

TO: Mayor Randy Garrison
FROM: City of Hartselle Personnel Board
DATE: October 29, 2018
RE: Tommy Halbrooks – Suspension and Notice of Intent to Terminate

Per Section 718 of the City of Hartselle Personnel Handbook pertaining to Problem Resolution, the personnel board is hereby submitting its response and determination regarding Tommy Halbrooks, Director of Public Works. This matter specifically relates to the public hearing held on October 24, 2018, concerning Mr. Halbrooks' suspension with intent to terminate.

A cumulative evaluation was conducted of the following:

- multiple documents provided by the City AND Mr. Halbrooks,
- written employee statements,
- oral testimony from witnesses,
- City of Hartselle personnel handbook,
- and the various reasons as stated in your *Notice of Intent To Terminate And Suspension Pending Final Determination* dated September 18, 2018.

Since Mr. Halbrooks' employment status with the City is considered to be "at-will", he can be terminated with or without cause as long as there is no violation of applicable federal or state law. After careful review of the materials referenced above and information brought before the personnel board, it is our unanimous opinion that there has been no evidence presented showing any violations of applicable laws.

Therefore, the board believes you are well within your authority as Mayor for the City of Hartselle and direct supervisor over the Director of Public Works to terminate Mr. Halbrooks' employment as intended.

Personnel Board:

Mark Berry

RaJane Hampton

Paul Nosal