



CITY OF ANTHONY, NEW MEXICO

RESOLUTION 2020-003

A RESOLUTION OF THE CITY OF ANTHONY GOVERNING BODY ADOPTING AND IMPLEMENTING HEARING OFFICER RECOMMENDATIONS.

WHEREAS, Esther Motongo, the City Clerk, submitted a grievance date October 25, 2019 to the Board of Trustees;

WHEREAS, on November 12, 2019 the Board of Trustees voted to allow the City Manager to hire a hearing officer to address Ms. Motongo's grievance;

WHEREAS, Matthew Holt was hired to act as the hearing officer with respect to Ms. Motongo's grievance;

WHEREAS, the grievance hearing was held on December 11, 2019 and was attended by the Hearing Officer, Ms. Motongo and the City Manager;

WHEREAS, on December 23, 2019, the Hearing Officer issued his *Findings and Recommendations* with respect to Ms. Motongo's grievance;

NOW THEREFORE, be it resolved by the City of Anthony's Governing Body that it adopts and implements all of the Hearing Officer's recommendations from his *Findings and Recommendations* as follows:

- a. The Governing Body recognizes its role as supervisor of the City Manager, who bears primary responsibility for managing the day-to-day operations of the City;
- b. Consistent with law, the Governing Body acknowledges that it may only act as a collective body and not individually;
- c. The Governing Body is committed to adherence to the provisions of the Open Meetings Act;
- d. The Governing Body acknowledges that the City Manager has been invested with authority to stop employees from making insulting and false accusations against one another.
- e. The City Manager is directed to review the job descriptions of City employees currently being used, to consult with department heads, and, as necessary, to revise the job descriptions of City employees to meet the following criteria:

1. Job descriptions must clearly describe an employee's duties;



2. They must also give the City Manager flexibility to ask the employee to perform tasks or assignments as the City Manager sees fit.

f. The City Manager is directed to create and to communicate to City Staff a clear chain of authority to be followed by Staff, which allows contact outside of the traditional chain of command only when appropriate.

PASSED, APPROVED AND ADOPTED THIS 15th DAY OF JANUARY 2020.

Diana M. Trujillo
Diana M. Trujillo, Mayor



ATTEST:

Gloria Ramirez

Gloria Ramirez, Acting- City Clerk

ROLL CALL VOTE:

Mayor Pro Tem, Gloria Gameros

YES NO

Gloria Gameros

Trustee Fernie Herrera

YES NO

Fernie Herrera

Trustee Elva Flores

YES NO

Elva Flores

Trustee Javier Silva

YES NO

Javier Silva