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COUNTY ADMINISTRATOR
W. CLAY YOUNG
CLERK TO COUNCIL
LISA B. GRAY

Dillon County Council

P.O. BOX 449
DILLON, SOUTH CAROLINA 29536
TELEPHONE: 843-774-1400
FAX: 843-774-1443

June 18, 2009

DELIVERED BY HAND

Mr. Charles E. Curry,
Dillon County Administrator
PO Box 449
Dillon, SC 29536

Dear Mr. Curry:

We write to inform you of the decision of the Dillon County Council to terminate your employment as Dillon County Administrator, effective immediately. We do so after full consideration and evaluation of your performance to date, as well as our assessment of your continued professional fitness for the position.

As a preliminary matter, you are within the six-month probationary period of your employment as Dillon County Administrator; nonetheless, we wish to provide you the basis of our decision to terminate your employment. Our decision is based upon your inadequate performance and lack of appropriate consultation with the full Council.

We hereby conclude that you have shown neither the vision nor the professional judgment required for a competent, progressive county administrator, in as diverse and forward-aspiring County as ours. Unfortunately, you have not been able to make the transition from legal counsel to administrator, which requires executive skills and experience which you lack. Formulating policy is within the sole purview of County Council members and should not be confused with functions of administrator. This distinction has been difficult for you either to understand or to follow.

For example, as County Administrator, you displayed a serious lack of judgment, bordering on ethical impropriety, concerning a recent federal case from the U.S. Equal Employment Opportunity Commission. You were particularly slow and less than forthcoming in first bringing the case to the attention of Council. When the Council was subsequently notified by U.S. EEOC to mediate the case, you did not apprise the full Dillon County Council of this development for its consideration. Instead, you presently yourself at a meeting with US Equal Employment Opportunity Commission on the 21st of May, 2009 to mediate on behalf of County Council, without any consultation with Council as a whole, or without any delegation of authority from Council to negotiate the matter.

As stated, your action represented a serious lack of judgment and a colorable breach of procedure, putting yourself in a conflict of interest in the matter before the Council. Your personal interest in the case conflicts with the overarching interest of Dillon County (on whose behalf you presented yourself as representing) since your position as county administrator is the subject of the investigation. The Council

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needs and deserves a County Administrator who exhibits keener discretion and keener propriety in such important and sensitive matters.

It is with regret that we terminate your employment, but we must move forward for the benefit of Dillon County.

Respectfully submitted,

Aaron Gandy

Andrew Graves

Bobby Moody

Harold Moody

Archie Scott

Pee Wee Webster

Macio Williamson

Mr. Charles E. Curry
Dillon County Administrator
Dillon County Courthouse
Dillon, South Carolina 29536
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