

**PRESTON SCROGGIN**  
**FAULKNER COUNTY JUDGE**

(501) 450-4900  
Conway, Arkansas 72034

**Notice of Employment Suspension**

**Date:** August 31, 2012

**To:** Jason Bell

**From:** Preston Scroggin, Faulkner County Judge

**Reason for Notice:** This notice is given to inform you of the decision to suspend your employment without pay with the County, to state the basis for the decision, and inform you of your right to a preservation hearing.

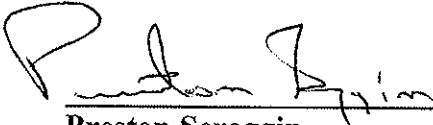
**Effective Date:** August 31, 2012.

**The Reason:** I have been made aware that you are the subject of an investigation into alleged criminal activity of a violent nature that makes it incumbent upon me to suspend your employment without pay pending the outcome of the investigation. It is also incumbent upon me, given your position as road policeman, to require the immediate return of any weapons and vehicles issued to you, along with the return of any keys to County equipment and facilities.

**Hearing Opportunity:** County personnel policy provides that employees may request a "Preservation Hearing" within 3 (three) full business days of any separation.

**Hearing Request:** The hearing request should be delivered to the County Grievance Committee in care of the County Judge no later than 4:30 p.m. on the third full business day (weekends and holidays excluded) after any claim deprivation for which a grievance hearing is requested. You are an at-will employee. At-will employment can be terminated or suspended at the will of the employer for a good reason or for no reason, but not for a bad reason. A bad reason is a reason that violates the law, the constitution or public policy. If you think the decision to suspend your employment is illegal or unconstitutional or violates public policy you may ask the County Grievance Committee to enforce the county employment policy that prohibits an elected official from violating the law, the constitution or public policy. If a hearing is held, we will tell the County Grievance Committee the factual basis for your suspension. The hearing will be a public hearing.

**County Employment Policy:** If you have questions concerning County Employment Policy, you may contact the office of the County Judge or the County Civil Attorney.



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**Preston Scroggin**  
**Faulkner County Judge**

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**FAULKNER COUNTY JUDGE**

(501) 450-4900  
Conway, Arkansas 72034

**Notice of Reinstatement from Employment Suspension**

**Date:** September 5, 2012

**To:** Jason Bell

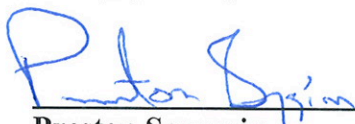
**From:** Preston Scroggin, Faulkner County Judge

**Reason for Notice:** This notice is given to inform you of the decision to reinstate your status as a County employee from suspension without pay, to state the effective date, and to state the basis for the decision.

**Effective Date:** September 6, 2012.

**The Reason:** I have been made aware that the investigation by the Vilonia Police Department into alleged criminal activity of a violent nature by you has been closed and that no charges have been filed.

**County Employment Policy:** If you have questions concerning County Employment Policy, you may contact the office of the County Judge or the County Civil Attorney.



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**Preston Scroggin**  
**Faulkner County Judge**