



## CITY COUNCIL AGENDA REPORT

DATE: March 2, 2020

AGENDA OF: March 10, 2020

DEPARTMENT: Human Resources

SUBJECT: Councilmember Glover Violation of City Administrative Procedure Order (HR)

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RECOMMENDATION: Receive information regarding a determination of a violation of the City's Respectful Workplace Conduct Policy by Councilmember Glover.

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BACKGROUND: The City Council requested at the February 11, 2020 council meeting that staff prepare a report regarding a sustained finding of a violation of the City's Respectful Workplace Policy by Councilmember Glover to the March 10, 2020 City Council meeting. This agenda item is responsive to the request.

DISCUSSION: The City received a complaint from three commissioners of the Commission on the Prevention of Violence Against Women (CPVAW) on November 7, 2019 alleging a violation of the City's Respectful Workplace Conduct Policy APO, Section II-#B (Policy) by Councilmember Drew Glover. The City utilized the legal services of Tim Davis of the law firm Burke, Williams & Sorensen, LLP to investigate the claim and issue a finding (Attachment 1). Upon receiving the complaint from the three members of CPVAW, the Human Resources Director employed Mr. Davis to investigate the complaints regarding statements Councilmember Glover made on his Facebook page (Attachment 2).

Based upon his review of the complaints, it was Mr. Davis's determination that Councilmember Glover's statements violated the Policy. In addition, Mr. Davis also determined that Councilmember Glover's statements regarding former CPVAW Commissioner Grossman were retaliatory for his involvement in a previous investigation. Mr. Davis's report was concluded on December 6<sup>th</sup>, 2019, whereby the City Council was then notified on December 10<sup>th</sup>, 2019.

The investigation and the findings were under the purview of attorney/client privilege and therefore not released to the public until the City Council voted to release the report on January 14, 2020 in response to a public records request.

FISCAL IMPACT: The fiscal impact of the investigation by the law firm was \$8,824.

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Approved by:  
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City Manager

ATTACHMENTS:  
December 6, 2019 Correspondence – Tim Davis Finding  
Councilmember Glover Facebook Post