

Personnel Appeals Board
Meeting Minutes
July 24, 2015

The City of Douglas Personnel Appeals Board conducted a hearing on an appeal of Debbie Rivera of a personnel action. The hearing took place on Friday, July 24, 2015 located at City Hall Council Chambers, 425 Tenth Street, Douglas, Arizona.

1. Call to Order: 10:04 a.m.

2. Roll Call	Present	Absent
Adalberto Araiza	X	
David Pettes	X	
Lawana Diffie	X	
Rudy Sierra		X
Bill Thomas Sr	X	

3. Discussion/Presentation of Closing Arguments to be provided by the parties' representatives

Juan Flores, City Attorney provided the closing arguments for the City of Douglas. Edward Matchett, Attorney at Law provided the closing arguments on behalf of Debbie Rivera.

Motion by Adalberto Araiza, **second** by Dave Pettes to enter into executive session to seek legal advice from County Attorney.

Roll Call: All members voted in favor. **MOTION PASSED** at 10:58 a.m.

Returned from executive session at 11:13 a.m.

4. Discussion/Decision to determine whether the City Manager had just cause to dismiss Ms. Debbie Rivera, and whether the action was within the allowable parameters specified in the City of Douglas Personnel Rules and Regulations.

Motion by Lawana Diffie, **second** by Adalberto Araiza for the Personnel Appeals Board to approve the City Manager's termination of Ms. Debbie Rivera, finding that just cause exists for the action and that the action was within the allowable parameters specified in the City of Douglas Personnel Rules and Regulations and direct staff to prepare findings of fact based on discussion.

Roll Call: All members voted not in favor. **MOTION DID NOT PASS**

5. Discussion/Decision to possibly consider and recommend alternative actions or decisions for the City Manager's consideration.

Motion by Dave Pettes, **second** by Adalberto Araiza for the Personnel Appeals Board to approve the recommended alternative actions or decisions for selection by the City Manager as follows: the saction be reduced to a written reprimand or up to a 30 day suspension without pay with time served for violations of the City Personnel Rules and Regulations; for the City to ensure there will not be a hostile work environment for Ms. Rivera if she is reinstated; that Ms. Rivera be reinstated to the same grade of pay if available, with the same opportunity to advance; for the City to make a public announcement during auctions of the policy; and for the City to review Rule XVII section 5 of the City of Douglas Rules and Regulations and direct staff to prepare findings of fact based on discussion.

Roll Call: All members voted in favor. **MOTION PASSED**

6. Adjournment

Motion by Adalberto Araiza, **second** by Lawana Diffie to adjourn the meeting at 11:43 a.m. unanimously passed.

Prepared By:



Rocio Garcia-Pedroza
HR Manager