


**BEFORE THE ALABAMA  
STATE PERSONNEL BOARD  
IN THE MATTER OF**

<b>Nicholas Graves,</b>	)	
	)	
<b>Appellant,</b>	)	<b>CASE NO. 23-02-RCS</b>
	)	
<b>v.</b>	)	
	)	
<b>Department of Corrections,</b>	)	
	)	
<b>Appellee.</b>	)	

**RECOMMENDED ORDER TO THE STATE PERSONNEL BOARD**

The parties have notified the undersigned that the above case has been settled. The parties have produced the appropriate settlement document, which is attached hereto as Exhibit A. It is the recommendation of the undersigned this cause should be DISMISSED WITH PREJUDICE.

Done this the 6<sup>th</sup> day of December 2022.

  
\_\_\_\_\_  
**Randy C. Sallé**  
Administrative Law Judge  
State Personnel Department  
64 North Union Street  
Montgomery, Alabama 36130  
Telephone: (334) 242-8353  
Facsimile: (334) 353-9901

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

J. Flynn Mozingo, Esq.  
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Email: [Mandy.Speirs@doc.alabama.gov](mailto:Mandy.Speirs@doc.alabama.gov)



Nicholas Graves as "eligible for rehire" on his separation paperwork and this eligibility will remain in his personnel file.

3. Nicholas Graves agrees to release all claims for any damages or other relief of any kind related to his employment with ADOC, whether known or unknown, whether foreseen or unforeseen, and whether patent or latent, which he may have now against ADOC. This release of all claims for any damages or other relief in connection with the Agreement extends to the State of Alabama, its departments or agencies, its agents employees, officers, directors, and servants.
4. This agreement shall become effective upon the affixing of the signatures of the parties and their representatives and the approval of the State Personnel Department.

Nicholas Graves

Nicholas Graves

11-22-22

Date

/s/ Mandy C. Speirs

Mandy C. Speirs (CHA091)

Assistant Attorney General

*Attorney for Appellee ADOC*

P.O. Box 301501

Montgomery, Alabama 36130-1501

(334) 353-3886

Flynn Mizingo

Flynn Mizingo

November 21, 2022

*Via Hand Delivery*

John Q. Hamm, Commissioner  
c/o Mandy C. Speirs, Esq.  
Alabama Department of Corrections  
Post Office Box 301501  
Montgomery, Alabama 36130

RE: Nicholas L. Graves Resignation

Dear Commissioner Hamm:

Please accept this letter as notice of my resignation of employment with the Alabama Department of Corrections. My resignation is effective October 15, 2022.

Sincerely,

Nicholas L. Graves

*Nicholas Graves*