



For Immediate Release

January 5, 2018

Contact: Dallas County Judge Clay Lewis Jenkins
Clay.Jenkins@dallascounty.org
214-653-7949

Dallas County Judge Clay Jenkins' Statement

The public funds local government and has a right to information. In furtherance of this right, I am releasing the following additional information:

In early December 2017, Dallas County Human Resources Director Urmit Graham received a complaint against DCHHS Director Zachary Thompson. Mr. Graham spoke with the complainant and referred the matter to Commissioners Court Administrator Darryl Martin.

On December 22, 2017, I received a letter addressed to me and Mr. Graham from the attorney for the complainant. This was the first notice I had of this complaint or the allegations. My office immediately forwarded that letter to the Civil Section of the District Attorney's office.

The matter was then placed on the next, upcoming Commissioners Court agenda (January 2, 2018) to be discussed in Executive Session. Information about the complaint involving Mr. Thompson was relayed to me and other Court members in that session. The January 2 session was the first time staff provided any information to me about the complaint involving Mr. Thompson.

Dallas County policy states, "All employees of the county are entitled to a workplace free of unlawful harassment by management, co-workers and vendors." Furthermore, it is the policy of Dallas County "all employees are required to cooperate with the investigation."

Immediately after Court, I had a meeting with Mr. Martin, Mr. Graham, and county attorneys. We discussed the concern that there did not appear to be cooperation from Mr. Thompson in that he reportedly would not discuss the allegations made against him when asked by Court Administration.

Later that same day, Mr. Martin sent a text to Mr. Thompson and again asked him to categorically deny an allegation in the complaint that was a serious, clear, and unambiguous violation of county policy. Mr. Thompson again declined to do so.

The following day, Mr. Martin spoke to Mr. Thompson via telephone and informed Mr. Thompson that he would be receiving a termination letter effective January 3, 2018. (See Attachment)

-30-