



August 3, 2009

TO: Carl Pittman, Deputy
Criminal Investigations Bureau/Burglary & Theft

SUBJECT: Letter of Reprimand

RE: Violations of Section 300, Policy 302 Policy #303, Subsections B., C. 7, and D. 17; and Policy #305, Subsections C. & E., of the *Harris County Sheriff's Office Policies* (Eff. 11/19/08).

You are hereby reprimanded for not following proper policy and procedure and cautioned to review the *Department Manual*, particularly those sections which are cited below.

An administrative investigation (Case #08-0052-0303) reveals that you violated Sheriff's Office policies, rules and regulations. Specifically, in 2008, this department was made aware of allegations of domestic violence made by your wife, Mrs. Kristi Pittman. The investigation determined that Mrs. Pittman, had confided in friends/co-workers, and later to Sheriff's Office Internal Affairs Investigators, that on at least two occasions you had been physically abusive towards her. The subsequent polygraph examination to which you submitted alarmingly showed "Deceptive Criteria present" indicating you were not forthcoming and truthful in the examination, lending credence to the allegations. See Exhibit 1.

Your behavior not only demonstrated a lack of judgment, but discredited you, your profession and this office, and is inconsistent with the Sheriff's Office expectations of its personnel. Although you were not charged with any violations of law, it is the opinion of this Department that your behavior could have been in violation of *Texas Penal Code*, Section 22.01 ("Assault"). In conclusion, the investigation has revealed some concerns as to your judgment and possible issues of anger and self-control when agitated. Therefore, you are hereby ordered to seek "Anger Management" and "Behavioral Sensitivity" counseling, or other counseling as deemed appropriate by a professional counselor designated by the Harris County Employee Assistance Program (EAP). The Human Resources Bureau will receive progress reports of your compliance from Magellan Behavior Health, a health care provider used by EAP, and these reports will be given to the Human Resources Director. You will be required to contact the Human Resources Bureau at 713-755-7488, within five (5) days of the date of this letter to make an appointment to sign a "Consent for Release of Confidential Information" form, and to receive further instructions. Failure to comply with any of these conditions will result in disciplinary action, up to and including termination of employment.

- Detective Bureau
- PEWS
- HRMS
- IFAS

Initials N. Miley

Date 8-11-09

This reprimand is authorized under provisions of the *Harris County Sheriff's Office Policies*, effective November 19, 2008, and is further predicated upon your violation of certain sections of the *Harris County Sheriff's Office Policies*, and, where applicable, certain Bureau rules and/or regulations, as specified hereinbelow:

Section 300 Employee Conduct

Policy #302 E. The following rules of professional conduct will be adhered to at all times by employees:

3. **Duty to Give Statements:** During the course of any official investigation, an employee shall, if requested or ordered to do so, immediately give a full, complete and truthful statement. Failure to comply may result in disciplinary action.

Policy #303 Conduct Prohibited

B. Violation of Rules and Regulations:

Each employee of the Sheriff's Office shall be subject to:

1. Reprimand
2. Suspension
3. Reduction in rank, and/or
4. Dismissal from the Sheriff's Office and from service

According to the nature of the offense, for violation of the rules and regulations and the code sections appearing in the Department Policies, or for any of the other rules, regulations, general or special orders of the Harris County Sheriff's Office.

C. The following acts or omissions are expressly prohibited conduct for employees of the Harris County Sheriff's Office:

7. General Behavior:

No employee shall act or behave privately or in any official capacity in such a manner as to bring discredit upon him/herself or the Sheriff's Office.

D. Additional Acts of Improper Conduct:

17. Willful violation of any of the rules set forth in the Sheriff's Office policies or any Bureau / Division written order or directive order.

Policy #305 Performance of Duty

C. Discharge of Duties:

Each employee of the Harris County Sheriff's Office shall, at all times, conduct himself/herself responsibly and display proper demeanor, in order to bring credit upon himself/herself and the Sheriff's Office.

E. Failure To Perform Duty:

An employee who in the performance of official duties displays reluctance to properly perform assigned duties, or who acts in a manner tending to bring discredit upon him/herself or the Sheriff's Office, or who fails to assume responsibility or to exercise diligence, proper demeanor, intelligence, and interest in the discharge of duties, may be deemed negligent or incompetent and shall be subject to disciplinary action, including suspension, demotion, or termination.

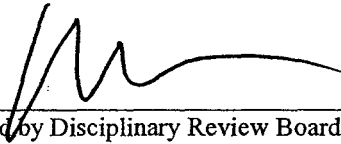
Letter of Reprimand Carl Pittman, Deputy

You are further notified that this document will be placed in your permanent personnel file, effective immediately. If you so desire, you have 15 days in which to file a written response. Your response will also be placed in your permanent personnel file.



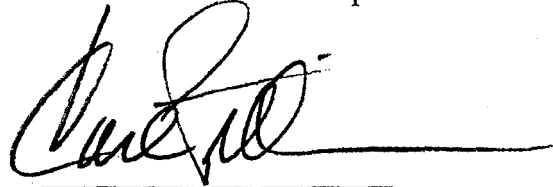
M. F. Wong, Major
Criminal Investigations Bureau

MFW/sdc



Reviewed by Disciplinary Review Board Chairman

My signature affixed below acknowledges that I have received and read this personnel order.

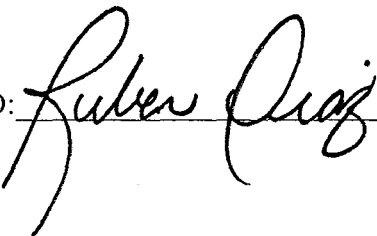


Carl Pittman, Deputy

8-10-09

Date

cc: Human Resources Personnel File
Bureau Personnel file
PEWS

WITNESSED: 

Date: 8-10-09