

MINUTES OF PERSONNEL BOARD
CITY OF PEORIA, ARIZONA
COUNCIL CHAMBER
Thursday, January 29, 2015

A meeting of the City of Peoria, Arizona **Personnel Board** was convened at 8401 W. Monroe Street in open and public session at **5:30 p.m.**

Members Present: Thomas Campbell, Gloria Migal, and Kristen Phelps

Members Absent: None

Board Attorney: Fredda Bisman

Staff Present: Steve Burg, Chief Assistant City Attorney; William Mattingly, Public Works Director; Dawn Prince, Human Resources Manager; Tracey Booth, Training and Development Coordinator; Carol Johnson, Human Resources Consultant; Geena Valenzuela, Human Resources Consultant; Rhonda Humbles, Solid Waste Manager; and Christine Nickel, Human Resources Manager

Other Present: None

Audience: no members of the public were present

CONSENT AGENDA

CONSENT AGENDA: All items listed 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 is considered in its normal sequence on the Agenda.

A motion was made by Board Member

1. DISPOSITION OF ABSENCE:

Approved the absence of Personnel Board Chairman Mark Hughes from the Personnel Board meeting held on November 5, 2012

2. MINUTES:

Approved the minutes from the November 5, 2012 Personnel Board meeting.

3. Authorization to Hold an Executive Session Pursuant to A.R.S. 38-431.03.A.3:

Authorized the holding of an Executive Session for the purpose of discussion and consultation with legal counsel for legal advice regarding a personnel matter.

The Personnel Board recessed into Executive Session at 5:03 p.m. and reconvened the Regular Personnel Board meeting at 5:17 p.m.

REGULAR AGENDA

NEW BUSINESS:

4. ELECTION OF OFFICERS:

Alternate Gloria Migal appointed by Thomas Campbell, Chairman as regular member for this meeting/issue.

5. JAIME ARISMENDEZ DISMISSAL APPEAL:

Personnel Board Appeal Number 2014-01 was heard in Open Session. Steve Burg, Chief Assistant City Attorney, was present and represented the City of Peoria. The Appellant, Jaime Arismendez, did not appear.

Due to Mr. Arismendez' absence the Board asked if the City would like to move forward without the appellant. Steve Burg asked that the hearing proceed. Board inquired as to how the Appellant was notified of the meeting. Dawn Prince from Human Resources discussed the 3 ways Mr. Arismendez was notified of the hearing. Board made decision to continue with the hearing.

Steve Burg, Chief Assistant City Attorney presented an explanation of the city's discipline process and after doing so, asked that the Board affirm the Hearing Officers recommendation.

The Board asked about the major focus areas of Jaime Arismendez during the hearing. Steve Burg responds.

Board asks about the Appellants allegation that documents were altered after he signed them. Steve Burg responds.

Board inquires about the Appellants prior performance and when the Department Director William Mattingly realized that Mr. Arismendez was not performing at an acceptable level. Board also inquires about the Appellants statements to the Hearing Officer alleging that he did not receive sufficient training to do his job. Mr. Mattingly responds. Mr. Mattingly describes his department's organizational structure and his rationale as he looked at the violations and lack of Customer Service and attention to detail of Mr. Arismendez.

Additional discussion was had regarding the fact that Mr. Arismendez had received a "meets expectations" on his performance review in 2012. Mr. Mattingly explains the structure changes that occurred in the Solid Waste Department decreasing the number of supervisors in the department from three (3) to two (2) supervisors for a staff of 45. Mr. Mattingly also explains that he felt the span of control for each supervisor is great and felt Mr. Arismendez' poor performance slipped through the cracks with those staffing changes.

A motion was made by Board member Kristen Phelps, and seconded by Board member Gloria Migal to accept Hearing Officer, Cecil Patterson's recommendation and uphold the termination.

Vote passed: Yes (3 to 0)

Reports from Staff:

None.

Adjournment:

Being no further business to come before the Board, the meeting was duly adjourned at **5:56 p.m.**

Thomas Campbell, Chairman

Secretary