



## *Alexander County Department of Social Services*

604 7<sup>th</sup> Street SW  
Taylorsville NC 28681  
Telephone 828-632-1080  
Fax 828-632-1092

Thomas Mitchell  
DSS Director

July 28, 2023

Megan Winkler  
3269 Canyon Ct  
Lenoir, NC 28645

Dear Megan,

This letter serves to formally finalize the outcome of the pre-disciplinary conference held with you on **Friday, July 28, 2023**.

Due to the nature of the issue, your employment with Alexander County will be terminated effective Friday, July 28, 2023. The termination is based upon Article X Section 5 of the Personnel Policy, Discipline and Dismissal for Just Cause. The County holds their employees to a high level of ethical conduct, which must be taken into account at all times.

The County will payout the compensatory leave owed to you. In addition, 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 for support with this program. You may contact their office at 828-322-8736 and let them know you are calling as a part of the Alexander County EAP in order to utilize this service.

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](http://www.alexandercountync.gov) or a copy will be provided to you at your request. We wish you the best with future opportunities.

Sincerely,

*Melony Haddad* *Trena Riddle*

Melony Haddad  
QA Supervisor

Trena Riddle  
Acting DSS Director

cc: Shane Fox, County Manager  
Sylvia L. Turnmire, HR Director  
Employee Personnel File



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Thomas Mitchell  
DSS Director

April 25, 2023

Megan George  
6057 Rink Dam Road  
Taylorsville, NC 28681

Re: Final Decision of Pre-Disciplinary Conference

Dear Megan,

This letter is to finalize the outcome of the pre-disciplinary conference held with you on Monday, April 24, 2023.

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, Tuesday, April 25, 2023 at 5pm. This termination is based upon Alexander County's Personnel Policy, Article X – Discipline and Dismissal for Just Cause.

The County has agreed to pay out any accrued vacation leave owed to you. 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.

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](http://www.alexandercountync.gov) or a copy will be provided to you at your request. We wish you the best in moving forward.

Sincerely,

A handwritten signature in black ink that reads "Michael Montagnino". The signature is fluid and cursive, with a long horizontal stroke at the end.

Michael Montagnino  
Income Maintenance Supervisor I

cc: Trena Riddle, Economic Services Administrator  
Thomas Mitchell, DSS Director  
Employee Personnel File