

MAYOR AND COUNCIL MEETING NOVEMBER 12, 2019 5:00 P.M.

The Mayor and Council met for a called meeting.

Those Present:	John Howard	Mayor
	Wayne Adcock	Vice-Mayor
	Lee Malcom	Council Member
	Myoshia Crawford	Council Member
	Ross Bradley	Council Member
	Larry Bradley	Council Member
	Norman Garrett	Council Member
	Nathan Little	Council Member
	David Dickinson	Council Member
	Logan Propes	City Administrator
	Debbie Kirk	City Clerk
	Russell Preston	City Attorney
	Paul Rosenthal	City Attorney
	Jesse Couch	City Attorney

Staff Present: Beth Thompson, Beverly Harrison

Visitors: Danny Smith, R.V. Watts, Rodney Middlebrooks, Darrell Stone, Patrick Kelley, Chris Bailey, Les Russell, Alicia Goolsby, Paula Wilson, Amylee Dire, Terrie Giles, Kathleen Lewis, David Clemmons, Sharon Griffin, Sally Snipes, Felicia Durham, Sandy Wilson, Buster Thompson, Melissa Esterline, Ashley Reyes, Vashon Tuggle, Susan Rowe, Robert Rowe, Caitlin Talford

I. **CALL TO ORDER – JOHN HOWARD**

1. **Roll Call**

Mayor Howard noted that Council Member Lee Malcom was absent. There was a quorum.

Council Member Lee Malcom arrived at 5:16 pm.

II. **NEW BUSINESS**

1. **Grievance Hearing – Alicia Goolsby**

City Attorney Paul Rosenthal gave an overview of the process. He explained under the City of Monroe's Personnel and Operational Policies and Procedures Manual, specifically Section 12 – Appeal and Grievance Procedures that Mayor and Council serves as the Grievance Committee for any personnel matters. Ms. Alicia Goolsby has filed a grievance, which has come up through the process. Prior to coming to Mayor and Council, the grievance goes to the Human Resources Director, and then to the City Administrator. If any employee is dissatisfied with that decision, then the matter can be appealed to a Grievance Committee, and this body serves as that Grievance Committee. He stated Ms. Goolsby filed a grievance with the City last month, and that is the purpose of this meeting which potentially serves as a hearing. While the hearing is not formalized like a Court of Law, it is still the concept whereby Ms. Goolsby has the opportunity to present evidence. The evidence received must be under oath. Mr. Rosenthal stated he will administer oaths for any witnesses. Then, on behalf of the administration he will have an opportunity to ask Ms. Goolsby and her witnesses questions. Members of this body will also have the opportunity to ask the witnesses questions. After Ms. Goolsby provides evidence, testimony, and information for the board to consider as the Grievance Committee, the City or the administration will have an opportunity to present witnesses and evidence addressing the issues of the grievance. The same holds true that any evidence or testimony received from City employees or called witnesses will be under oath, and Ms. Goolsby will have the opportunity to ask the witnesses questions. Members of this board will also have the opportunity to ask the witnesses questions. At the conclusion, Ms. Goolsby will have the opportunity to make summation statements or closing arguments, and Mr. Rosenthal can do the same on behalf of the administration. Then, deliberations for Personnel Matters will be in Executive Session. The evidence of the Grievance Committee Hearing will be received in Open Session. Deliberations of the issue and any action chosen to be taken or not taken by the Grievance Committee will be deliberated in Executive Session, and any decisions will be rendered out of Executive Session. The decision does not have to be rendered today, but must be rendered within three days of this hearing.

