



CHRISTIAN COUNTY SHERIFF'S OFFICE

CORRECTIONAL CENTER • 9-1-1 CENTER

301 W. FRANKLIN STREET • P.O. BOX 678 • TAYLORVILLE, IL 62568

2 of 4.
Exhibit 3

**SHERIFF
BRUCE KETTELKAMP**

**PHONE (217) 824-4961
SHERIFF'S CELL PHONE (217) 820-0758**

**CHIEF DEPUTY
BRUCE ENGELING**

**SHERIFF'S OFFICE FAX - (217) 824-4963
9-1-1/COMMUNICATIONS FAX - (217) 824-7890**

COMMITMENT

INTEGRITY

SERVICE

To: Deputy Phil Deal

03/16/15

Re: Discipline for Policy and Procedure Manual Violations

From: Chief Deputy Bruce Engeling

This letter, effective 3/16/15, is to detail the circumstances for continuing employment with the Christian County Sheriff's Office.

You are being considered for dismissal due to the following behaviors which haven't change after several discussions in reference to them in the past:

- 1. Policy Violation : Failure to pay debts in a timely manner.**
- 2. Code of Ethics Violation "I will keep my personal life unsullied as an example to all"**
- 3. Code of Ethics Violation: Law enforcement officers, whether on duty or off, shall be governed by ordinary and reasonable rules of good conduct and behavior. Officers will always display good morals and values and will not commit any act which could adversely affect the department.**
 - a. Having an 18 year on the job bank employee hold checks for you for several months there by costing her a career.**
 - b. Being investigated by the Illinois State Police for possible Bank Fraud.**
 - c. Failure to pay bills at businesses in town in a timely manner.**
 - d. Taking money for tree jobs and never showing up to do the work.**
 - e. Taking full payment for tree jobs and only complete part of the work.**
- 4. Failure to Run your Tree Business in an Ethical Manner. (see d and e above)**

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COMMITMENT

• INTEGRITY

• SERVICE

You must agree to change how you handle your personal debt and business practices. You have until July 1st to either return all advance payments you have been given for jobs you did not complete or do the job all together. Or you have the option to complete the job to the customer's satisfaction. In the future you must conduct your business in a respectable and professional manner.

Debt must be paid in a timely manner from this day forward.

You must sign the attached document that states you have read, received and understand the Christian County Policy and Procedure Manual.

Starting on today's date you will be suspended without pay for a period of 30 days.

Understand that by signing this agreement you are agreeing to its terms and conditions. Failure to abide by this agreement will result in immediate termination and know that you have given up your right to the grievance and arbitration process.

Phil Deal

Phil Deal Date 3/19/15

Chief Deputy Bruce Engeling

Bruce Engeling Date 3/19/15