

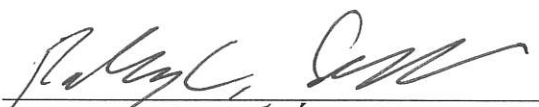
**BEFORE THE ALABAMA  
STATE PERSONNEL BOARD  
IN THE MATTER OF**

<b>Latrell Temms,</b>	)	
	)	
<b>Appellant,</b>	)	
	)	
<b>v.</b>	)	<b>Case No. 25-22-RCS</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 4<sup>th</sup> day of May 2026.

  
\_\_\_\_\_  
**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:**

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BEFORE THE ALABAMA  
STATE PERSONNEL BOARD  
IN THE MATTER OF

LATRELL TEMMS,	)	
	)	
Appellant,	)	
	)	
v.	)	Case No. 25-22-RCS
	)	
ALABAMA DEPARTMENT	)	
OF CORRECTIONS,	)	
	)	
Appellee.	)	

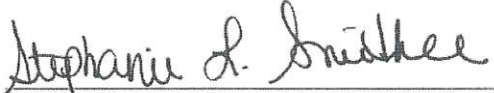
SETTLEMENT AGREEMENT AND JOINT MOTION FOR  
DISMISSAL OF APPEAL WITH PREJUDICE

COMES NOW, the Alabama Department of Corrections (“ADOC”), and Latrell Temms, and hereby reach the following agreement concerning the recommended termination of Appellant effective on or about August 7, 2025. As grounds therefore, the parties state as follows:

1. Appellant Latrell Temms was employed by ADOC beginning on or about August 21, 2023.
2. After a Pre-dismissal Conference, ADOC recommended that Mr. Temms be terminated as of August 7, 2025.
3. On or about August 21, 2025, Mr. Temms appealed his termination to the State of Alabama Personnel Department.
4. The parties now wish to enter into an agreement resolving this employment matter. It is hereby agreed to by the parties as follows:
  - a. That the separation of Latrell Temms, effective August 7, 2025, shall be notated as a resignation, in good standing.

- b. ADOC agrees to mark him as a "yes" for rehire for other State agencies.
  - c. Mr. Temms understands that ADOC will mark him as a "no" to reemployment with ADOC.
5. Mr. Temms agrees to release all claims for any damages or other relief of any kind related to his employment with ADOC, whether know 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 and/or agencies, its agents, employees, officers, directors, and servants.
6. 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.

  
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