

**MINUTES OF THE PERSONNEL BOARD**  
CITY OF PEORIA, ARIZONA  
COUNCIL CHAMBER  
February 22, 2017

A meeting of the City of Peoria, Arizona **Personnel Board** was convened at 8401 W. Monroe Street in open and public session at 5:00 p.m.

**Members Present:** Chairman Michael Kwederis, Vice Chairman Gloria Migal, Board Member Kristin Phelps.

**Members Absent:** Alternate Diane Alfonso.

**Board Attorney Present:** Sam Coffman, Attorney-at-Law.

**Staff Present:** Melinda Bird, Assistant City Attorney; Roy Minter, Chief of Police; Laura Krause, Human Resources Director; Geena Valenzuela, Human Resources Consultant (acting as Personnel Board Clerk).

**Others Present:** Joseph McGough, Appellant; Kathryn Baillie, Attorney.

**Audience:** Approximately twenty members of the public were present.

**CONSENT AGENDA**

**CONSENT AGENDA:** All items on the Consent Agenda are considered to be routine or have been previously reviewed by the Personnel Board, and will be enacted by one motion. There will be no separate discussion of these items unless a Board Member so requests; in which event the item will be removed from the General Order of Business, and considered in its normal sequence on the Agenda.

1. **MINUTES**

Board Member Phelps moved to approve the minutes from the Personnel Board meeting held May 21, 2015. Motion was seconded by Board Member Migal.

2. **AUTHORIZATION TO HOLD AN EXECUTIVE SESSION**

Pursuant to A.R.S. § 38-431.03.A3:

Discussion and possible action to authorize the holding of an Executive Session for the purpose of discussion and consultation with legal counsel for legal advice regarding the dismissal appeal of Joseph McGough (Appeal 2016-02).

Chairperson Kwederis moved to approve and motion was seconded by Vice Chairperson Migal. Upon vote, the motion carried unanimously 3 to 0.

**New Business- NOTE: Items 3 and 4 were completed at the start of the meeting to elect a Chair and vice Chair.**

3. **ELECTION OF CHAIR**

Board Member Phelps nominated Board Member Kwederis for Chairperson. Motion seconded by Board Member Migal. Upon vote, the motion carried unanimously 3 to 0.

4. **ELECTION OF VICE CHAIR**

Chairperson Kwederis nominated Board Member Migal for Vice Chairperson. Motion seconded by Board Member Phelps. Upon vote, the motion carried unanimously 3 to 0.

5. **JOSEPH MCGOUGH DISMISSAL APPEAL**

Personnel Board Appeal Number 2016-02 was heard in Open Session. At the Hearing, the Board heard arguments presented by Ms. Baillie on behalf of the Appellant and Ms. Bird on behalf of the City and had the opportunity to question legal counsel and the parties present.

At the conclusion of the Hearing, by a vote of 3 ayes and 0 nays, the Board denied the recommendation of the Hearing Officer and modified the City's decision of termination and instead held that Appellant should serve a suspension from the onset of Officer McGough's release from his position in May 2016 to the time of the Personnel Board hearing. Additionally, the Board recommended a Performance Improvement Plan and a Last Chance Agreement if deemed appropriate by the Police Chief.

**Adjournment:**

Being no further business to come before the Personnel Board, the meeting was duly adjourned 7:05 p.m.

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Michael Kwederis, Chair

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Gloria Migal, Vice Chair