

**CITY OF GLENDALE  
PERSONNEL BOARD HEARING  
October 22, 2015 @ 6:00 pm**

**OPEN SESSION**

**MEMBERS PRESENT:** Stephen Gilman, Vice Chair  
Linda Gomez, Board Member  
Becky Shady, Board Member  
Davita Solter, Board Member

Donna Ford Terrell, RPR, RMR, RDR, CRR, Certified Court Reporter #50250, documented the record of the hearing.

**CALL TO ORDER AND ROLL CALL**

Vice Chair Stephen Gilman called the Personnel Board Hearing to order at 6:00 p.m. on Wednesday, October 22, 2015. Roll call was taken. The Appellant was represented by Attorney Neil Landeen, of Yen Pilch & Landeen, P.C. Nancy Mangone, Assistant City Attorney, represented the Respondent, City of Glendale.

**APPROVE PREVIOUS HEARING MINUTES**

The minutes of a previous hearing held on behalf of Derek Fisher, a former Sworn Police Officer, were approved by the Personnel Hearing Board.

**PROPOSED POLICY REVISIONS**

Proposed policy revisions to Human Resources Policy 301, Classification and Compensation, and Human Resources Policy 505, Drug, Alcohol, and Substance Abuse, were approved by the Personnel Hearing Board.

**ORDER OF PROOF**

The reading of the Order of Proof was waived by the Appellant and the City of Glendale, Respondent.

**PURPOSE OF HEARING**

The purpose of the hearing was to take testimony in the matter of the disciplinary appeal requested by a City of Glendale Police employee regarding her involuntary demotion. On October 16, 2014, this employee was served with a Notice of Intent to Involuntary Demote. On January 14, 2015, the employee was served a Notice to Involuntary Demote.

**CONCLUSION BY THE CHAIR**

Vice Chair Stephen Gilman concluded that the Board found the specific evidence presented at this hearing did justify the discipline administered in this matter in regard to an involuntary demotion and therefore voted to recommend the disciplinary action be sustained.

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The hearing adjourned at 10:15 p.m.

Submitted by:

Jim Brown  
HR & Risk Management Director