

TEXAS COMMISSION ON LAW ENFORCEMENT

6330 E. HIGHWAY 290, SUITE 200
AUSTIN, Texas 78723
(512) -93-7700

<http://www.tcleose.state.tx.us>

COLLEGE EDUCATION REQUEST (F-7)

STUDENT INFORMATION

1. ☒ Peace Officer ☐ Jail ☐ Student ☐ Other	2. First Name JASON	3 M.I. P	4. Last Name RHODES	5. Suffix (Jr., etc.)
6. TCLEOSE PID 415669	7. Date of Birth 6/27/1973	8. Home Mailing Address 204 North Banks		
9. City Caldwell	10. State TX	11. Zip Code 77836	12. Phone Number (254) 292-3352	

DEPARTMENT INFORMATION

13. TCLEOSE Agency Number 051100	17. Name of Law Enforcement Agency BURLESON CO. SHERIFF'S OFFICE
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COLLEGE INFORMATION

15. COLLEGE - List all colleges/universities *	City and State	Degree Awarded**	Hours
Texas A&M University - Central Texas	Killeen, Texas	Bachelor	122
Central Texas College	Killeen, Texas	Associate	77
**College credit, Assoc., Bachelors, Doctorate, Masters		TOTAL HOURS	199

Documented hours must either be a passing letter grade or pass. Credit will not be awarded for failing courses.

*211.1(a)(3) College or University must be accredited by one of the following;

Southern Association of Colleges and Schools (SACS-CC), Middle States Association of Schools and Colleges (MSA), North Central Association of Colleges and Schools (NCA), Northwest Commission on Colleges and Universities (NWCCU), Western Association of Schools and Colleges (WASC), and New England Association of Schools and Colleges, Inc. (NEASC-CIHE)

I, the applicant, attest that these hours are from an accredited regional college or university identified by 211.1(a)(3).

I, the applicant, am fully aware that this application is a government document and under penalties of perjury I declare the foregoing information to be true and correct.

X

SIGNATURE OF LICENSE HOLDER

DATE

I, chief administrator or designee, attest that these hours meet the requirements of 211.1(a)(3). College hours are not being submitted for training hours earned for basic peace officer class.

AGENCY ADMINISTRATOR (Type or Print)

ADMINISTRATOR SIGNATURE

DATE

FILE COPY

TEXAS COMMISSION ON LAW ENFORCEMENT

6330 E. Highway 290, STE. 200

Austin, Texas 78723-1035

Phone: (512) 936-7700

<http://www.tcleose.state.tx.us>

COLLEGE EDUCATION REQUEST (F-7)

Form can be sent electronically from our website.

\$35.00 non-refundable processing fee for paper form, money order, agency or cashier's check. (5541)

STUDENT INFORMATION

1. ☒ Peace Officer ☐ Jailer ☐ Student ☐ Other.	2. First Name Jason	3. M.I. P	4. Last Name Rhodes	5. Suffix (Jr., etc.)
6. TCOLE PID 415669	7. Date of Birth 06/27/73	8. Home Mailing Address 204 N. Banks St		
9 City Caldwell	10. State TX	11. Zip Code 77836	12. Phone Number 979-406-2345	

DEPARTMENT INFORMATION

13. TCOLE Agency Number	14. Name of Law Enforcement Agency Burleson County Sheriff's Office
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COLLEGE INFORMATION

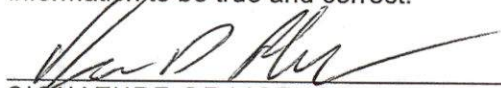
15. COLLEGE - List all colleges/universities *	City and State	Degree Awarded**	Hours
Central Texas College	Killeen, TX	Associates Art General Studies	77hr
Texas A&M University-Central Texas	Killeen, TX	Bachelor Science Criminal Justice	122hr
**College credit, Assoc., Bachelors, Doctorate, Masters			TOTAL HOURS
			122

Documented hours must either be a passing letter grade or pass. Credit will not be awarded for failing courses.

*211.1(a)(3) College or University must be accredited by one of the following;

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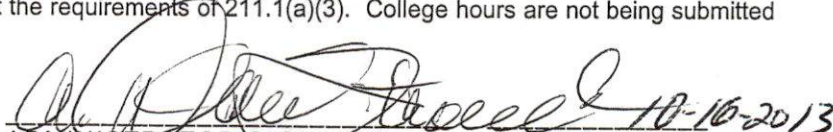

SIGNATURE OF LICENSE HOLDER

10/16/2013

DATE

I, chief administrator or designee, attest that these hours meet the requirements of 211.1(a)(3). College hours are not being submitted for training hours earned for basic peace office class.

