



**VIA E-MAIL AND FIRST CLASS U.S. MAIL:**

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BEFORE THE ALABAMA  
STATE PERSONNEL BOARD  
IN THE MATTER OF

JEROME TELLIS,	)
	)
Appellant,	)
	)
v.	)
	)
THE RETIREMENT SYSTEMS	)
OF ALABAMA,	)
	)
Appellee.	)

**AGREEMENT**

This Agreement is between **JEROME TELLIS ("TELLIS")** and the **RETIREMENT SYSTEMS OF ALABAMA ("RSA")**. Both parties desire to settle **TELLIS'S** appeal of his termination from employment. Subject to the Alabama State Personnel Board's approval, the parties agree as follows:

1. **TELLIS** withdraws his administrative appeal challenging his March 15, 2016 dismissal from the **RSA**.
2. The **RSA** shall rescind **TELLIS'S** March 15, 2016 dismissal and reinstate **TELLIS** to his former position as a Grounds Worker to enable **TELLIS** to apply for disability benefits from the **RSA**.
3. **TELLIS** shall not earn a salary or benefits during the reinstatement period.
4. **TELLIS** shall initiate the application process for disability retirement through the **RSA** no later than June 1, 2016.
5. If the **RSA** Medical Board determines **TELLIS** is ineligible for disability retirement through the **RSA**, **TELLIS** shall resign from his position as a Grounds Worker with the **RSA**.

6. If **TELLIS** fails to obtain disability retirement through the **RSA**, no further action beyond executing this document is necessary to effectuate **TELLIS'S** resignation.

7. In any event, **TELLIS** will be deemed to have resigned from his position as a Grounds Worker with the **RSA** by not later than the conclusion of a period of one year of absence without pay, as set forth in rules promulgated by the Alabama State Personnel Department.

8. The parties release and forever discharge any claims of any nature against the other, including claims based upon past actions that either party, or any of their heirs, successors, assigns, and/or personal representatives may have.

9. The parties acknowledge they are entering into this Agreement of their own volition and affirm they have neither been subjected to coercion nor promised any incentive beyond what is expressed within the terms of this Agreement.

10. This writing contains the entire understanding and agreement of the parties and there are no representations, warranties, covenants or understandings other than those set forth.

Jerome M. Tellis  
JEROME TELLIS  
Appellant

4-15-16  
Date

David G. Bronner  
for DR. DAVID G. BRONNER General Counsel  
Chief Executive Officer, RSA  
For Appellee

4/20/16  
Date