



Minutes Tempe Merit System Board February 24, 2012

Minutes of the Tempe Merit System Board Meeting, held on Friday, February 24, 2012, 8:00 a.m., City of Tempe Human Resources Conference Room, 20 East 6th Street, Tempe, Arizona.

Board Members Present:

Penny Higginbottom, Chair
James P. Foley
Don Calender

City Staff Present:

Renie Broderick, Human Resources Director
Susan Buck, HR Technician
Kara Stanek, Assistant City Attorney
Isaac Chavira, Transportation Maintenance Manager

Others Present:

Deborah Gonzalez

Witnesses Present

David Elack
Glenn Wright
David Alavardo
Dr. Gary Carmack
Dr. Timothy Woehl
James (Jimmy) Thornton
Patrick Romer
Shawn Thomson

Chair Penny Higginbottom called the meeting to order at 8:15 a.m. and welcomed recently appointed Board Member Don Calender.

Chair Higginbottom asked if there was a motion to approve both the Open Session and Executive Session minutes from September 19, 2011. Mr. Foley moved to approve without discussion; Mr. Calender seconded the motion. Motion passed.

Chair Higginbottom noted that the Board was convened today to hear the appeal of Jon Leonard. Roll call was taken.

Chair Higginbottom asked to have all witnesses brought into the room. Witnesses were cautioned that their testimony was confidential and that they would be sworn in under oath at point of testimony. Witnesses were then excused until called upon to testify.

Motion to adjourn to Executive Session by Mr. Foley; second by Mr. Calender; the motion passed. The Board adjourned to Executive Session 8:21 a.m. The Board convened back in Open Session at 5:04 p.m.

Ms. Stanek asked if it was necessary to formally move that the exhibits presented during testimony be entered into evidence. Chair Higginbottom noted that was not necessary.

Chair Higginbottom stated that the Board considered all evidence and testimony presented and finds that the charges against the Appellant are supported by the evidence. However, the Board finds that the disciplinary action was excessive and will recommend that the City Manager modify the disciplinary action to a disciplinary suspension as detailed in the Board's written recommendation.

The Board will direct staff to type a letter to the City Manager stating this recommendation, which may be appealed by either party by submitting a written letter to the City Manager by 5:00 p.m. on March 1, 2012. The City Manager's decision will be final and will be sent in writing to both parties.

Mr. Calender motioned to adjourn the meeting; Jim Foley seconded; motion passed.

The meeting was adjourned at 5:08 pm.


Renie Broderick, Merit System Board Secretary