



**CITY OF  
JONESBORO**

April 23, 2008

Mr. Bob Andrews  
5812 Whitecliff Dr.  
Jonesboro, AR 72401

Dear Mr. Andrews:

This letter is in response to yours of April 10, 2008 requesting an appeal of your termination which was dated April 8, 2008.

As a Department Head, you certainly have a right to request a review of your termination under Section 4.7 of Employee Handbook. According to that section, when a Department Head desires to have a disciplinary action reviewed in writing, the review should be by the Mayor who should then make the final management decision within ten (10) working days of the request.

The same paragraph of the Handbook covers the issue of a Department Head's request for a name clearing hearing. Your letter of April 10, 2008 seems to request both. The request for name clearing hearing should be forwarded to the Human Resources Director or in care of the Personnel Committee. By copy of this letter to Gloria Roark, I am forwarding your request for a name clearing hearing to the Human Resources Director and asking that she respond to you with the time and place of the hearing as soon as possible. Our Employee Handbook requires the hearing to which you may be afforded be in public with a court reporter in attendance.

With regard to your request for reinstatement, I decline. The reasons for your termination as stated in the brief but concise termination letter were rendered following interviews conducted by Chief Michael Yates and Captain Lynn

Waterworth, Jonesboro Police Department.

Regardless of whether or not you may have been urged to find information concerning a fellow Department Head by an Alderman that does not excuse the fact that you were seeking information that was otherwise unauthorized. Stated from the opposite direction, I strongly disagree if you believe you would have been suspended, terminated or disciplined at all had you been requested by an Alderman to obtain prohibited information and declined to do so. Your job, I believe, required you to say "no."

In any event, I hope you understand my reasons, and as I stated, I will forward this letter to Human Resources so you may have a name clearing hearing.

Respectfully,

Mayor Doug Formon  
April 23, 2008

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