

ACTION AGENDA

THE SPECIAL SESSION OF THE CIVIL SERVICE COMMISSION (CSC) WAS HELD ON THURSDAY, OCTOBER 11, 2018, AT 9:00 A.M. IN THE COCHISE COUNTY BOARD OF SUPERVISORS HEARING ROOM LOCATED AT 1415 MELODY LANE, BUILDING G, BISBEE, ARIZONA

Commission Members

Ken Budge - present
Joni Giacomino - present
Kenneth Wallace – absent excused
Nancy Jacobsen – absent excused
Cathe Wright - present

City Staff

Elda Orduno – City Attorney - present
Frank Davis – Council Liaison – absent

City of Bisbee Representatives

Daniel Duchon – Personnel Director – present
Steven Coleman – Attorney representing the City of Bisbee – present

Grievant Representatives

Suzanna Vetter - Grievant – present
Ed Matchett – Attorney representing Grievant - present

The following items were considered, discussed, and/or decided upon at this meeting:

Meeting called to order at 9:02 AM

1. Roll Call
2. Review of involuntary termination of Suzanna Vetter, pursuant to the Personnel Rules and Regulations, Chapter VII, Section 3.

Mr. Budge discussed the order and allotted times with Mr. Coleman and Mr. Matchett.

Opening Statement – Mr. Coleman for City of Bisbee
Opening Statement – Mr. Matchett for Suzanna Vetter

Mr. Coleman presented for the City of Bisbee. Mr. Duchon called to speak as a witness. Mr. Coleman asked questions of Mr. Duchon, including the discussion of exhibits.

10:30 am – break called
10:37 am – meeting resumed
Mr. Matchett cross-examined Mr. Duchon.
Mr. Coleman had no further questions.

Commission members asked questions of Mr. Duchon.

Mr. Matchett presented for Ms. Vetter. Ms. Vetter called to speak as a witness. Mr. Matchett asked questions of Ms. Vetter, including discussion of exhibits.

12:02 pm – lunch break called

12:59 pm – meeting resumed

Mr. Coleman cross-examined Ms. Vetter.

Mr. Matchett re-directed Ms. Vetter.

Commission members asked questions of Ms. Vetter.

2:14 pm – break called

2:28 pm – meeting resumed

Mr. Coleman presented a clip of a recording taken on June 13, 2018, from an interview with Mr. Duchon, Ms. Vetter, and Mr. Smith.

Closing Statement – Mr. Coleman for the City of Bisbee

Closing Statement – Mr. Matchett for Ms. Vetter

3. Discussion and consideration of evidence presented concerning the involuntary termination of Suzanna Vetter pursuant to the Personnel Rules and Regulations, Chapter VII, Section 3C.3.

Commission members discussed and commented on the evidence presented and the involuntary termination.

4. Opinion and recommendation concerning the involuntary termination of Suzanna Vetter pursuant to the Personnel Rules & Regulations, Chapter VII, Section 3.C.3.

Motion:

Mr. Budge motioned to make a recommendation that the involuntary termination of Suzanna Vetter was not arbitrary, was not capricious, was an abuse of discretion, and was not in violation of applicable law.

SECOND: Joni Giacomino **MOTION PASSED:** Unanimously

Motion:

Mr. Budge motioned to make a recommendation that the involuntary termination be reversed, with the caveat Ms. Vetter not be allowed to return to a position in the Waste Water Treatment Plant, and receive another type of disciplinary action such as probation.

SECOND: Cathe Wright **MOTION PASSED:** Unanimously

5. Adjournment

MOTION: Ken Budge moved to adjourn at 3:36 pm.

SECOND: Cathe Wright **MOTION PASSED:** Unanimously