A. Dale Stroud
AGENCY ADMINISTRATOR (Type or Print)


ADMINISTRATOR SIGNATURE

DATE

Mike Brackman

From: webmaster@tcleose.state.tx.us
Sent: Thursday, October 31, 2013 11:00 PM
To: mbrackman@burlesoncounty.org
Subject: F7 Approved

Dear TCLEDDS User:

An F7 for JASON P. RHODES, PID= 415669, has been approved.

If you received this email in error, please contact us at Webmaster@tcleose.state.tx.us.

Sincerely,

The TCLEOSE Web Administrator
Texas Commission on Law Enforcement Officer Standards and Education
6330 East Hwy 290, Suite 200
Austin, Texas 78723
Email: Webmaster@tcleose.state.tx.us
Main Number: (512) 936-7700
Website: <http://www.tcleose.state.tx.us>

TRACKING NUMBER 0013272578
ARREST DATE 09-18-1994
TYPE ADULT
AGENCY TX2201200 - FORT WORTH PD
NAME RHODES, JASON PAUL

TRACKING SUFFIX A001

OFFENSE DATA

AGENCY ID NUMBER 0416107
AGENCY CASE NUMBER 94517736
OFFENSE DATE 09-18-1994
OFFENSE UNLAWFUL CARRYING WEAPON
CITATION PC 46.02(a)
LEVEL & DEGREE MISDEMEANOR - CLASS A
DISPOSITION HELD
DISPOSITION DATE 09-18-1994
REFERRED TX220015A - DISTRICT ATTORNEY'S OFFICE FORT WORTH

PROSECUTION DATA

PROSECUTION AGENCY TX220015A - DISTRICT ATTORNEY'S OFFICE FORT WORTH
ACTION PROSECUTOR ACCEPTS THE CHARGE
OFFENSE UNLAWFUL CARRYING WEAPON
CITATION PC 46.02(a)
LEVEL & DEGREE MISDEMEANOR - CLASS A

COURT DATA

COURT AGENCY TX220223J - COUNTY CRIMINAL COURT NO 4 FORT WORTH
COURT OFFENSE UNLAWFUL CARRYING WEAPON
CITATION PC 46.02(a)
LEVEL & DEGREE MISDEMEANOR - CLASS A
DISPOSITION DISMISSED
DISPOSITION DATE 05-31-1995
CAUSE NUMBER 0561306
FINAL PLEADING UNREPORTED/OR UNKNOWN

NO CUSTODY DATA AVAILABLE

END OF REPORT

UNAUTHORIZED USE OR DISCLOSURE OF THE INFORMATION CONTAINED IN THIS RECORD MAY RESULT IN SEVERE
CRIMINAL PENALTIES. SEE TEXAS GOVERNMENT CODE SECTION 411.085.

TEXAS COMMISSION ON LAW ENFORCEMENT

6330 E. HIGHWAY 290, STE 200, AUSTIN, Texas 78723 Phone (512) 936-7700

<http://www.tcole.texas.gov/>

APPOINTMENT APPLICATION (L-1)

Commission Rules 217.1, 217.3, 217.7, 225.1, 223.2, 225.3

Non-refundable \$35 fee for processing paper form. Money order, agency or cashier's check. (5541)

SECTION 1 - APPLICANT LICENSE STATUS. (5541)

New Applicant (never licensed for this type of appointment) §217.1

(Applicant must sign page 2, section I)

☒ **Peace Officer or County Corrections**

☐ **Unlicensed Elected / Appointed official (PO training incomplete, skip to sec 2)**

Agency must submit Fingerprint Applicant Services of Texas (FAST). Agency must retain copy of L-1, original L-2 & L-3 form, (or copy from academy), all DD214s (if applicable), proof of education, certified documents from the appropriate authority showing the final disposition of each arrest, probation, community supervision, conviction or other criminal history, along with FAST returns from DPS showing record checks through FBI and DPS.

Already Licensed §217.7

Check one:

(Applicant must sign page 2, section II)

☐ **License holder with a "180 day break or less in service:"** Agency retains copy of L-1 and F-5R response.

☐ **License holder with more than a "180 day break in service:"** Agency must retain copy of L-1, new L-2, L-3, FAST returns from DPS showing record checks through FBI and DPS per §217.7, weapons qualifications, if required, according to §218.9 within the last 12 months.

