**BEFORE THE ALABAMA**
**STATE PERSONNEL BOARD**
**IN THE MATTER OF**

| | | |
|---|---|---|
| **Octavia Johnson,** | ) | |
| | ) | |
| **Appellant,** | ) | |
| | ) | |
| **v.** | ) | **Case No. 26-13-RCS** |
| | ) | |
| **Board of Funeral Services,** | ) | |
| | ) | |
| **Appellee.** | ) | |

## RECOMMENDED ORDER TO THE STATE PERSONNEL BOARD

The parties have notified the undersigned that the above case has been settled. The parties have produced the appropriate settlement document, which is attached hereto as Exhibit A. It is the recommendation of the undersigned this cause should be DISMISSED WITH PREJUDICE.

Done this the 3rd day of August 2026.

**RANDY C. SALLÉ**
**Administrative Law Judge**
State Personnel Department
64 North Union Street
Montgomery, Alabama 36130
Telephone: (334) 242-8353
Facsimile: (334) 353-9901

**VIA EMAIL AND FIRST-CLASS U.S. MAIL:**

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Exhibit A

# SETTLEMENT AGREEMENT

This is an agreement between the Alabama Board of Funeral Services (hereinafter ABFS) and Octavia Johnson (hereinafter Employee). The terms and conditions are set forth below.

1. Employee will be permitted to voluntarily resign from her position with ABFS in lieu of termination and/or any other disciplinary action.

2. Employee will submit a written letter of resignation to ABFS. The effective date of Employee's resignation shall be identical to the time that the termination had been effected – i.e., May 27, 2026.

3. ABFS will submit an amended Form 11 to reflect that Employee has resigned and to indicate that Employee is eligible for reemployment. However, Employee will not seek reemployment with ABFS.

4. Employee will receive no further compensation beyond wages earned and any outstanding accrued annual leave as of the effective date provided in paragraph 2, both of which have already been paid to her.

5. Employee and her assignees, representatives, and successors hereby agree to dismiss her appeal presently pending before the State Personnel Board and release ABFS and its representatives of any and all claims, past, present or future that may be deemed to be in violation of any and all federal and state statutes, regulations, or rules.

Done this the 15th day of July, 2026.

Charles Perry
*Executive Director*
Alabama Board of Funeral Service

7/28/2026
Date

Octavia Johnson
*Employee*

July 15, 2026
Date