



OPELIKA CITY COUNCIL
“ SPECIAL MEETING AGENDA “
300 Martin Luther King Blvd.
December 11, 2020
TIME: 2:00 PM

I. CALL TO ORDER

II. ROLL CALL

1. George Allen, Erica Norris, Robert Lofton, Todd Rauch, Eddie Smith

III. RESOLUTIONS

1. Resolution Relating to Grievance Filed by David Davis.

IV. ADJOURN

“In compliance with the Americans with Disabilities Act, the City of Opelika will make reasonable arrangements to ensure accessibility to this meeting. If you need special assistance to participate in this meeting, please contact the ADA Coordinator 72 hours prior to the meeting at (334)705-2083.”

RESOLUTION NO. 321-20

Resolution Relating to Grievance Filed by David Davis.

RESOLUTION NO. _____

RESOLUTION RELATING TO GRIEVANCE FILED BY DAVID DAVIS

WHEREAS, David Davis has been employed by the City of Opelika as a regular status classified employee in the Fire Department; and

WHEREAS, the City of Opelika, Alabama (the “City”) has adopted policies and procedures to establish guidelines for personnel actions within the City; and

WHEREAS, the City’s grievance procedure provides a standard process for speedy investigation and resolution of employee grievances and/or appeal of certain disciplinary actions; and

WHEREAS, acceptable reasons for grievance include termination of employment, demotion, suspension without pay or final written warning; and

WHEREAS, the final step to resolve a grievance is to appeal to the City Council; and

WHEREAS, David Davis heretofore appealed to the City Council from the disciplinary action taken by the Administration to terminate his employment; and

WHEREAS, on December 1, 2020, and continuing into December 2, 2020, in executive session, the City Council conducted a hearing on the grievance filed by David Davis; and

WHEREAS, all evidence presented in the grievance hearing has been thoroughly evaluated.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Opelika, Alabama, as follows:

1. That the City Council finds and determines that David Davis is guilty of violating subparagraphs (c) Conduct Unbecoming an Employee and (hh) Workplace Violence of Section 8.2.1 of the Personnel Policies and Procedures Manual.
2. That the City Council denies the employee's grievance and orders that Mr. Davis be dismissed from the City's service effective on November 6, 2020.
3. That the Decision Upon Hearing by the City Council, a copy of which is on file with the City Clerk, is hereby approved.
4. That the decision of the City Council will be final and binding on all parties.
5. That the Human Resources Director shall immediately cause a copy of the decision of the City Council to be delivered to David Davis.
6. That this Resolution shall take effect upon its passage and adoption by the City Council.

ADOPTED AND APPROVED this the ____ day of _____, 2020.

PRESIDENT OF THE CITY COUNCIL
OF THE CITY OF OPELIKA

ATTEST:

CITY CLERK