

**BEFORE THE PERSONNEL BOARD OF THE STATE OF ALABAMA  
IN THE MATTER OF THE APPEAL OF  
COREY SYKES**

**ORDER**

**October 17, 2018**

This matter came before the Board upon the dismissal of the Employee from his employment with the Alabama Department of Corrections (“DOC”). The Employee was dismissed from employment on February 23, 2018, based upon charges contained in a letter dated February 22, 2018. This matter was assigned to Administrative Law Judge James Jerry Wood and a hearing was held on August 7, 2018. The Administrative Law Judge’s Recommended Order is now before the Board for consideration.

DOC charges that the Employee violated the following standards under Administrative Regulation 208, Employees Standards of Conduct and Discipline: V.A.2 – (Render full, efficient, and industrious service); V.A.7 – (Observe all laws rules and regulations); V.A.8 – (Uphold, the integrity, the public’s trust involved in their position); V.C.6 – (Shall not trade, barter or accept a gift or give a gift to an inmate); V.C.7 – (Shall not correspond or fraternizer socially with and inmate or an inmate’s family unless approve by the Warden); V.C.10 – (Shall not introduce into any institution or bring upon an ADOC state property any article or property that is not authorized by the

Warden); V.C.12 – (Shall not carry any weapon into the institution or the grounds of any ADOC state property, unless authorized by the Warden); V.C.20 – (Shall not provide false information, alter an investigation or incident report, and or/intentionally omit facts penitent to the inquiry); Annex H.2 – (Non-compliance with policies procedures and regulations); Annex H.10 – (Failure to perform job properly, not resulting in actual consequences); Annex H.18 – (Serious violations of rules, policies, procedures, regulations, laws, or reasonable conduct expectations); Annex H.33 – (Conduct that is disgraceful, on or off the job that does adversely affect an employee’s effectiveness on the job); and Annex H.46 – (Giving false information or verbal/written statement in connection with employment, investigation or injury). Additionally, the Employee is charged with violating State Personnel Rules: 670-X-19-.01(1)(a)(8) – (Violation of specific department rules); 670-X-19-.01(1)(b)(10) – (Serious violation of any other department rule); and 670-X-19-.01(1)(b)(13) – (Conduct unbecoming of a State employee).

A review of the Employee’s recent work history shows: five (5) Written Reprimands from April 2009 until April 2017 for failure to follow supervisor’s instructions, failure to perform job properly, refusal of a supervisor’s instruction to remain on duty during a shortage or personnel situation and/or emergency situation, and for serious violations of rules, policies, procedures, laws or reasonable conduct expectations; and two (2) Suspensions in February

2010 and June 2007 for taking unauthorized items onto or in any DOC facility and for non-compliance with policies, procedures, and regulations.

The Employee was employed by DOC as a Correctional Officer assigned to Holman Correctional Facility in Atmore, Alabama. On December 12, 2017, the Employee was observed giving an inmate two (2) extra-large Tupperware bowls and one (1) Tupperware cup. The bowls and cup were confiscated from the inmate's cell and contained lasagna, salad, and salad dressing. During an interview with investigators, the Employee admitted to bringing the food into the facility and giving it to the inmate. When questioned about where the food came from, the Employee stated it was left over from a party for the Employee's father. The Investigations and Intelligence Division ("I&I") investigation showed that the Employee intentionally gave false information about where and from whom he received the food. It was also revealed during a search of the Employee's vehicle that he had an unauthorized personal firearm. I&I also revealed text messages between the Employee and another inmate.

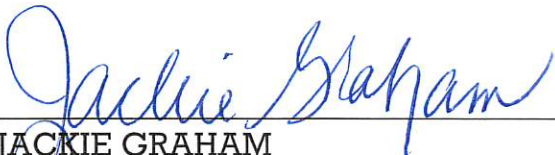
The Employee admitted to bringing the food to the inmate. The Employee conspired with an inmate to bring in unauthorized items into the facility. He also had unauthorized contact with another inmate and the inmate's family. This series of events jeopardized the safety and security of the inmates and staff at the facility. The Employee was also previously suspended by DOC on two (2) occasions for bringing property (e.g., cellphone, laptop, i-pod, cigarettes,

Gatorade, etc.) into a DOC institution that was not authorized. DOC cannot condone this behavior and the dismissal for the good of the service is warranted.

The Administrative Law Judge found the totality of the evidence does warrant dismissal in this cause and recommended that the Employee's dismissal be upheld. The Board hereby adopts by reference the findings of fact and conclusions of law as found by the Administrative Law Judge as a part of this Order as if fully set forth herein.

The Board has carefully considered the Administrative Law Judge's Recommended Order and is of the opinion that the decision of the appointing authority to dismiss the Employee is supported by the evidence and that the termination is warranted.

It is therefore the Order of this Board that the decision of the appointing authority to dismiss the Employee is hereby affirmed.



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JACKIE GRAHAM  
SECRETARY

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FAYE NELSON  
CHAIR

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LIANE KELLY  
MEMBER



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MYRON PENN  
MEMBER



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EVAN M. THORNTON  
MEMBER



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DAVID R. MELLON  
MEMBER