




To: Lyle Lombard
From: Michael Kovacs, City Manager: 
Date: November 21, 2025
Re: Notice of Termination

Dear Mr. Lombard:

The City of Fate has made the difficult decision to terminate your employment as Director of Public Safety, effective immediately. Unfortunately, I have lost confidence in your ability to oversee the public safety department and to participate as a member of the City's executive team.

On November 18, 2025 you were presented with a signed complaint from me consistent with the requirements of Texas Government Code § 614.022. The complaint alleged you violated City of Fate Personnel Policies and Procedures by failing to maintain clear and appropriate communication with your staff, members of the executive team including me and elected officials with the City of Fate. You were also alleged to have demonstrated poor judgment and decision-making in your area of oversight and your interactions with management. I provided you with specific examples of the areas of concern and you submitted your written response to those allegations.

After considering your response, I am sustaining the allegations and note that you failed to demonstrate accountability or accept any responsibility for the breakdown in communication, overall morale and dynamics of the public safety department under your leadership or with the City's executive team. As a department director, you are held to a higher standard to advance the goals of the organization and not simply to act in your personal interest. While this decision is not undertaken lightly, I believe it to be in the best interest of the organization to separate your employment, and my decision is final.

Additionally, after we received your response to the complaint, we have discovered that you reset your City issued device to factory setting, deleting all data and records which were locally stored. We are concerned that government records were deleted in this process. If you have maintained copies of these records, please provide those to me immediately.

You will be paid your regular salary through today and will thereafter be paid the balance of your vacation consistent with the City's policies. In the event you have additional out-processing questions, you may contact Leigh Corson, Director of Human Resources, during regular business hours.

Sincerely,

Michael Kovacs
City Manager

Received:  Employee
Date: 11-21-2025 Time: 9:30 AM/PM