

Exhibit C



ROCKY MOUNT
CITY MANAGER'S OFFICE
THE CENTER OF IT ALL

July 17, 2025

Mamadou Samba
209 Ashmore Lane
Rocky Mount, NC 27804

RE: Administrative Hearing – Final Decision

Dear Mr. Samba,

This letter is to advise you of my decision related to your appeal of the recommendation of your dismissal.

On April 4, 2025, former Interim City Manager Peter Varney recommended your dismissal for violating Section 16-109(d)7 of the City Code of Ordinances, which provides:

- A regular full-time employee may be dismissed for continued unexcused absence.

You timely requested an appeal, and on Monday June 30, 2025, an administrative hearing was conducted. At the hearing you were represented by Attorney Jennifer Bills and Mr. Varney was represented by Attorney Marshall Gallop. After careful review of all testimony and evidence presented, I make the following Findings of Fact:

1. On August 23, 2024, former Interim City Manager Peter Varney held a meeting with you where he explained he would be defunding your position of Chief Performance Officer. The audio recording of this meeting also revealed Mr. Varney emphasized that the defunding of your position was not performance related.
2. An email dated December 30, 2024, with the subject line "*Leadership Update: Mamadou Samba*," was sent to City leadership, announcing your transition from the role of Chief Performance Officer to IT Strategy and Performance Manager, effective January 2, 2025. In response, you requested that Mr. Varney provide a formal letter outlining the details of the new role and transition.
3. A letter dated January 2, 2025, was presented at the hearing, in which Mr. Varney outlined your employment status and role as you were to be transferred to the position of IT Project Manager. Key details from this letter include the following:
 - a. During the transition your salary and allowances would remain intact through the last pay period in March, at which time it would be reduced to the maximum of the range for the IT Project Manager job classification.
 - b. You would remain in the role of IT Project Manager provided your work performance was considered satisfactory by your supervisor.
 - c. The Chief Performance Officer position was being defunded.

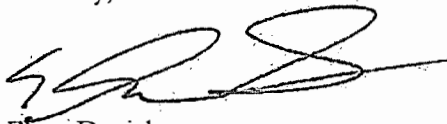
4. A memo dated March 19, 2025, titled "*Transition Memo*," was presented during the hearing. It was addressed to Melissa Alston, who was serving as Interim Chief Technology Officer at the time, and provided updates on your assigned projects. In the memo, you indicated that your departure date would be March 28.
5. Your last day worked was on March 28, 2025. You were absent from work March 31 through April 4, 2025. These absences were not excused.

Based on my Findings of Facts, I am upholding the recommendation for dismissal. Your termination is effective today, July 17, 2025.

Your current insurance plans will be inactive as of today, July 17, 2025. You will receive a letter from the Flexible Benefit Administrators via postal mail regarding your options for COBRA (medical, dental, vision) coverage. For continuation of other supplemental benefits, enclosed is the contact information sheet for your convenience.

If you are in possession of any City property (e.g., uniforms, keys, ID badge, laptop, etc.) which has not already been turned in, please return those items to the Human Resources Department no later than Thursday, July 24, 2025.

Sincerely,



Elton Daniels
City Manager

cc: Personnel File