

**Hennepin County****Department of Community Corrections and Rehabilitation**Juvenile Detention Center
510 Park Avenue
Minneapolis, MN 55415(612) 348-8122, Phone
(612) 348-2296, Fax
www.co.hennepin.mn.us

April 4, 2013

Mustafa Shabazz

Notice of Intent to Dismiss
Hand Delivered

Dear Mr. Shabazz:

You are hereby notified of the County's intent to dismiss you from your employment as a Juvenile Correctional Officer (JCO) at the Juvenile Detention Center (JDC) of the Department of Community Corrections and Rehabilitation (DOCCR). This dismissal is in accordance with Section 17.3(c) of the Hennepin County Human Resources Rules and Article 9 of the collective bargaining agreement between Hennepin County and Teamsters Local #320, Correctional Unit.

Your termination from County employment is based on, but not necessarily limited to the conduct set forth below. If any additional acts of misconduct, incompetence or performance issues are discovered, these will be added to these charges. If you choose to contest this dismissal, you will be notified of any additional charges prior to the hearing. If additional misconduct is discovered during the hearing itself, you will be given an opportunity to respond to the additional charges.

An investigation has determined that you had inappropriate contact with a former JDC resident, a 14-year-old female, including visiting her and being alone with her in a motel room on December 18, 2012. As set forth more fully below, your conduct violated numerous JDC policies.