Date of L-2 _____

L-3 _____

SECTION 2 - APPLICANT INFORMATION

1. TCOLE PID 415669	2. Last Name RHODES	3. First Name JASON	4. M. I. P	5. Suffix (Jr., etc.)
6. Race / Ethnicity ☐ American Indian or Alaskan Native ☐ Asian ☐ Black ☐ Hispanic ☐ Multicultural ☒ White				7. Date of Birth 6/27/1973
8. Gender ☒ Male ☐ Female	9. US Citizen ☒ Yes ☐ No	10. Driver's License Number State: TX Num: 14605632	11. Education ☒ GED ☐ High School	
12. Home Mailing Address 1004 copperas	13. City caldwell	14. State TX	15. ZIP Code 77836	16. Primary Phone Number (979) 406-2345

SECTION 3 - APPOINTMENT INFORMATION

17. Date Appointed 12/17/2019	18. License / Appointment Type: (CHECK ONLY ONE) ☐ Sheriff (Elected or Appointed) ☐ Constable (Elected or Appointed) ☐ Chief of Police ☐ Chief Law Enforcement Officer ☐ City Marshal ☐ Fire Marshal ☐ Peace Officer ☒ County Jailer ☐ Reserve Officer (licensed reserve or conditional only)			
19. Peace Officer Pay Status: (as defined by Government Code 614.121) (CHECK ONLY ONE) ☐ -				
20. Retired State Officer ☐ Yes ☒ No	21. \$100.00 Fee Required ☐ Contract Jailer (5120) ☐ Medical Facility Police Officer (5125)			
22. TCOLE Agency No. 051100	23. Appointing Agency BURLESON CO. SHERIFF'S OFFICE			24. Phone Number (979) 567-4343

I certify that I am the chief administrator of the above-named agency, or the person designated by the chief administrator to sign this document. I further certify that this agency has on file and readily accessible to the Commission the appropriate documents to show that the above-named individual meets the minimum standards for licensing and/or appointment.

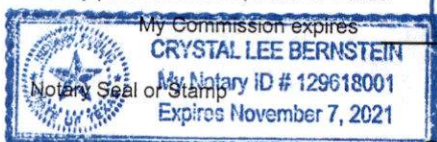
Gene Hermes

Name and Title of Chief Administrator or Designee (Type or Print)
Submitted by: GHERMES

Signature of Chief Administrator or Designee

Sworn to and subscribed before me, this the 18th day of December, 2019

Notary public in and for, State of Texas



Crystal Lee Bernstein
Printed Name of Notary
Crystal Lee Bernstein
Signature of Notary

Special Conditions for the Appointment Application (L-1)

Licensees who wish to reinstate their law enforcement officer licenses following a Commission-ordered disciplinary action (suspension or probation) are required to complete the "Licensee Reinstatement Application" prior to submitting this form.

SECTION I: Applicant for new license:

I, the undersigned, attest that I have received a copy of and read Commission Rule 217.1, Minimum Standards for Initial Licensure. I further attest that I meet all requirements for initial licensure as outlined by Commission Rule 217.1.

I am fully aware that this application is a government document and, under penalties of perjury, I declare the foregoing information to be true and correct.

Signature of Applicant or License Holder

Notary public in and for, State of Texas
My Commission expires
Notary Seal or Stamp

Sworn to and subscribed before me, this the

18th

day of

12, 18, 19
December, 2019

Crystal Lee Bernstein

Printed Name of Notary

Crystal Lee Bernstein

Signature of Notary

07

2021

Expires November 7, 2021

SECTION II: License holder with over a "180 day break in service:"

I, the undersigned, attest that I have received a copy of and read Commission Rule 217.7, Reporting the Appointment and Termination of a Licensee. I further attest that I meet all requirements for appointment as outlined by Commission Rule 217.7.

I am fully aware that this application is a government document and, under penalties of perjury, I declare the foregoing information to be true and correct.

Signature of Applicant or License Holder

Notary public in and for, State of Texas
My Commission expires
Notary Seal or Stamp

Sworn to and subscribed before me, this the

day of

Printed Name of Notary

Signature of Notary

Date



Texas Commission On Law Enforcement

6330 E. HIGHWAY 290, STE 200, AUSTIN, Texas 78723
(512) 936-7700

12/17/2019

BURLESON CO. SHERIFF'S OFFICE

1334 STATE HIGHWAY 21 E
CALDWELL, TX 77836-6548

To Department Administrator:

Based upon the application submitted by the BURLESON CO. SHERIFF'S OFFICE, JASON P. RHODES is hereby issued the following:

TYPE

Jailer License

JASON P. RHODES

P ID ISSUE DATE

415669 12/11/2019

This acknowledgement is to be maintained in the personnel file of JASON P. RHODES and made available for inspection by Commission personnel upon request.

Chief Kim Vickers

Executive Director

Good luck on your law enforcement career in Texas. Please give us a call whenever we may be of assistance.

