

**BEFORE THE PERSONNEL BOARD OF THE STATE OF ALABAMA  
IN THE MATTER OF THE APPEAL OF  
WILLIAM HAMILTON**

**ORDER**

**September 17, 2025**

This matter came before the Board based upon the dismissal of the Employee from his employment with the Alabama Department of Mental Health (“ADMH”). ADMH dismissed the Employee effective April 18, 2025, based upon charges contained in a letter dated the same. This matter was assigned to Administrative Law Judge Randy C. Sallé and a hearing was held on June 20, 2025. The Administrative Law Judge’s Recommended Order is now before the Board for consideration.

ADMH charges that the Employee violated the following ADMH Policies: (1) 70-5, Employee Conduct and Accountability; (2) 70-6, Prevention and Management of Unprofessional Behaviors by Staff; and (3) 19-10, Abuse, Neglect, Mistreatment, and Exploitation. ADMH charges that the Employee’s actions violated Alabama State Personnel Board Rules 670-X-19-.01(a) – Violations that normally result in disciplinary actions of increasing severity: (a)(8) – Violation of specific department rules; 670-X-19-.01(1)(b) – More serious violations that may result in suspension or discharge on the first offense; (b)(10) – Serious violation of any other department rule; and (b)(12) – Disruptive conduct of any sort.

The Employee had no previous adverse disciplinary actions.

During the hearing, ADMH presented evidence that on March 25, 2025, the Employee was working at Taylor Hardin as a supervisor. The Employee received notice a patient was filling up a trash can with water and pouring it in the toilet. Thus, the Employee went to intervene. Video evidence depicted the patient entering and exiting the bathroom, loitering in the hallway, and drinking water from the fountain several times over the course of approximately 30 minutes. The video then shows the Employee in a heated interaction with the patient, using frequent and forceful hand gestures. Near the start of the interaction, a female staff member attempted to intervene and de-escalate the exchange. However, video evidence shows that — as the patient attempted to retreat from the interaction — the Employee followed and continued to get in the patient’s face, while continuing to gesture strongly even as additional staff members tried to de-escalate the interaction. The video evidence indicates that the Employee backed the patient into a corner, while yelling at him and gesturing forcefully.

The hearing testimony revealed that the Employee’s behavior disrupted the work place and forced other employees to leave their post.

The Administrative Law Judge, having observed and carefully considered the witnesses’ demeanor, testimony, and all the documentary evidence, found the totality of the evidence established the Employee was appropriately dismissed and recommended the Board uphold the dismissal. The Board hereby adopts by reference the findings of fact and conclusions of law as found by the Administrative Law Judge as a part of this Order, as if fully set forth herein.


The Board has carefully considered the Administrative Law Judge's Recommended Order in this matter, and is of the opinion that the decision of the appointing authority to dismiss the Employee is supported by the evidence and that termination is warranted.

It is therefore the Order of this Board that the decision of the appointing authority to dismiss the Employee is hereby UPHELD.



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LAURY B. MORGAN  
SECRETARY



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FAYE NELSON  
CHAIR



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EVAN M. THORNTON  
MEMBER



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DAVID R. MELLON  
MEMBER



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CAROLYN FAIR  
MEMBER



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PHIL WEBB  
MEMBER