



County Manager
Davin W. Madden

May 13, 2024

Candace Stevens
[REDACTED]

Dear Ms. Stevens,

This letter communicates my decision regarding taking disciplinary action due to your unacceptable personal conduct and grossly unsatisfactory job performance as discussed with you during our pre-disciplinary conference held Wednesday, May 8, 2024, at 4:00 pm. In attendance at this meeting were you, me, and Commissioner Bud Cesena (who was non-participatory and serving as a witness). The matters which led to my decision are those discussed in the pre-disciplinary conference including but not limited to the following:

- 1) You intentionally violated County policy when while on duty you worked on Lincoln County's former Board of Commissioner Chair's campaign correspondence using County equipment during County workdays. This is a violation of the County Personnel Policy, specifically Section 5.13 Political Activity, subsection 1 and subsection 6. This is also a violation of North Carolina General Statutes.
- 2) You falsely reported to the Board of Commissioners in a closed session that a county employee was sexually harassed by the County Manager. This is a violation of the County Personnel Policy, specifically Sections 16.1, 16.2, 16.2.1 and 16.2.2.
- 3) You knowingly made inappropriate statements to county employees about the County Manager's relationship with the Health Department Director and about the County Manager's relationship with the County Attorney. This is a violation of the County Personnel Policy, specifically Section 17.3 Discipline and Dismissal, subsection 17.3.1.1 (1), (4), (5), and (6).
- 4) You failed to properly oversee county policies and procedures related to the County's Personnel Policy and your role as Human Services Director. This is a violation of the County Personnel Policy, specifically Section 1.4.



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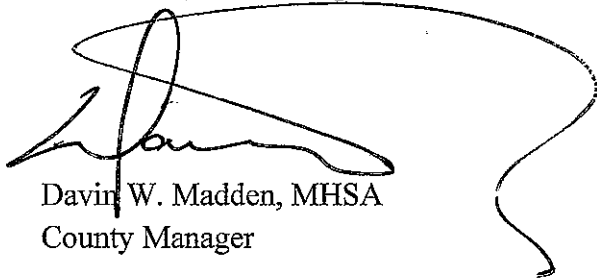
P.O. Box 738 | LINCOLNTON NC 28093
353 N. GENERALS BLVD | LINCOLNTON NC 28092



County Manager
Davin W. Madden

Based on my review of all information available and your input during the pre-disciplinary conference, I am dismissing you from your position as Human Resources Director effective immediately, May 13, 2024, due to Unacceptable Personal Conduct and Grossly Inefficient Job Performance.

Should you decide to grieve this decision, you are required to follow the procedures found in section 18.4 of Lincoln County's Personnel Policy. Pursuant to N.C.G.S. §153A-98, this letter shall be considered a public record and must be released, if requested. You have the right to a Name Clearing Hearing prior to this letter becoming a public record. A Name Clearing Hearing is your opportunity to publicly dispute accusations made against you in connection with your dismissal. You have 10 days from the receipt of this letter to request a Name Clearing Hearing which must be sent to me at davin.madden@lincolncountync.gov. If a hearing is requested, then I will work with you and our outside counsel to schedule a hearing as soon as possible. If no request is timely made, then this letter will immediately become a public record after the expiration of the 10 day period.



Davin W. Madden, MHSA
County Manager

Cc: Personnel File



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