	Texas Commission on Law Enforcement Issues
JASON P. RHODES	
TCOLE ID: 415669	
Jailer License	
Issue Date: 12/11/2019	
Issue Authority Chap. 1701, Texas Occupations Code.	

Laminating the front of your card with Dual Laminate:

1 Fold and peel back front of card at top corner



2 Turn card over and place front of card face down into clear panel



3 Push card back through clear panel, breaking through perforation





Kim Vickers
Executive Director

TEXAS COMMISSION ON LAW ENFORCEMENT

12/17/2019

Thomas Norsworthy
BURLESON CO. SHERIFF'S OFFICE
1334 STATE HIGHWAY 21 E
CALDWELL, TX 77836-6548

REF: JASON P. RHODES - 415669
Jailer - Jailer License
Date of appointment: 12/17/2019

Dear Administrator:

The Commission has received an employment report (L-1) for the licensee referenced above. The Commission's records have been updated to note the licensee's current employment. This acknowledgement must be maintained in your agency's personnel files and must be available to Commission staff upon request.

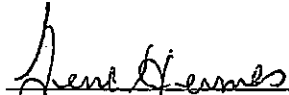
Chief Kim Vickers
Executive Director

DEPUTATION

THE STATE OF TEXAS
COUNTY OF BURLESON

I, **GENE HERMES**, of the County of Burleson, and the State of Texas, having full confidence in **Jason P. Rhodes** of said County and State, do hereby, with the consent of the Commissioners' Court of Burleson County, Texas, nominate and appoint her, the said as my true and lawful deputy, in my name, place and stead, to do and perform any and all acts and things pertaining to the office of said **SHERIFF** of said County and State, hereby ratifying and confirming any and all such acts and things lawfully done in the premises by virtue hereof.

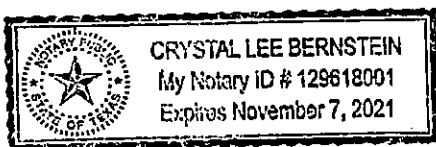
Witness my hand, this 15th day of March, A.D., 2020.

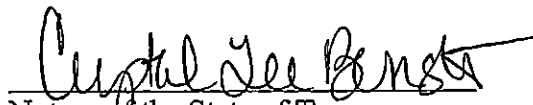

Gene Hermes, Sheriff
of Burleson County, Texas

THE STATE OF TEXAS
COUNTY OF BURLESON

Before Me, the undersigned authority, in and for Burleson County, Texas, on this day personally appeared **Gene Hermes**, known to me to be the person whose name is subscribed to the foregoing deputation and acknowledged to me that she executed the same for the purposes and considerations therein expressed.

Given under my hand and seal of office at Caldwell, Texas this 15th day of March, A.D., 2020.




Notary of the State of Texas

OATH OF OFFICE

I, **Jason P. Rhodes**, do solemnly swear (or affirm), that I will faithfully execute the duties of the office of **Deputy Sheriff** of the State of Texas, and will to the best of my ability preserve, protect, and defend the Constitution and laws of the United States and of this State; and I furthermore solemnly swear (or affirm), that I have not directly nor indirectly paid, offered, or promised to pay, contributed, nor promised to contribute any money, or valuable thing, or promised any public office or employment, as a reward to secure my appointment or the confirmation thereof, so help me God.



In the name and by the authority of

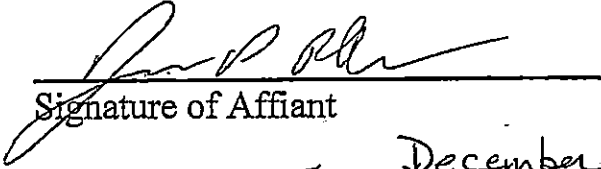
The State of Texas

CONSTITUTIONAL OATH OF OFFICE

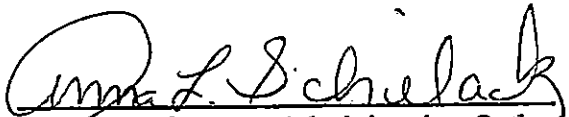
I, Jason Rhodes, do solemnly swear (or affirm), that
I will faithfully execute the duties of the office of

DEPUTY SHERIFF

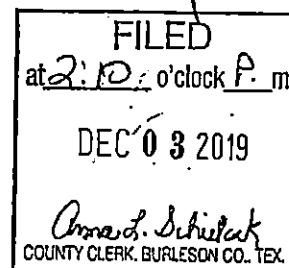
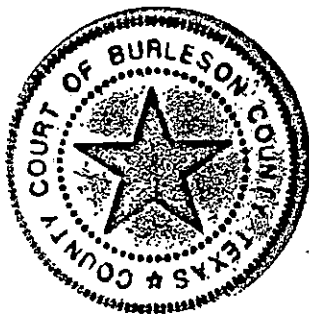
of the State of Texas, and will to the best of my ability preserve,
protect, and defend the Constitution and laws of the United States
and of this State, so help me God.


