

STEVE BIZZELL
SHERIFF

Johnston County *Sheriff's Office*

120 SOUTH THIRD STREET
P.O. BOX 1809
SMITHFIELD, NC 27577
(919) 989-5010
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May 23, 2022

Mike Medlin

SUBJECT: Termination of Employment

Dear Mr. Medlin:

I have reviewed information with regard to the administrative investigation which I directed to be commenced after being informed of allegations that you had engaged in an improper and inappropriate relationship with a person who was a student at the high school where you had served as a deputy sheriff-school resource officer. The investigation showed your improper conduct and established the basis for the action that in my discretion I have determined should be taken.

During the investigation, you denied the impropriety of the relationship, asserting that your connection to the student about whom you were first asked, was merely a normal SRO-student friendship, but ultimately you admitted that you had provided that student access to your home and your bedroom, and that the student had actually been in the bed with you and your wife to "watch movies." You also acknowledged having the student in your home while he was intoxicated and that he had been involved with your family.

You also admitted that you had allowed other students to be in your home, first asserting that one of the young female students had been a babysitter for your children. But when you were confronted with a known photograph showing the female in the bed in your master bedroom, you claimed that you did not know or recall her, despite that student admittedly having been in your home.

You also denied having communications through social media or otherwise with any of those involved former students, but later when confronted, admitted to having communications with the former student who primarily made the allegations against you.

These occurrences, among others, have led to the conclusion that you have been untruthful in this investigation and that you have failed to discharge your duty of truthfully cooperating in an internal investigation.

Other evidence in the internal investigation, has established that you have otherwise failed to properly discharge your duty as a Johnston County Sheriff's Deputy that is becoming of one who is entrusted with the responsibilities and authorities of a deputy sheriff.

Additionally, as a result of the information contained in the investigation, I have determined that you violated established policies and procedures of the Johnston County Sheriff's Office in that you violated our policy with respect to you having engaged in unbecoming conduct, and you have failed to perform your duty of truthfulness. Instead, you have violated the standards that I have set for this Office and you have violated the trust and responsibilities that the law, the school system, the parents and the other citizens of Johnston County have entrusted to you.


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After consideration of all of these factors and your employment with the Johnston County Sheriff's Office, I have concluded that continuing your employment with this agency is not consistent with the standards that I have set for deputies of the Sheriff of Johnston County and, particularly for, but not limited to, those who hold a position of special trust as School Resource Officer and deputy sheriff positions, and accordingly, who act, in effect, as spokesmen and policy makers for the Johnston County Sheriff's Office. I have concluded that your continued employment with this agency will interfere with the appropriate, proper, efficient and effective administration of the Johnston County Sheriff's Office, and, therefore, that you should be discharged.

For these reasons, I have decided to, and I hereby, notify you of your discharge from your employment with this agency, effective immediately.

Because of my decision to terminate you, I am willing to consider any *written* response you choose to make within the next *ten* (10) days. You will have until 5:00 p.m. on Thursday, June 2, 2022, to submit any written response that you desire. No oral presentations will be permitted, and no extensions of time will be permitted. This name clearing procedure will be the only such procedure offered to you if you wish to seek reversal of my decision.

Regards,



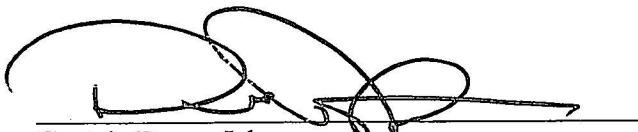
Steve Bizzell
Sheriff of Johnston County

SB/ldn

Witnessed:


Chief Deputy Bengie Gaddis

5/23/22
Date


Captain Danny Johnson

5/23/22
Date