



June 6, 2019

By hand delivery
Charles Ibarra
Deputy Marshal
Department of Court and Detention Services

Re: Notice of Suspension

Mr. Ibarra:

You are hereby suspended without pay from duty with the Department of Court and Detention Services for a period of five (5) working days, effective June 7, 2019, through June 13, 2019. You are to return to work at 7:00 a.m. on Friday, June 14, 2019. The basis for this action is as follows.

On October 12, 2018, you drove a City of Dallas Marshal's Office vehicle onto an unpaved roadway located within the levees of the Trinity River bottoms. This area is known to be prone to flooding and had received substantial rainfall over the preceding days and on the day of the incident. As a result of your driving on this unpaved roadway, the vehicle became stuck in the mud. Your attempts to free the vehicle by excessive acceleration resulted in the vehicle's emissions system overheating and causing a fire in the trunk area. You were not able to extract the vehicle and subsequently abandoned it at the location for several days. There was heavy rainfall that same evening that continued on October 13 and 14, 2018, which caused the vehicle to be flooded with water and mud. The incident resulted in a total loss of the vehicle and its contents. You eventually filed a report for this incident, but not until October 15, 2018.

Your actions violate the following City of Dallas Personnel Rules:

Sec. 34-36(b) Unacceptable conduct. The following types of conduct are unacceptable and may be cause for corrective discipline in the form of reprimand, suspension, demotion, or discharge depending upon the facts and circumstances of each case. The examples given are typical but not all-inclusive.

- (5) Indifference towards work is exemplified by, but is not limited to, the following violations:
 - (A) inattention, inefficiency, loafing, sleeping, carelessness, or negligence;
- (7) Safety violations are exemplified by, but are not limited to, the following violations:
 - (E) operation of a vehicle or other equipment in an unsafe manner;
- (13) Abuse of city property.

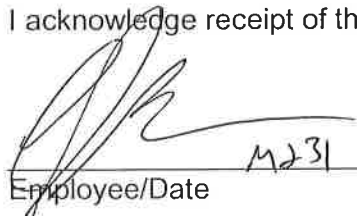
- (A) Abuse of city property is exemplified by, but is not limited to, the following violations:
- (i) negligent damage or destruction of city equipment or property;

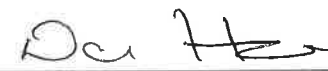
As an employee of the City of Dallas, your conduct is vital to the performance of the department. In order to provide the best possible service to our citizens, all department and City of Dallas guidelines must be followed at all times. Future occurrences of this nature will not be tolerated and may be cause for additional disciplinary measures, up to and including discharge.

The City of Dallas Personnel Rules entitle you to appeal this action within ten (10) working days from your receipt of this letter. If you wish to appeal this action, your request for an appeal hearing must be made in writing, stating the type of action being appealed, the effective date of the action, why you believe the action is unjust and the remedy requested. A fill-in appeal request form is available on the HRSC site. This request must be signed by you and must be received by Gary Lindsey, Dallas City Marshal, 1600 Chestnut St, Dallas Marshal's Office, Dallas, Texas 75226 within ten (10) working days from your receipt of this letter. If no written appeal is received by Gary Lindsey within ten (10) working days from your receipt of this letter, this action will be non-appealable.


Clifton Knight
Chief Deputy Marshal
Department of Court and Detention Services

I acknowledge receipt of this letter


Employee/Date M231 6/6/2019


Witness/Date 6-6-19

- c: Gloria Lopez Carter, Director, Department of Court and Detention Services
Gary Lindsey, Assistant Director, Department of Court and Detention Services
Nina Arias, Director, Department of Human Resources
Lourdes Jennings, Employee Relations Manager
Jarred Davis, Secretary to the Civil Service Board
Rita Wright, Interim HR Partner
Central File Room, Human Resources – 6AS
Department Personnel File
Employee Retirement Fund