Signature of Affiant

SWORN TO and subscribed before me by on this day 3 of December ~~October~~, 2019.


Signature of Person Administering Oath

Burleson County Clerk
Title



THE STATE OF TEXAS

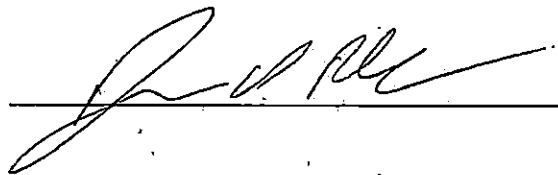
STATEMENT OF ELECTED/APPOINTED OFFICER

(Pursuant to Tex. Const. art. XVI, §1(b), amended 2001)

I, Jason Rhodes, do solemnly swear (or affirm),
that I have not directly or indirectly paid, offered, promised to pay,
contributed, or promised to contribute any money or thing of value,
or promised any public office or employment for the giving or
withholding of a vote at the election at which I was elected or as a
reward to secure my appointment or confirmation, whichever the
case may be, so help me God.

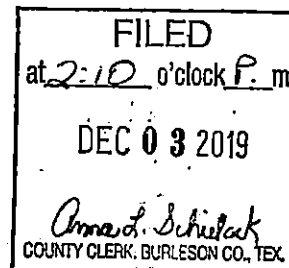
UNDER PENALTIES OF PERJURY, I DECLARE THAT I HAVE READ THE
FOREGOING STATEMENT AND THAT THE FACTS STATED THEREIN ARE
TRUE.

12/3/19
Date



Deputy Sheriff
Position to Which Elected/Appointed

Burleson County, Texas
City and/or County



DEPUTATION

THE STATE OF TEXAS
COUNTY OF BURLESON

I, **ALFRED DALE STROUD**, of the County of Burleson, and the State of Texas, having full confidence in Jason Rhodes of said County and State, do hereby, with the consent of the Commissioners' Court of Burleson County, Texas, nominate and appoint her, the said as my true and lawful deputy, in my name, place and stead, to do and perform any and all acts and things pertaining to the office of said **SHERIFF** of said County and State, hereby ratifying and confirming any and all such acts and things lawfully done in the premises by virtue hereof.

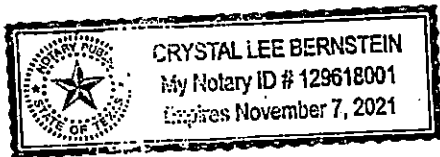
Witness my hand, this 3rd day of ~~October~~ ^{December}, A.D., 2019.

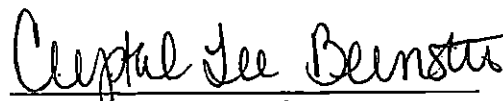

Alfred Dale Stroud, Sheriff
of Burleson County, Texas

THE STATE OF TEXAS
COUNTY OF BURLESON

Before Me, the undersigned authority, in and for Burleson County, Texas, on this day personally appeared **Alfred Dale Stroud**, known to me to be the person whose name is subscribed to the foregoing deputation and acknowledged to me that she executed the same for the purposes and considerations therein expressed.

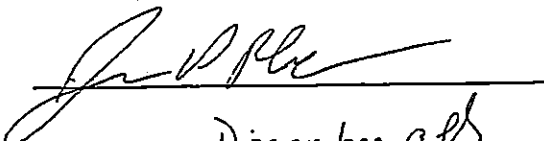
Given under my hand and seal of office at Caldwell, Texas this 3rd day of ~~October~~ ^{December}, A.D., 2019.




Notary of the State of Texas

OATH OF OFFICE

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Jason Rhodes



BURLESON COUNTY SHERIFF'S OFFICE

GENE HERMES
SHERIFF

1334 HIGHWAY 21 EAST
CALDWELL, TEXAS 77836

Date: September 14, 2020

To: Stephanie Smith, Human Resources

From: John Pollock, Chief Deputy *J.P.*

Ref: Jail Administrator Jason Rhodes

Jason Rhodes has submitted his resignation to Sheriff Hermes effective October 14, 2020. All of his county issued property/equipment has already been collected. I will turn in his phone and country issued credit cards.



