



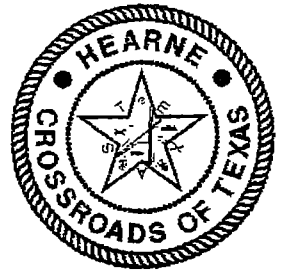
HEARNE POLICE DEPARTMENT

Chief Thomas Williams

306 W. 3rd Street ‡ Hearne, Texas 77859

(979) 279-5333

Fax (979) 279-6116



March 30, 2017

Sergeant Stephen Yohner

This letter is to inform you a violation of Section 801; Comment 2; Letter O of the City of Hearne Personnel Policy; Behavior of Employee.

Section 801 of the City of Hearne Personnel Policy states: *It is the policy of the City of Hearne that certain rules and regulations regarding employee behavior are necessary for the efficient operation of the City of Hearne and for the benefit and safety of all employees. Conduct that interferes with operations, that discredits the City of Hearne, or that is offensive to customers or coworkers will not be tolerated.*

Comment 2 under Section 801 states: *the following conduct is prohibited and will subject the individual involved to disciplinary action, up to and including termination.*

Letter O under Comment 2 of Section 801 states: *Engaging in any form of sexual or other harassment.*

In addition to the aforementioned Section 801, under the Productive Work Environment of the City of Hearne Personnel Policy, Section 201A; Comment 3; Letter E states: *Demearing, insulting, intimidating, or sexually suggestive written, recorded, or electronically transmitted messages.*

At this time, the City of Hearne is requesting your resignation in lieu of termination effective immediately. Failure to resign will result in termination.

Refusal
Stephen Yohner

3-31-17
Date

Thomas Williams
Chief Thomas Williams

3-31-17
Date

[Signature]

3-31-17