



December 17, 2021

Sheriff Jimmy Lane Mooney  
via email: lmooney@co.orange.tx.us  
205 S Border Street  
Orange, Texas 77630

Dear Sheriff:

I am bringing this notice of grievance for violations of the Collective Bargaining Agreement (“CBA”). I am submitting this notice of grievance under Article 19 of the current CBA between Orange County and the Orange County Sheriff’s Office Employees Association (“Association”). I request an informal solution under Step 1 of Article 19. I request that I be given back my position and duties of Narcotics Detective and no longer be required to work the jail or be mistreated in any fashion by law or under the provisions of the CBA contract.

**A. Statement of the Complaint:**

I have been a Narcotics Detective for the Orange County Sheriff’s Department for approximately one and a half years. I am an executive board member, President of the Association. I have been involved in the discussions with the County and Sheriff regarding the new CBA, which has been ratified by the members and the County.

As President of our Association, the board previously filed formal grievances on behalf of the union members for actions taken in response to the Association and its board’s position during the CBA negotiations. As I expressly and publicly told the County Commissioners during our negotiations, there have been real threats to my job in retaliation for my participation in the union. There have been coercive threats of retaliation made by the Sheriff, which have come to fruition. The Sheriff has made it be known in recent past, that if our Association did not accept the proposed offer from the County, or if the Association were to submit a grievance against him, there would be repercussions. The Sheriff recently removed the take-home vehicle benefit in August 2021, an action for which the Association has sought a grievance. The Sheriff had informed me before and during the bargaining process that, if the Association accepted the contract, the cars would be returned. The Sheriff returned the take-home vehicles through Captain Frederick, the night the Association learned the members voted to ratify the contract, a meeting Cpt. Frederick was present in, and he did so within minutes of the announcement of the ratified votes. The Sheriff has told me directly, he threatened to terminate deputies, remove extra jobs, and reduce shifts if anyone files a grievance, or if the Association does not accept the previously ratified proposed agreement.

On December 8, 2021, the Sheriff removed me from being a Narcotic Detective without explanation or reason. The Sheriff forced me to work the jail, starting on December 9, 2021. I have over thirteen years of law enforcement experience. In my thirteen years of employment, I have never witnessed any Sheriff's Deputy be removed from a law enforcement position, only to be placed in the jail as a "Jail Detective". I hold the TCOLE certification of Intermediate Peace Officer. I have received accommodations while in the narcotics division from the Sheriff and his staff. While in the narcotics division, I have received specialized training in diverting narcotic activity, drug cartels, handling confidential informants, narcotic investigations, etc.

On December 8, 2021, Chief Reneau and Captain Jacobs told me to meet with Captain Dubois for my new job assignments on 12/9/2021, at the direction of the Sheriff. Chief said I was being moved to the jail, at the discretion of the Sheriff. In fact, on December 2, 2021, Captain Jacobs called me on my county phone, saying the Sheriff was wanting to know if I, as President, had signed the ratified CBA yet. As my suspicion rose, I asked Captain Jacobs if I was going to be moved. Captain Jacobs was pressuring me to go meet the County Judge on that same day before 5:00 p.m., in fact using his Captain authority and directing me to do so via text message, to sign the ratified CBA. Captain Jacobs assured me that I was not going to be moved from narcotics as a Detective, which I had reservations about already, based on the deteriorating relations between the Sheriff and I.

Upon being transferred to the jail, I was informed that I would be required to handle inmate book ins, operate the control switchboard, transportation of inmates and perform jailer duties, which is out of my scope of practice and knowledge. I do not have a jailer certificate. Working the jail is not part of Detective job duties. The transfer to the jail is a demotion in position, even in the eyes of current co-workers and citizens. The only other Detective I am aware of being transferred to the jail was Donathan Warner, who had filed a grievance for that transfer, which was based upon the similar behavior and threats by the Sheriff. Any reasonable Detective with my level of experience would feel compelled to resign out of humiliation, fear and embarrassment. As I understand it from discussions with other deputies, that is the goal of the Sheriff, to force me to the jail to make me resign.

My reassignment to the Jail is being done in retaliation against me for participating in the Association, mind you also at the request of the Sheriff, my opposition towards the Sheriff's beliefs during CBA negotiations, my unwillingness to force or go along with the first offer from the Sheriff and County, which I believe was not in the best interest of the employees and the Association. This is an effort by the Sheriff to violate my First Amendment rights, as well as rights guaranteed to me as a member of the Association, as well as a board member of the Association, directly in violation of Articles 6.03 and 7.02 of the CBA.

#### **B. Remedy Sought:**

- I request that I be given my position of Detective back and that I no longer be assigned to the jail.

- I request that the Sheriff, his personal staff, and the County cease and desist from further harassment, removal of benefits, threatening of the removal of benefits, removal from positions or removal from shifts against me in retaliation for my participation as a member and board member of the Association.

Sincerely,

**D.Bock**

Dustin Bock

President

Orange County Sheriff's Office Employees Association

cc:

Denise Gremillion

Orange County Office

via email: [dgremillion@co.orange.tx.us](mailto:dgremillion@co.orange.tx.us)

Judge John Gothia

via email: [jgothia@co.orange.tx.us](mailto:jgothia@co.orange.tx.us)

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