



**LUCAS COUNTY COURT OF COMMON PLEAS, GENERAL DIVISION  
OFFICE OF THE COURT ADMINISTRATOR**

700 ADAMS STREET, SUITE 300  
TOLEDO, OH 43604-5658

Brian J. Patrick  
Court Administrator

Telephone: 419-213-4749  
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Angela Kimball  
[REDACTED]  
[REDACTED]

July 21, 2017

This letter shall serve notice that your employment with the Lucas County Adult Probation Department is terminated effective July 31, 2017 for the following charges: Immoral Conduct, Incompetency, Unsatisfactory Performance, Neglect of Duty, Failure of Good Behavior, Malfeasance, Nonfeasance, Violation of any policy or work rule of the employee's appointing authority, to wit : between the dates of April 13, 2016 and June 7, 2017, you engaged in behavior with at least one (1) male probationer assigned to your caseload which was sexually oriented. As such, your behavior as a supervising Probation Officer is immoral, unprofessional and violates the Court's code of conduct as well as ethical standards.

A pre-disciplinary conference was scheduled for July 21, 2017 at 11:00 AM with Court Administrator Brian Patrick who was to serve as the Hearing Officer. The purpose of the hearing was to provide you the opportunity to be heard and provide any new information on the pending discipline. It also provides you the opportunity to rebut the evidence outlined in the Adverse Action form and attached documents.

You were provided with an Adverse Action form which outlined the allegations of misconduct, a notice for the aforementioned pre-disciplinary conference as well as a Garrity Warning form which outlined your rights pursuant to 385 U.S. 493. You signed the forms and wrote that you would not attend the pre-disciplinary conference upon advice of legal counsel even though your rights against self-incrimination were clearly outlined in the Garrity Warning.

Should you have any questions regarding this termination notice, please contact Court's Human Resources department.

Cordially,

Brian Patrick