

Minutes
Clifton Town Council
Special Session
April 20, 2022
10:04 A.M.

Members Present

Mayor Luis Montoya
Vice-Mayor Laura Dorrell
Council member Anthony James
Council member Ray Lorenzo
Council member Ray West
Council member, Karen Crump-Frye
Council member, Vacant

*Excused

Quorum Present

Also present was Town Attorney, Trish Stuhan who participated via telephone.

Call To Order: The meeting was called to order by Mayor Luis Montoya followed by the Pledge of Allegiance.

New Business

Discussion and/or action to approve \$13,750 for Revolutionary HR Consulting, LLC to conduct a workplace investigation: Town Manager, Rudy Perez reported that on April 11, 2022, an Offensive Behavior/Harassment in the workplace complaint form had been filed by a town employee, the complainant. On the next day, a counter-complaint had also been filed by the alleged offender against the complainant.

Under the advice of the town's legal counsel, it was recommended that a third-party consultant conduct the investigation on behalf of the town. Mr. Perez provided Council with a Project Agreement and Engagement Proposal from Revolutionary HR Consulting, LLC. He explained that due to the cost estimate exceeding his spending authority, Council would have to authorize the expenditure.

Mayor Montoya reminded Council that their role in any personnel matter is not permissible. However, Council does have the option to obtain legal advice from the town attorney regarding the handling of personnel matters and general questions regarding investigating workplace complaints.

Motion to convene into executive session was made by Vice-Mayor Laura Dorrell. Second to the motion was made by Council member Ray Lorenzo.

Voting in favor of the motion were Council members Dorrell, Lorenzo, West, James, Crump-Frye and Montoya. Motion carried

Council convened into executive session at approximately 10:15 a.m.

Executive Session: An executive session pursuant to A.R.S. § 38-431.03(A)(3) for discussion or consultation for legal advice with the Town Attorney regarding the Town's procedures and legal requirements for handling of personnel matters and investigation of workplace complaints:

Council reconvened to regular session at approximately 10:27 a.m.

Council resumed consideration of the request to approve the expense to retain the services of Revolutionary HR Consulting, LLC to conduct a workplace investigation.

Motion to approve hiring the consultant and approve \$13,750 as quoted was made by Council member Ray West. Second to the motion was made by Vice-Mayor Dorrell.

Voting in favor of the motion were Council members West, Dorrell, James, Lorenzo, Crump-Frye, and Montoya. Motion carried.

Adjournment: Meeting adjourned at approximately 10:20 a.m.

Approved:

Luis Montoya, Mayor

Attest:

Esperanza Castaneda, Town Clerk