



Alexander County Department of Social Services

604 7th Street SW
Taylorsville NC 28681
Telephone 828-632-1080
Fax 828-632-1092

Thomas Mitchell
DSS Director

July 27, 2022

Susan Eidson
15 Kendra Lane
Taylorsville, NC 28681

Re: Final Decision of Pre-Disciplinary Conference

Dear Susan,

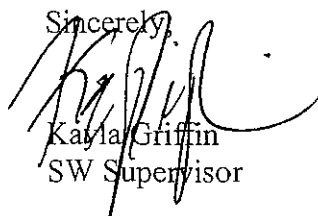
This letter is to finalize the outcome of the pre-disciplinary conference held with you on Monday, July 25, 2022.

Your statements during the conference were closely reviewed; and the issues as we discussed were further investigated. After careful review and consideration, I must regretfully inform you that your employment with Alexander County will be terminated effective today, Wednesday, July 27, 2022 at 5pm. This termination is based upon Alexander County's Personnel Policy, Article X – Discipline and Dismissal for Just Cause.

According to Munis and effective with submission of the last payroll, your compensatory leave balance is zero hours; and your vacation leave balance is 119.71 hours. The County has agreed to payout the accrued vacation leave. Also, there are five sessions with the Employee Assistance Program available to you at no cost. The County contracts with The Counseling Group out of Hickory, NC for support with this program. You may contact their office at 828-322-8736 and let them know you are calling as part of the Alexander County EAP in order to utilize this service. All hard copy and electronic documents related to work in your caseload must be returned to the Department.

Your employee status grants you the right to file an appeal based upon the procedures set forth in the Alexander County Personnel Policy, Article XI. The policy can be reviewed at www.alexandercountync.gov or a copy will be provided to you at your request. We wish you the best in moving forward.

Sincerely,



Kayla Griffin
SW Supervisor



HUMAN RESOURCES DEPARTMENT

Benefits • Personnel • Risk Management • Wellness

December 22, 2022

Gladys "Keisha" Mack
616 Main Ave NW Apt 8
Hickory, NC 28601

Dear Keisha,

This letter serves to formally notify you that your position with Alexander County Department of Social Services has been terminated effective December 22, 2022.

It has been several days since anyone in the Human Resources Office or your department received any return to work status reports, nor have you reported to work or contacted the office. There were also several attempts to contact you by email and several voicemail messages with no return phone call or response.

I wish you the best of luck with your future plans.

Sincerely,

Sylvia L. Turnmire
Human Resources Director

cc: Thomas Mitchell, DSS Director
Employee Personnel File



Alexander County Department of Social Services

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Telephone 828-632-1080
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Thomas Mitchell
DSS Director

February 1, 2023

Robin Moore
10 PL's Place
Taylorsville, NC 28681

RE: Final Decision from Pre-Disciplinary Conference

Dear Robin,

This letter is to finalize the outcome of the pre-disciplinary conference held with you on Wednesday, February 1, 2023.

Your statements during the conference have been closely reviewed; and the issues as we discussed and the complaints were further investigated. After careful review and consideration, I must regretfully inform you that your employment with Alexander County will be terminated effective at 5pm today. This termination is based on Article X Section 5 of the Personnel Policy, Discipline and Dismissal for Just Cause.

You have the right to file an appeal based on procedures set forth in the Alexander County Personnel Policy, Article XI. The grievance procedure and personal conduct policies can be reviewed at www.alexandercountync.gov or a copy will be provided to you at your request.

Thank you,

Julie Sebastian
SW Supervisor II

cc: Employee Personnel File