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Walton County Board of Commissioners Human Resources

Karen Fraser

Human Resources Director

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TO: Jon E. Johnson Jr., Parks & Recreation Director
FROM: Karen Fraser, HR Director
SUBJECT: Letter of Proposed Adverse Action
Suspension without Pay (60 calendar days)
DATE: May 17, 2019

This document serves as your notice of a **Proposed Adverse Action – Disciplinary Suspension without Pay (60 calendar days)**. This action is the result of the vote taken by the Walton County Board of Commissioners at its May 15, 2019 called meeting. This Disciplinary Suspension without Pay is due to violations by you of the **Walton County Civil Service Personnel Rules & Regulations**, of which govern your employment, specifically **Walton County Civil Service Personnel Rules & Regulations, §700 – Prohibited:**

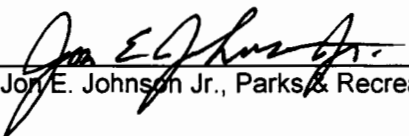
- Article 8: (c)** Inefficiency in performing assigned duties as evidenced by your failure to take any sort of disciplinary action toward Brad Huff after you became aware of the emails that were sent to P.O.S.T. attacking an elected County official from Mr. Huff's County email during working hours on January 25, 2018 and February 28, 2018.
- (e),(h)** Conduct reflecting discredit upon the County or department and insubordination as evidenced by the January 31, 2017 demand letter seeking to extract \$500,000 from the County.
- (h)** Conduct reflecting discredit upon the County as evidenced by the lawsuit filed by you and Brad Huff on or about May 19, 2017 which was determined by the Court to be without merit.


You are hereby placed on administrative leave with pay until June 1, 2019, the effective date. While on suspension you are directed to have **no contact** with the Walton County Parks & Recreation department, its employees, or its affiliated activities and functions. You must immediately turn in your keys to the HR Director to be kept until your return to work in July.

According to the **Walton County Civil Service Personnel Rules & Regulations, §800 Discipline & Appeals, Item 4 - Notification and Response and Item 5 - Notice of Final Action**, you may respond to the designated Appointing Authority, Derry Boyd – Walton County Tax Commissioner, within ten (10) days of your receipt of this notice of proposed adverse action. Failure to respond to the named official will result in a waiver of all further appeal rights. After any response you may make regarding this proposed adverse action is considered, he will give you written notification of his decision on the action within two (2) working days of the effective date of the action. You will receive information of your right to appeal the final action upon your receipt of that notice. If you feel that the publication of the proposed adverse action will harm you, you are entitled to a name-clearing hearing.

This Proposed Adverse Action will take (15) days from the date you receive this notice and will equal **60 calendar days** that are without pay as prescribed in the **Walton County Civil Service Personnel Rules & Regulations, §800 Discipline & Appeals, Item 4 - Notification and Response**. The scheduled dates for this action are **June 1 through July 30, 2019**. As provided in the above, I issue this Letter of Proposed Adverse Action under the direction of the Walton County Board of Commissioners.

I, **Jon E. Johnson Jr.**, have read this *Letter of Proposed Adverse Action – Disciplinary Suspension* without Pay (60 calendar days) and had it discussed with me by the HR Director this **17th** day of **May** 2019.

 _____ 5/17/19
Jon E. Johnson Jr., Parks & Recreation Director Date

 _____ 5/17/2019
Karen Fraser, Human Resources Director Date

Beth Armstrong _____ 5.17.19
Witness Printed Name Witness Signature Date