23 - A



BURLESON COUNTY SHERIFF'S OFFICE

GENE HERMES
SHERIFF

1334 HIGHWAY 21 EAST
CALDWELL, TEXAS 77836

Notice of Employee Separation

TODAY'S Date: 09-14-20

Date of Separation: 10-14-20

Employee Information:

Employee Name: Rhodes, Jason Employee# _____

Position Held:

_____ Jailer

_____ Dispatcher

☒ Deputy

Jail Admin

Terms of Separations:

☒ Resigned ☐ Terminated ☐ Retired ☐ Died ☐ Other
(exp) _____

☒ Resignation letter, termination, retirement documentation attached

County Owned Property:

☒ Person has returned all county issued property

_____ Person has NOT returned all county issued property

Supervisor Signature

Date

Chief Deputy/Sheriff Signature**REQUIRED

Date

OFFICE (979)567-4343



FAX (979)567-0615

24 - A



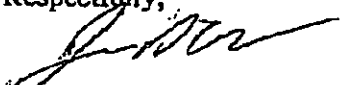
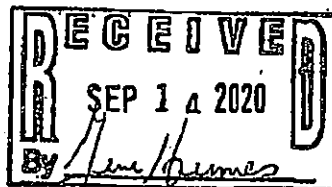
BURLESON COUNTY SHERIFF'S OFFICE

GENE HERMES
SHERIFF1334 HIGHWAY 21 EAST
CALDWELL, TEXAS 77836TO: Sheriff G. Hermes
Date: 09/14/2020

I am formally requesting the ability to resign and go to reserve status at the end of day on 10/14/2020.

Thank you for the opportunity to serve the BCSO full-time, and take this time seek assistance with my medical issues.

Respectfully,


Jason P. Rhodes

Accepted



25 - A



BURLESON COUNTY SHERIFF'S OFFICE

GENE HERMES
SHERIFF1334 HIGHWAY 21 EAST
CALDWELL, TEXAS 77836

NOTICE OF EMPLOYEE PAYROLL ADJUSTMENT

TODAY'S DATE: 09-11-20EFFECTIVE DATE: 09-11-20Employee: Rhodes, Jason Employee # _____Current Position: _____ Jailer _____ Dispatcher _____ Deputy ☒ Jail Admin

_____ Probation Completed

_____ Jailer Certified

_____ Promotion to Rank: _____ Chief Deputy _____ LT. _____ SGT. _____ CPL. _____ CID _____ Other

_____ Authorized pay increase \$ _____ hourly

☒ Disciplinary action: _____ Demotion (explain below) ☒ Suspend w/pay _____ Suspend w/o pay

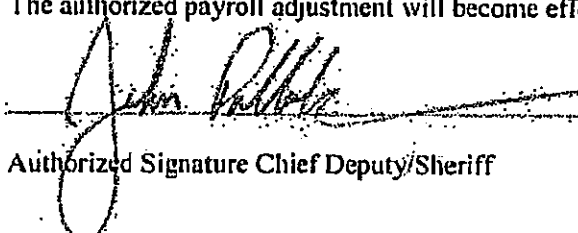
_____ Certificate Pay: _____

_____ Other: Pending Internal Investigation

Current Pay Rate: _____

Authorized Pay Rate: _____ Hourly _____ Weekly _____ Monthly

The authorized payroll adjustment will become effective on the next scheduled pay period.


Authorized Signature Chief Deputy/Sheriff9-11-20
Date

26 - A



BURLESON COUNTY SHERIFF'S OFFICE

GENE HERMES
SHERIFF1334 HIGHWAY 21 EAST
CALDWELL, TEXAS 77836

Date: January 06, 2021

To: Equifax

From: Sheriff Gene Hermes
Chief Deputy John Pollock

Ref: Jason Rhodes Unemployment Questions

Question: Claimant said he wrote letter requesting Reserve Status only after Sheriff Gene Hermes told him he was terminated. Please get rebuttal statement from Sheriff?

Response: Prior to Mr. Rhodes meeting with Sheriff Hermes on September 14, 2020, Mr. Rhodes submitted an email on September 13th at 1:08 p.m. requesting reserve status and seeking to remain on the Burleson County Sheriff's Office payroll in order to use his accrued COVID/Holiday/Vacation/Sick leave. Specifically, Mr. Rhodes advised that his decision to go from a full-time status employee as the Jail Administrator to a reserve deputy sheriff was based on ongoing medical/health issues. "Reserve status" is a non-paid position in law enforcement. See attached email (and previously provided).

