

STATEMENT OF DISCIPLINARY ACTION

FOR

JULIE HARVEY

On the 30th day of December 2011, at approximately 9:30 A.M., while engaged in the course of employment with the City of Lenoir City, you were posting property tax payments. At the time, you saw a check payment and mistakenly perceived the amount of the check in the numeral box to be "6,771.00." The actual amount of the check was "1,771.00." Upon this, you changed the "1" to a "6." After this act was committed, and upon realizing the amount was actually "1,771.00," you attempted to correct your mistake with white-out. Prior to attempting to correct the mistake, you failed to notify your supervisor. This act demonstrates poor workmanship. Earlier in 2011, you were reprimanded for poor workmanship, as well.

Secondly, on or about the 5th day of January 2012, at approximately 9:30 A.M., while engaged in the course of employment with the City of Lenoir City, your supervisor was notified that during the proceedings of Municipal Court, you provided contraband to an inmate of the Loudon County Jail. You were observed interacting with an inmate brought to Municipal Court from Loudon County Jail. The inmate with whom you were observed interacting is the same inmate who upon leaving the Municipal Court was in possession of contraband which you provided. The contraband was discovered upon search of inmate after returning to Loudon County Jail.

In accordance with 3.11 of the Civil Service Rules, a pre-disciplinary hearing was held between you; Mr. James W. Wilburn, III., Recorder/Treasurer; Ms. Maggie Hunt, Assistant

Recorder; and Dale Hurst, City Administrator on Tuesday, January 10, 2012 in which you were advised of the charges against you and given the opportunity to show cause why the City should not proceed with disciplinary action. The City finds your actions constitute a violation of the City's Work Rules as set forth in *Section 7.3 of the Civil Service Rules*, specifically:

Work Rule 5: Willful falsification, including a material misstatement or omission, of information of City records including, but not limited to, applications for employment or other data requested by the City, doctor's statements, and time and expense records; Work Rule 16: Poor workmanship/productivity; Work Rule 17: Unauthorized distribution of non-work material or soliciting during working time; Work Rule 20: Any breach of the normal standards of responsible behavior; Work Rule 25: Engaging in conduct or activity that is inconsistent or incompatible with the functions and responsibilities as a City employee or the operations of the City.

Given the evidence discussed at this meeting, the City finds that you engaged in sufficient conduct that demonstrates your inability to remain as an employee of Lenoir City. Furthermore, your conduct is inconsistent or incompatible with the functions and responsibilities as a City Employee or the operations of the City and warrants the following disciplinary action:

TERMINATION OF EMPLOYMENT:

Effective Tuesday, January 10, 2012 at 5:00 P.M.

You have the right to seek a review by the Civil Service Board of this Disciplinary Action. Your request for such a review must be made in writing and filed with the Secretary of the Board within five (5) working days from your receipt of this Statement of Disciplinary Action.

Further, you have the right to be represented by Counsel or another representative throughout the entire review process. If you wish to avail yourself of your right to a review by the Board, please use the attached form, provided for that purpose. (*Request for Review of Disciplinary Action*).



Tony R. Aikens, Mayor
Lenoir City, Tennessee