



OPELIKA CITY COUNCIL
“ SPECIAL CALLED MEETING MINUTES “
300 Martin Luther King Blvd.
March 11, 2021
TIME: 10:00 AM

1. Call to Order

President Smith called the special called meeting to order at 10:00 am and asked Mr. Jones to call the roll.

2. Roll Call

The Mayor and all City Council members were present.

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

3. Executive Session

President Smith asked if there was a motion to move into executive session. Ms. Norris stated "Mr. President, I move to go into executive session to consider the discipline or dismissal of a city employee and to discuss the good name and character of said employee." Mr. Rauch seconded the motion and the below vote was recorded:

Ayes: Allen, Norris, Lofton, Rauch, Smith

Nays: None.

President Smith then estimated they would need approximately 2 hours.

After 2 hours had passed, Mr. Jones stated he believed it would take at least another hour.

4. Resolutions

President Smith asked Mr. Gunter to present the resolution.

1. Resolution 048-21 Resolution Relating to Grievance Filed by Carrie Thompson.

RESULT:	APPROVED [3 TO 1]
MOVER:	Todd Rauch, Council Member
SECONDER:	Robert Lofton, Council Member
AYES:	Robert Lofton, Eddie Smith, Todd Rauch
NAYS:	Erica Norris
ABSTAIN:	Willie Allen

5. Adjourn

The City Council meeting minutes of March 11, 2021 are hereby adopted and approved this the 16th day of March, 2021.

/s/ Eddie Smith

President of City Council

City of Opelika, Alabama

ATTEST:

/s/ Russell A. Jones

Russell A. Jones

City Clerk

1. Motion to Adjourn.

The special called meeting ended at 2:48 pm.

RESULT: APPROVED [UNANIMOUS]

MOVER: Todd Rauch, Council Member

SECONDER: Erica Norris, President Pro-Tem

AYES: Allen, Norris, Lofton, Smith, Rauch

RESOLUTION NO. 048-21

Resolution Relating to Grievance Filed by Carrie Thompson.

RESOLUTION NO. _____

RESOLUTION RELATING TO GRIEVANCE FILED BY CARRIE THOMPSON

WHEREAS, Carrie Thompson 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, Carrie Thompson heretofore appealed to the City Council from the disciplinary action taken by the Administration to terminate her employment; and

WHEREAS, on March 11, 2020, in executive session, the City Council conducted a hearing on the grievance filed by Carrie Thompson; 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 Carrie Thompson is guilty of violating subparagraphs (i) Falsification and (y) Serious Rule Violation 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 Ms. Thompson be dismissed from the City's service effective on February 17, 2021.
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 Carrie Thompson.
6. That this Resolution shall take effect upon its passage and adoption by the City Council.

ADOPTED AND APPROVED this the ____ day of _____, 2021.

PRESIDENT OF THE CITY COUNCIL
OF THE CITY OF OPELIKA

ATTEST:

CITY CLERK