



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 28, 2023

Megan Winkler
3269 Canyon Ct
Lenoir, NC 28645

Dear Megan,

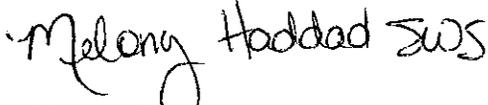
This letter serves to formally finalize the outcome of the pre-disciplinary conference held with you on **Friday, July 28, 2023**.

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 or a copy will be provided to you at your request. We wish you the best with future opportunities.

Sincerely,

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 or a copy will be provided to you at your request. We wish you the best in moving forward.

Sincerely,

A handwritten signature in cursive script that reads "Michael Montagnino".

Michael Montagnino
Income Maintenance Supervisor I

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