

DRAFT LETTER OF REPRIMAND

Kolby Granville
Tempe City Council
31 E. 5th Street
Tempe, AZ 85281

Mr. Granville:

The purpose of this letter is to provide you with a written reprimand concerning your conduct on January 11, 2017. The City Council has concluded that your conduct on January 11, 2017 during a City Manager Working Group meeting violated Resolution No. 2009.126, certain provisions of the City's Code of Conduct and certain provisions of the City's Ethics in Our Workplace handbook.

Resolution No. 2009.126 provides, expressly, that "The members of the Tempe City Council desire to conduct their business in a manner that is legally and ethically beyond reproach." This Resolution adopts sections of Section 406B.3 of the Tempe Personnel Rules and Regulations which prohibit abusive attitude, language, behavior or conduct toward a fellow employee. Page 5 of the City's Ethics handbook contains the heading "Ethics in Our Workplace Means..." On the following page it is stated that this requirement includes "essential decency in our dealings with peers, bosses and subordinates and all those outside the City with whom we come in contact." Page 15 of this handbook begins with the heading "It is a matter of respect." Subordinate to this heading is the following language:

The only way the relationship works is to treat one another with fairness, dignity and respect. We insist!...Our city is not only obligated, but committed to provide you with a work environment that is safe, fulfilling and dignified. Intimidation, coercion and harassment of any kind have no place here.

Your treatment of a member of the City Attorney's office during a January 11, 2017 City Manager Working Group meeting violated the above-cited provisions of Resolution No. 2009.126, the particular reference in Section 406B.3 of the City of Tempe Personnel Rules and Regulations, and the above-referenced provisions of the City's Ethics manual. This is due to the undisputable fact that you treated the representative of the City Attorney's office in a disrespectful and undignified manner. Your treatment of this individual, in this regard, caused the individual to feel humiliated, that his/her reputation was "trashed" in front of the other individuals attending the meeting. Further, this individual feared losing his/her job if he/she objected to the treatment.

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For the above reasons, the Members of the City Council have determined that your conduct warrants a written reprimand, as stated herein.

Mark Mitchell , Mayor

Robin Arredondo-Savage, Vice Mayor

Randy Keating, Council Member

Lauren Kuby, Council Member

Joel Navarro, Council Member

David Schapira, Council Member