

Personnel Appeals Board
Meeting Minutes
July 16, 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 Thursday, July 16, 2015, located at City Hall Council Chambers, 425 Tenth Street, Douglas, Arizona.

1. Call to Order: 8:30 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 / Decision to decide if any conflict of interest exists for pending hearing

Motion by Bill Thomas, second by Adalberto Araiza to establish no conflict of interest.

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

4. Presentation of evidence

Juan Pablo Flores, City Attorney submitted the investigative file into evidence. Edward Matchett, Attorney at Law representing Debbie Rivera had nothing further to admit into evidence.

5. Swearing in of witnesses

The following witnesses were sworn in by Lawana Diffie as a group: Max Tapia, Joel Camacho, Rene Rios, Lauren Ortega, Carlos De La Torre, Debbie Rivera and Nick Jordan (over the phone).

6. Conduct the hearing on appeal of the dismissal of Debbie Rivera

Juan Pablo Flores, City Attorney provided opening statements for the City of Douglas.

Edward Matchett, Attorney at Law provided opening statements on behalf of Debbie Rivera.

First witness called to testify was Nick Jordan. This was conducted over the phone. Nick Jordan was first questioned by Edward Matchett and then cross examined by Juan Pablo Flores.

Second witness called to testify was Lauren Ortega. She was first questioned by Juan Pablo Flores and then cross examined by Edward Matchett.

Third witness called to testify was Carlos De La Torre. He was first questioned by Juan Pablo Flores and then cross examined by Edward Matchett.

Recess taken from 10:30 a.m. to 2:00 p.m.

Fourth witness called to testify was Debbie Rivera. She was first questioned by Edward Matchett and then cross examined by Juan Pablo Flores. Edward Matchett had additional questions.

Fifth witness called to testify was Rene Rios. He was first questioned by Edward Matchett and then cross examined by Juan Pablo Flores.

Sixth witness called to testify was Joel Camacho. He was only questioned by Edward Matchett.

7. Call for and conduct an executive session pursuant to A.R.S. 38-431.03A(1)

Motion by Lawana Diffie, second by Dave Pettes to NOT conduct an executive session.

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

8. Adjournment

Motion by Adalberto Araiza, **second** by Dave Pettes to adjourn the meeting at 4:00 p.m. unanimously passed.

Prepared By:



Rocio Garcia-Pedroza
HR Manager