Ms. Alicia Goolsby presented her testimony. She stated Monica Simmons told her she had the Customer Service Representative job, but Amylee Dire was in that office. She stated that Beth Thompson told her that there must be a misunderstanding, because Monica could not offer the job to anyone. Beth told her as the Department Head, she is the ultimate decision maker, and she would have to apply for the position if she was interested. She discussed the dates which the job was posted, removed, and reposted again. She explained various issues why she felt that she was being discriminated against, such as not receiving the promotion and the flex schedule requirement. She has been passed over for several positions. Ms. Goolsby presented copies of emails and played recorded conversations which she had with Les Russell and Beth Thompson. She stated that Beth Thompson removed herself from the interview process, and Sharon Griffin was on the interview panel instead. She did not feel that the testing applied to the job, and she did not understand why Sabrina Bennett was not on the interview panel instead of Sharon. Ms. Goolsby stated she feels as though she has been manipulated and lied to; she does not trust Beth Thompson.

City Attorney Paul Rosenthal, Council, and Ms. Goolsby discussed the issues of racial discrimination, hostility, retaliation, FMLA violations, and EEOC.

Motion to go into recess, until after the regularly scheduled November 12 Council Meeting.

*Motion by Malcom, seconded by R. Bradley.
Passed Unanimously.*

Mr. Les Russell stated that he has been the Human Resources Director for the City since May of 2018 and in Human Resources since 1985. He discussed the job posting rules and the Customer Service Representative position. He stated that Monica Simmons did not have authority to do any hiring. He explained the interview process and the job specification form. Mr. Russell discussed Exhibits A, B, and C which consist of the interview evaluations completed by Sharon Griffin, Terri Giles, and himself. He explained the strength rating, administrative skills, and cumulative scores. Of the three participants, Amylee Dire had significantly higher scores. The written test, face-to-face interviews, and past work history were all taken into consideration. Mr. Russell stated he was not witness to any racial discrimination or irregularities in the selection process. The other two interviewees were both female, one was black, and one was white; they both have customer service knowledge. He stated there was not any sexual or racial bias.

City Attorney Paul Rosenthal, Council, and Ms. Goolsby further discussed the interview process, probation process, job performance forms, the score sheets, and performance evaluations.

No Action.

III. ADJOURN TO EXECUTIVE SESSION

*Motion by Dickinson, seconded by R. Bradley.
Passed Unanimously.*

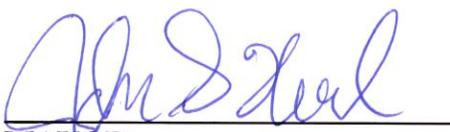
Return to Regular Session

Based upon our discussion, I move that the committee take no action in respect to the grievance which will confirm the decision of the Human Resource Director and City Administrator to uphold the hiring of Ms. Dire and our determination is no discrimination occurred.

*Motion by Dickinson, seconded by R. Bradley.
Passed Unanimously.*

IV. ADJOURN

*Motion by R. Bradley, seconded by Adcock.
Passed Unanimously.*


MAYOR


CITY CLERK

The Mayor and Council met for an Executive Session.

Those Present:

John Howard	Mayor
Wayne Adcock	Vice-Mayor
Lee Malcom	Council Member
Myoshia Crawford	Council Member
Ross Bradley	Council Member
Larry Bradley	Council Member
Norman Garrett	Council Member
Nathan Little	Council Member
David Dickinson	Council Member
Logan Propes	City Administrator
Debbie Kirk	City Clerk
Russell Preston	City Attorney
Paul Rosenthal	City Attorney
Jesse Couch	City Attorney

I. Call to Order – John Howard

1. Roll Call

Mayor Howard noted that all Council Members were present. There was a quorum.

II. Personnel Issue (s)

1. Personnel Matter

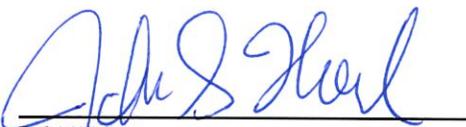
Personnel matters were discussed, including attorney-client discussions.

Based upon our discussion, I move that the committee take no action in respect to the grievance which will confirm the decision of the Human Resource Director and City Administrator to uphold the hiring of Ms. Dire and our determination is no discrimination occurred.

*Motion by Dickinson, seconded by R. Bradley.
Passed Unanimously.*

III. Adjourn to Regular Session

*Motion by R. Bradley, seconded by Malcom.
Passed Unanimously.*


MAYOR


CITY CLERK