



CITY OF LAFAYETTE

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H. NEAL FLORENCE
MAYOR

FRANK ETHERIDGE
CITY MANAGER

Mr. Tommy Freeman

May 16, 2012

RE: Termination of Employment

Dear Chief Freeman,

In light of the events that have occurred in the Public Safety Department over the last few days, I am terminating your employment with the City of LaFayette effective immediately. These events include questioning officers as to what they said under Garrity during a recent investigation and your implicit suggestion that you already knew what they said, implying that I had either given you copies of interviews or told you what individuals said during the interviews. Then on Monday in apparent retaliation to your staff you removed televisions and internet access from most of the police department offices. Additionally, your efforts to reassign individual officers with a meeting set for this Friday for your Sergeants and Lieutenants also spread concerns of demotions and firings. Obviously Council members quickly became aware of these actions. At this time you have lost the trust of the Council.

The City will pay your salary through today. You will receive your payment for earned but unused vacation and an additional two weeks of pay.

As you are aware under Policy Section I.10 you have the right to appeal my decision to the Mayor and Council. Your appeal needs to be submitted in writing and I will schedule a hearing with the City Council, generally within 21 days of your appeal.

Sincerely,

Franklin T. Etheridge
City Manager