



OFFICE OF THE SHERIFF

FULTON COUNTY
185 Central Avenue
9th Floor
Atlanta, Georgia 30303

MYRON E. FREEMAN
SHERIFF

Telephone: (404) 730-5100
Fax: (404) 224-862

**PERSONAL AND CONFIDENTIAL
BY HAND DELIVERY**

May 31, 2007

CLASSIFIED EMPLOYEE

Lieutenant Earl Glenn
405 Bankside Court
McDonough, Georgia 30252

Re: Dismissal

Dear Lieutenant Glenn:

The Fulton County Civil Service Act and Personnel Regulations provide that an Appointing Authority may dismiss, suspend without pay, demote, or otherwise discipline a permanent classified employee for cause upon furnishing written notice to the employee setting forth in detail the reason(s) for such action and providing the Fulton County Personnel Board with a copy of the written notice.

In accordance with the above authority, this letter is to notify you that I am considering your **DISMISSAL** from employment with the Fulton County Sheriff's Office for cause as specified below:

PR-1800-2-ART. 2, Accidents, Injuries and Safety Violations, Section B

B. Violation of administrative policies, procedures or safety rules where safety of persons or property is endangered.

	Minimum	Maximum
(1) First offense:	5 days suspension without pay.	10 days suspension without pay.

PR-1800-2-ART. 7, Fraud, Falsehood, Perjury and Malfeasance, Section A

A. Fraud, falsehood, perjury or malfeasance involving any willful, intentional or deliberate misstatement or concealment of material fact in connection with employment, employment application, work records, responsibilities, reports, investigations or proceedings, or intentional use of paid work time or assets. Willfully, knowingly and falsely swearing by a person to whom a lawful oath or

Lieutenant Earl Glenn
May 31, 2007
Page 2

affirmation is administered, in a manner material to an issue or point in question in some proceeding.

	Minimum	Maximum
(1) First offense:	Dismissal.	N/A.

PR-1800-2-ART. 21, Miscellaneous

A. Violation of Civil Service Act, Personnel Regulations, Fulton County Policies and Procedures, and any other violations or actions not specifically enumerated in these guidelines which impair or reflect adversely upon the integrity, efficiency, good order or operation of any segment of the County Government.

(1) **First offense:** The penalty imposed must be commensurate with the nature and seriousness of the offense in each case, as determined by the Appointing Authority.

TO WIT:

On May 4, 2007, a civilian, Randall Pearson, accessed the Fulton County Court Complex while in possession of a knife. He passed through the metal detector at the entrance to the Court Complex, but it did not alarm. Mr. Pearson went to the Family Law Library, where the knife was observed by a court employee who contacted the Sheriff's Office. You responded to the scene and confiscated the knife. You then went to the 185 Central Avenue entrance to the Court Complex and instructed Deputy Troy Wilson to test the knife. Deputy Wilson did so, confirming that the magnetometer did not detect the knife when carried in the location in which Mr. Pearson had carried the knife. You instructed Deputy Wilson to complete a report, but did not complete a report yourself, nor did you otherwise apprise Captain Lee of the incident.

On May 8, 2007, Captain Lee and Legal Affairs Officer Neal Childers learned of the incident from Superior Court Judge Cynthia D. Wright. Upon returning to the Sheriff's Office, Captain Lee asked you to provide him with a copy of the incident report and the knife. You returned with a small, two-inch "Swiss Army" type knife. You presented that knife to Captain Lee, and identified it as the knife confiscated from Mr. Pearson, in front of Mr. Childers, Superior Court Administrator Judy Cramer, and State Court Administrator Stefani Searcy.

Later that day, after Captain Lee met with Vonceil Conley, the court employee who had observed Mr. Pearson with the knife, he again asked you if the knife that you had

Lieutenant Earl Glenn

May 31, 2007

Page 3

confiscated from Mr. Pearson was the same knife that you had given him that morning. You stated, "Yes, that's the same knife." Later that same evening, after Captain Lee had spoken to Mr. Pearson and obtained a description of the knife from him, you stated to Captain Lee for a second time that the blue knife that you gave him that morning was the knife taken from Mr. Pearson.

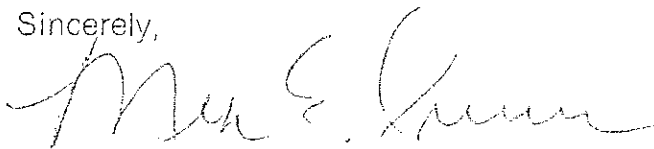
Those statements were false. The knife taken by you from Mr. Pearson was in fact a buck knife with a three-inch locking blade with a black plastic handle. Thus, your statements and conduct constitute a violation of the above-cited Personnel Regulations. In addition, your conduct is in violation of the following Sheriff's Office Work Rules:

Sheriff's Office Work Rule 1.02, Truthfulness
Sheriff's Office Work Rule 2.03, Responsibilities of Superior
Sheriff's Office Work Rule 2.15, Submitting Reports

Based upon the information set forth above, I am considering your dismissal. Before I make my decision, I will give you an opportunity to give me your side of the story or otherwise respond to me orally or in writing or in person. I have reserved **Tuesday, June 6, 2007, at 11:00 a.m.** to meet with you. You must contact my office at (404) 730-5108 to confirm your scheduled appointment. If you fail to meet with me or otherwise respond, your dismissal will be effective at the close of business on June 6, 2007.

If it is my decision to dismiss you, and you feel that the decision is based on personal, political, or religious reasons or that it is not otherwise justified, PR-900-1 gives you the right to appeal to the Fulton County Personnel Board by answering the charges in writing and requesting a hearing. Any such request would have to be received by the Fulton County Personnel Board within ten (10) working days after you being notified of my decision. In addition, if it is my decision to dismiss you and you feel that your reputation may be damaged or that you otherwise may be stigmatized by the decision, the aforementioned appeal will also serve as a name-clearing hearing.

Sincerely,



MYRON E. FREEMAN
Sheriff

MEF:nc

Lieutenant Earl Glenn
May 31, 2007
Page 4

cc: Robert O. Brandes, Jr.
Roland Lane, Jr.
Major Reginald Turner
Captain Thaddeus Lee
Neal Childers
Personnel
Office of Professional Standards