


January 
~~February 31, 2017~~

Chairman Ron C. Cross
Columbia County Board of Commissioners
630 Ronald Reagan Drive
Evans, Georgia 30809

Dear Chairman Cross:

It is with great sadness that I render my resignation as Director of the Emergency Services Division, with the required notice of 30-days, making my final work day March 1, 2017.

I have been highly respected in my profession for 39 years, serving the last 18 years in Columbia County as a Division Director, where I not only built the emergency management program from the ground up, but also oversaw several departments that were in disarray and upgraded them to a progressive standard. I spent the first several years of my tenure overseeing the consolidation of six volunteer fire departments into one department, as I was directed to do at the 2002 Board of Commissioners' Planning Advance. My leadership ability has been brought into question by the administrator, but only a leader can accomplish the aforementioned achievements.

During the last few years, I have endured a hostile work environment by the administrator, who has an on-going deliberate campaign to force me out of my job. Time and time again, I have tried to be strong and keep focused on my job since that is my passion and has been for a large part of my life. The latest of many verbal attacks on me is more than I can suffer.

As a professional, hard-working employee who truly cares about the citizens of Columbia County, I deserve much better than to be berated repeatedly by the administrator. I have had my job responsibilities slowly stripped away – one by one – because the administrator has been dishonest with the commissioners in regard to my leadership. I don't know what his ultimate plan was, but I do know that my leadership has greatly benefited our community and the commissioners in countless ways. The administrator's continuous harsh treatment of me has left me demoralized, frustrated, and dispirited.

I request that I be given my contractual severance pay of eight month's salary, plus my unused PTO hours. I also request that my catastrophic leave of 506 hours be paid to me since my intention was to work for seven more years and three months so that I would be eligible for the time I earned early in my career and did not abuse as sick leave. The administrator was well aware that this was my plan since I stated this to him privately, in group meetings, and in public media interviews on numerous occasions. I am done.

Sincerely,



Pamela P. Tucker