



July 6, 2017

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**HAND DELIVERED**

FF Britt Gammon

**Notice of Discipline**

FF Gammon:

You were placed on Administrative Leave with pay on November 18, 2016 because you were the subject of an investigation involving allegations of statutory rape, sexual exploitation of a minor, and possession of child pornography.

On June 2, 2017, we received a copy of a letter from Assistant District Attorney Tammy Rettig (to the Tennessee Bureau of Investigation) advising that your case was closed without prosecution due to the inability to show the offenses occurred beyond a reasonable doubt. Although your case was closed without prosecution, as a Firefighter for the City of Murfreesboro, your actions were in violation of the following city Employee Handbook Policies:

- Section 3002 (i) (12) which cites, "behavior that reflects discredit upon the department, the employee, or the city."
- Section 3001 (d) (6) which states, "An employee must avoid any action which might result in or look as though the employee is: lowering the public's trust in the city's government."

As a result of these violations, you are being suspended for two (2) 24-hour shifts suspension without pay. Additionally, you are being placed on disciplinary probation for 24 months with ineligibility for promotion during that period. You will remain assigned to Fire Station 5 and will no longer be a member of the Special Operations team until further notice.

In accordance Employee Handbook Section 3002 (2) (iii), "Should the employee believe that the discipline imposed by the department or section head or designee was incorrect, the employee may request modification of the discipline by the City Manager by filing a written request for review with the City Recorder within two (2) weekdays of the decision. The City Manager shall choose whether and to what extent such review shall occur. Review may result in a reduction or increase of the discipline. No such review shall stay the disciplinary action."

If you do not wish to have a review hearing, your two (2) 24-hour shifts suspension without pay will be Tuesday, August 1 from 7:00 am to 7:00 am and Friday, August 3 from 7:00 am to 7:00 am.

Sincerely,

Mark A. Foulks/Fire Rescue Chief

Cc: Sherry Carpenter, Interim Human Resources Director  
MFRD Command Staff

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