

**BRIAN WILLIAMS**  
*Mayor*

**JACKY CAGLE**  
*Councilmember*

**ANDREA WITT**  
*Councilmember*



**ESTHER HELTON**  
*Vice Mayor*

**MIKE CHAUNCEY**  
*Councilmember*

**KENNY CUSTER**  
*Assistant City Manager*

## City of East Ridge

*1517 Tombras Avenue  
East Ridge, Tennessee 37412  
(423) 867-7711*

December 27, 2018

Mr. Adam Rose  
3623 Fountain Avenue, Apt. 70  
East Ridge, TN 37412  
[adam.ibpo735@gmail.com](mailto:adam.ibpo735@gmail.com)

***Re: Redetermination of Employment***

Dear Mr. Rose:

On December 20, 2018, I received the East Ridge Personnel Board's advisory Findings of Facts wherein the Board affirmed your termination as an East Ridge Police Officer. A courtesy copy is enclosed for your convenience. I have again reevaluated this matter, including the testimony provided by the witnesses and parties at the hearing on December 10, 2018. Based upon the record as a whole, it is my decision that your termination is warranted and hereby reaffirmed.

Sincerely,

Kenny Custer  
Assistant City Manager

MEMORANDUM

From: Personnel Review Board

To: Kenneth Custer

Date: December 20, 2018

Subject: Adam Rose appeal

On December 10, 2018, Mr. Rose appeared before this board to appeal his termination from the East Ridge Police Department. After hearing the testimony of witnesses for Mr. Rose and for the City of East Ridge, this board makes the following findings of fact:

- Mr. Rose had a sexual relationship with a student at East Ridge High School; however, this relationship did not begin until the student was above the age of consent
- Mr. Rose did not violate any laws or ERPD policies
- The City of East Ridge does not require a law or policy violation to terminate employment under the "immoral turpitude" clause in City Code § 4-244(4)
- Mr. Custer was not motivated by bias due to Mr. Rose's previous whistleblowing on SWAT equipment condition when he terminated Mr. Rose's employment:
  - He was not acting as City Manager at the time of the SWAT inquiries
  - Neither he nor his department was involved in any way in the SWAT inquiries, as indicated by his sworn testimony before this board and corroborated by the investigation documentation of Mr. Rose's SWAT-related grievances
  - He indicated in his testimony that Mr. Rose's course of action at that time was correct and improved Police Department readiness
- Any bias in ERPD administration that may or may not exist due to Mr. Rose's whistleblowing is not prejudicial to his termination:
  - The Internal Affairs investigation approved by ERPD administration recommended that no action be taken
  - Mr. Custer overrode this recommendation by terminating Mr. Rose's employment
- Mr. Rose, intentionally or not, obstructed the Internal Affairs investigation by removing evidence on his Facebook page, despite having training in the preservation of evidence

and the following value judgments:

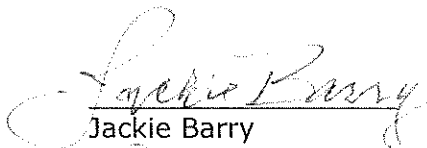
- Mr. Rose engaged in conduct unbecoming an East Ridge police officer by:
  - entering into a sexual relationship with a local high school student, whether of age or not
  - obstructing an Internal Affairs investigation, either intentionally or through negligence
- Mr. Rose tainted the reputation and integrity of the Police Department by pursuing this relationship while representing himself as an East Ridge police officer



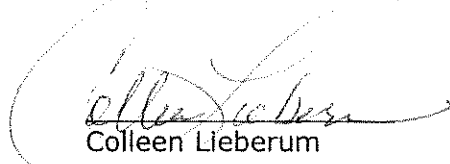
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Given these facts and judgments, this board finds that allowing Mr. Rose to continue serving as an East Ridge police officer would undermine community trust in the Police Department and in the City of East Ridge. This board further finds the totality of Mr. Rose's actions regarding his relationship with an East Ridge High School student to be an "act of immoral turpitude" and cause for dismissal under City Code § 4-244(4).

Mr. Adam Rose's termination is affirmed.

  
Jackie Barry

  
Robert Jones

  
Colleen Lieberum

  
Charles McCullough

I agree with the evidence presented, however I do not believe that I am in a position to determine "immoral turpitude" in this situation.

  
Doris Rogers