth,

This letter is to inform you that I am terminating your probationary employment effective May 1, 2015 at 0800 hours. Although your employment is terminated, you will be compensated for your entire shift as scheduled for May 1, 2015

As you know, Sheriff's Office command staff has previously met with you and discussed work related concerns and below are the most serious reasons why your probationary employment with Yellowstone County is terminated:

1. Not receptive to feedback from other deputies / commanders
2. Told to have mic pack on during all contacts. Failed to do so after being told this on a DUI arrest.
3. Pursuit critique. Nearly crashed into a tree on a "pursuit" that was caused by his poor decision making.
4. Failed to notify supervisor of a training class until the day before the training, which would have put shift below minimum.
5. Did not report to work as scheduled, thinking he was off, even after discussion that he would be working.
6. Poor time management. Not punctual to get reports in, then went out and made an arrest on a self initiated contact.
7. Extreme accumulation of overtime. Told to stop and to get approval. Continued, then emailed him and CC'd a Lieutenant to get it to stop.
8. NTA's on misdemeanor arrest not submitted. Advised at least twice these need to be done immediately.
9. Questionable credibility in the DUI/DRE world. Always says, "His HGN is crazy". Feels that everyone is high on drugs if no alcohol is present.
10. Has to be told multiple times to do something: read and sign, county handbook, upload video, tag video, clean car.

11. Very recent interaction regarding a training issue, which after some investigation by Lt. Bodine indicated intentional deception or untruthfulness.

According to the MPEA Collective Bargaining Agreement: A deputy shall be classified as probationary for the first (12) months of continuous employment. A discharged probationary employee shall have no recourse against the County or the Union.

Thank you for your time at Yellowstone County and I wish you the best of luck in your future endeavors.

Sincerely,



Sheriff Mike Linder

Copy: Board of County Commissioners  
Human Resources, personnel file