At the time of the meeting on September 14th, Sheriff Hermes had not read this email before meeting with Rhodes to discuss a completed internal affairs investigation and potential termination. During the meeting discussing termination, Mr. Rhodes advised Sheriff Hermes of his prior email and encouraged Sheriff Hermes to read his resignation of his position which included a request to be placed on reserve status and the ability use accrued leave. Sheriff Hermes granted Mr. Rhodes request to use his accrued leave and the potential for Mr. Rhodes to return on reserve status. Sheriff Hermes requested that Mr. Rhodes submit a formal resignation letter. Further, Sheriff Hermes advised Mr. Rhodes that he needed to get medically cleared by the V.A. and get back with him to ensure he was fit for reserve status.

After the meeting with Mr. Rhodes, Sheriff Hermes told Mr. Rhodes that he had boxes in his office for him to pack his belongings. Mr. Rhodes stated that he had already brought personal totes to pack his office prior to the meeting. This confirmed Mr. Rhodes previous email and discussion with Sheriff Hermes that Mr. Rhodes attended the meeting with the intention of leaving his position as Jail Administrator.



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BURLESON COUNTY SHERIFF'S OFFICE

GENE HERMES
SHERIFF

1334 HIGHWAY 21 EAST
CALDWELL, TEXAS 77836

Question: If claimant had not requested Reserve status - would he have been allowed to continue same job, same title, same work status with no changes?

Response: At the time of the submission of his initial resignation email, Mr. Rhodes had no knowledge of the outcome of the internal affairs investigation or the decisional process of Sheriff Hermes. Mr. Rhodes' performance over a period of time had been deemed unsatisfactory and an internal affairs investigation surrounding an incident of insubordination was sustained which would have resulted in termination. However, Sheriff Hermes respected Mr. Rhodes prior email concerning his decision to go from a full-time employee, the Burleson County Jail Administrator, to reserve status was based on ongoing medical/health issues and his ability to utilize all accrued leave.

Question: Claimant said he was told he was terminated it was alleged he told "Kassey" she was awarded a position at the Academy. Claimant said he did not tell her. Please get a rebuttal from "Kassey"?

Response: The internal investigation determined that Sgt. Kacie (Jones) Strouth was told by Mr. Rhodes that she was going to the academy before she was told by Chief Deputy Pollock. A statement from Sgt. Strouth indicated she was taken on the hill to the training room by Mr. Rhodes and told the information with the disclaimer he (Rhodes) could be fired for telling her the information. Sgt. Strouth confirmed this was told to her before Chief Pollock told her she was selected for the academy. Sgt. Strouth also indicated Mr. Rhodes told her 'are we good now' because he fought for her to attend the academy. Sgt. Strouth stated she took this to mean "are we good" was a result of a complaint she filed against Mr. Rhodes several months prior in reference to a comment he made about her giving an employee a good evaluation. Mr. Rhodes allegedly asked Sgt. Strouth, "are you sleeping with him?" She immediately filed a complaint with then, Sheriff Dale Stroud. During that investigation, Mr. Rhodes indicated the comment was taken out of context.

Question: Claimant said Kassey told him that Dpty John Pollock is the one who told her about the award. Again, please get rebuttal from Kassey?

Response: Sgt. Strouth confirmed that Mr. Rhodes informed her before Chief Pollock told her she was selected for the academy.

Question: Please get a statement from Deputy Pollock, did he tell Kassey about the award?

Response: As a member of the chain of command, Mr. Rhodes was included in a discussion concerning the potential for Sgt Strouth to be selected to go the academy. A final decision had not been made and Chief Pollock instructed Mr. Rhodes to "keep it in this room". After a final



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BURLESON COUNTY SHERIFF'S OFFICE

GENE HERMES
SHERIFF

1334 HIGHWAY 21 EAST
CALDWELL, TEXAS 77836

decision was made, Chief Pollock informed Sgt. Strouth of the decision to send her to the academy. It was later determined based on a statement from Sgt. Strouth that she was taken on the hill to the training room and told about going to the academy. She advised that Rhodes claimed to have to fight for her to go and that disclosing this information would get him fired and she would not get to go to the academy.

Question: What actions did claimant Jason Rhodes allegedly do that caused a decision to terminate?

Response: As demonstrated by his email correspondence, Mr. Rhodes resigned prior to the meeting with Sheriff Hermes and any discussions concerning termination. The internal affairs investigation provided grounds for termination by revealing that Mr. Rhodes was found to be insubordinate by directly disobeying a directive from Chief Pollock to not disclose to Sgt. Strouth she was being considered for the academy and prior to Sheriff Hermes' final decision concerning her selection. However, Sheriff Hermes honored Mr. Rhodes' previous email concerning his decision to go from a full-status to a reserve status was based on ongoing medical/health issues and his ability to utilize all accrued leave. Mr. Rhodes was not terminated.

