

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

Sandra Nolan,)	
)	
Appellant,)	CASE NO. 22-07-JJW
)	
v.)	
)	
Department of Human Resources,)	
)	
Appellee.)	

**RECOMMENDATION TO
THE 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 3rd day of December 2021.



James Jerry Wood
Administrative Law Judge
State Personnel Department
64 North Union Street
Montgomery, Alabama 36130
Telephone: (334) 242-8353
Facsimile: (334) 353-9901

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

Jason Manasco, Esq.
110 N. Jackson Street
Montgomery, Alabama 36104
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Email: Jason_Manasco@asea.org

John Padgett, Esq.
Alabama Department of Human Resources
50 North Ripley Street
Montgomery, Alabama 36130
Telephone: (334) 353-3514
Email: John.Padgett@dhr.alabam.gov

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

Sandra Nolan,)	
Appellant,)	
)	Case No. 22-07- JJW
v.)	
)	
Department of Human Resources,)	
Appellee,)	

AGREEMENT

This Agreement, entered into on the 30th day of November 2021, is between SANDRA NOLAN hereinafter (“Nolan”) and the LOWNDES COUNTY DEPARTMENT OF HUMAN RESOURCES (“LCDHR”) hereinafter who, in consideration of the promises made herein, do firmly bind themselves and agree as follows:

1. NOLAN knowingly and voluntarily agrees to waive her right to an appeal to the State Personnel Board and will contemporaneously herewith dismiss her appeal. NOLAN understands the charges against her outlined in the charge letter and understands that violations of the Board Rules are serious offenses. NOLAN both voluntarily requested and consented to the waiver of the appeal and has elected to dismiss the same under no duress and understands fully all of her rights. LCDHR agrees to the dismissal of the appeal.

2. NOLAN shall be allowed to resign her position with the Lowndes County Department of Human Resources effective November 15, 2021.

3. NOLAN agrees to not seek future employment with any office of the Alabama Department of Human Resources. In consideration of such assurance, LCDHR agrees that NOLAN will be designated as recommended for re-employment with other State agencies on the Recommendation for Personnel Action (Form 11).

4. NOLAN hereby represents that she has no claims of any nature against LCDHR or the Alabama Department of Human Resources. NOLAN further releases and forever discharges any claims of any nature whatsoever that she, or any of her heirs, successors, assigns, and personal representatives may have against LCDHR and Alabama Department of Human Resources, and any of its agents taken or occurring, and/or made known to NOLAN, on or before the date hereof.

5. NOLAN specifically agrees that she has not been subjected to any sort of impermissible employment discrimination during her employment with the LCDHR; that she has not, and is not, making any complaints related to impermissible employment discrimination.

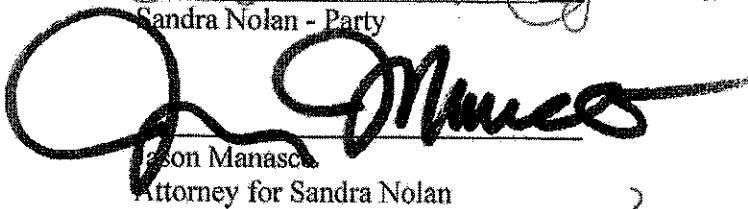
6. This Agreement is enforceable as a contract between the parties. A violation of this Agreement may be used as grounds for a lawsuit for breach of contract in state or federal court.

7. Except to the extent expressly provided in this Agreement, nothing contained herein is intended or will be construed as altering, superseding, or amending: (a) any rule, law or regulation of the Alabama State Personnel Department, the Alabama Department of Human Resources, or any department or agency of the State of Alabama; or (b) the Alabama State Merit System.

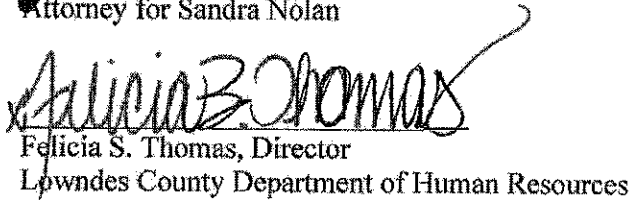
8. This Agreement shall forever bind the parties and their successors, heirs, assigns, and personal representatives, as well as all persons and all entities acting in concert with such parties.


Sandra Nolan - Party

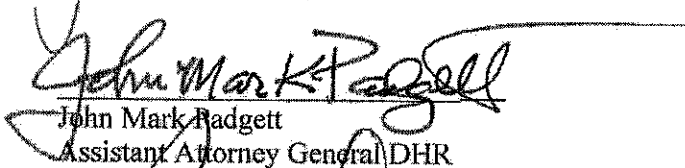
11/30/21
Date


Jason Manasco
Attorney for Sandra Nolan

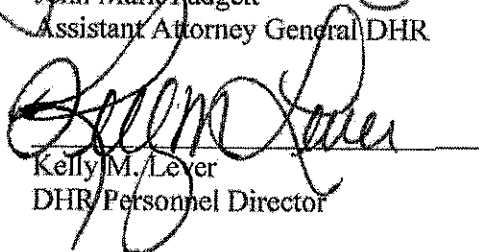
11/30/2021
Date


Felicia S. Thomas, Director
Lowndes County Department of Human Resources

12/2/2021
Date


John Mark Padgett
Assistant Attorney General DHR

12/1/2021
Date


Kelly M. Lever
DHR Personnel Director

12/2/21
Date

SANDRA NOLAN

November 30, 2021

Ms. Felicia S. Thomas
Lowndes County Department of Human Resources
382 State Hwy 97 South
Hayneville, AL 36040

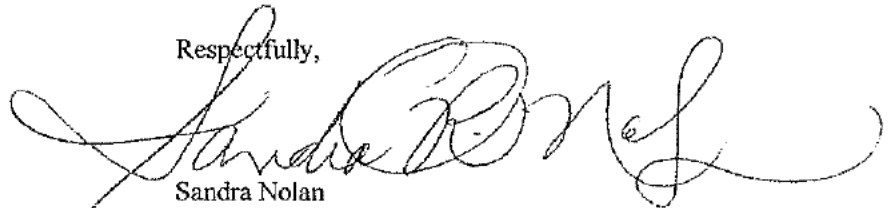
Re: Resignation

Dear Ms. Thomas:

Please accept this letter as written notice of my decision to resign my position as Social Service Case Worker II at Lowndes County Department of Human Resources. My resignation is effective at the close of business on Monday, November 15, 2021.

Thank you for your willingness to accept my resignation and I am grateful for the opportunities that I had at Lowndes County DHR.

Respectfully,

A handwritten signature in cursive script, appearing to read 'Sandra Nolan', written in black ink.

Sandra Nolan