

TOWN OF OLIVER SPRINGS
NOTICE OF CHARGES and DISMISSAL

Employee's Name: Kenneth Morgan

Position Chief of Police

Date Violation Occurred: Numerous

TYPE OF VIOLATION: DISMISSAL

Description of Violation:

This termination is the direct result of Kenneth Morgan's work performance falling below acceptable levels and violations of Town policies in the capacity of the Chief of Police.

Said Employee is hereby dismissed for the following reasons:

- A. Misconduct
- B. Insubordination,
- C. Falsification of records,

Said reasons for termination include, but are not limited to, falsifying time clock records; alleged sexual relationship with a subordinate; falsifying records to cause said subordinate employee to receive pay from the city which allegedly not earned by said subordinate employee. Furthermore, the inappropriate relationship between supervisor and subordinate is also in violation of various City ordinances and personnel policies.

Please find attached the Personnel Policy for the Town of Oliver Springs. Please pay special attention to the following:

Section VI – Separation and Disciplinary Actions, Section C. Dismissal. If you wish to appeal, please find below the steps from the Town of Oliver Springs Personnel Policy.

At time of dismissal, the employee shall be provided a written notice containing the nature of the proposed action, the reason therefore, and the right to appeal the charges orally or in writing before the Town Council and Mayor. If the employee requests a hearing on the proposed action, the Town Manager shall promptly set a date and time for the hearing before the council. The council shall consider all evidence presented before making a decision. The decision of the Town Council is final.

This notice of charges is issued to you and will be placed in your file. The City Manager will notify you of the date, time and location of the hearing (if one is requested in accordance with the Personnel Policy). You may have a representative with you and submit written remarks at the hearing.

Ames Cox

3-25-21

mayor

Signature of Person Issuing Notice of Charges

Date

Title

I hereby acknowledge that a copy of the above Notice of Charges has been given to me this day

Employee Signature

Date

Distribution of Copies: _____ Employee

Human Resources for Personnel File

LABE 5/24 CHET