Question: What evidence and proof is available to justify these allegations? Please send witness statements?

Response: Please see the previously provided email correspondence from Mr. Rhodes and the responses to the questions above.

Question: Why were his actions a fire-able offense, and how should claimant have known?

Response: Mr. Rhodes was not terminated as he resigned his position as Jail Administrator due to ongoing medical/health issues and requested to utilize all accrued leave prior to placement on reserve status. As a part of the chain of command and administration of the Sheriff's Office, Mr. Rhodes was well versed that insubordination is a longstanding policy in law enforcement and military. Mr. Rhodes served a long time in both fields.

Question: Please send copy of specific related policies?

Response: Copy Attached.



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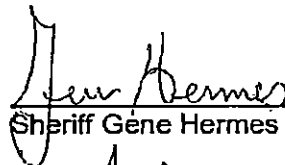
BURLESON COUNTY SHERIFF'S OFFICE

GENE HERMES
SHERIFF

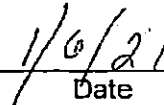
1334 HIGHWAY 21 EAST
CALDWELL, TEXAS 77836

Question: Why did this result in a termination instead of a warning or reprimand?

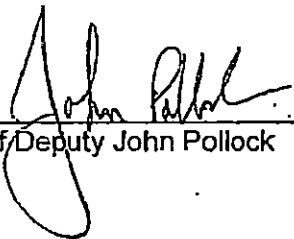
Response: Mr. Rhodes was not terminated from the Burleson County Sheriff's Office. As stated above, Mr. Rhodes resigned prior to the meeting with Sheriff Hermes due to ongoing medical/health issues and requested to utilize all accrued leave prior to placement on reserve status. However, the internal affairs investigation revealed: (1) the direct violation of the order from Chief Pollock; and (2) a blatant falsehood in the statement that Mr. Rhodes told Sgt. Strouth that he had to fight to get her into the academy.



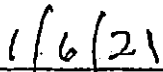
Sheriff Gene Hermes



Date



Chief Deputy John Pollock



Date



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2227

1984-5 E3627

UI Support & Customer Service
TEXAS WORKFORCE COMMISSION
PO BOX 370040
EL PASO TX 79937-0040

320400510022270104



EMPLOYER
DETERMINATION ON PAYMENT OF UNEMPLOYMENT BENEFITS
Date Mailed: January 5, 2021

TEXAS ASSOCIATION OF COUNTIES
C/O TALX UC EXPRESS
PO BOX 283
SAINT LOUIS MO 63166-0283



Individual: JASON P RHODES
Social Security Number: 450-81-2553
Employer: TEXAS ASSOCIATION OF C
Employer Account No.: 99-991884-0
All dates are shown in
month-day-year-order.

Decision

We sent this decision on entitlement to Unemployment Benefits to the individual on this date.

Issue: Separation from Work

Decision: We can pay you benefits, if you meet all other weekly requirements, such as being able and available to work, and be actively searching for work.

Reason for Decision: Our investigation found that your employer fired you for a reason that was not misconduct connected with the work.

Law Reference: Section 207.044 of the Texas Unemployment Compensation Act.

Understanding your Decision

TWC monitors eligibility for benefits when a claimant first files a claim for unemployment insurance and every time weekly payments are requested. TWC has made a decision about this claimant's job separation or ongoing eligibility for UI benefits.

- If you disagree with this decision, file an appeal. Appeal each decision separately by the appeal deadline. If you fax your appeal, retain a copy of the confirmation sheet.
- A claimant can dispute or appeal a "we cannot pay you benefits" decision. TWC will notify you of the appeal hearing. Failure to participate may result in an adverse decision.
- Be aware that you may receive additional or revised decisions for the same claim.
- If you have questions, call the TWC Tele-Center handling your claim.

Determination of Employer's Potential Chargeback

We will bill the employer's account.

If You Disagree with this Decision

If you disagree with this decision, you may appeal. Submit your appeal by fax, mail or online on or before 01-20-21. TWC will use the postmark date or the date we receive the fax or online form to determine whether your appeal is timely. If you appeal by fax, you should keep your fax confirmation as proof of transmission. Please include a copy of this notice with appeals correspondence. You must appeal each determination separately.

Mail the appeal to:

Appeal Tribunal
Texas Workforce Commission
101 E. 15th Street
Austin, TX 78778-0002
Or fax to: 512 475-1135

You may appeal by
submitting TWC's online
appeal form. Go to
www.texasworkforce.org

See Reverse For How To File An Appeal.

BD6308 06/28/2013

Case No.: 8
Claim ID.: 12-06-20
Claim Date: 12-06-20
HEARING IMPAIRED CLIENTS
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