

MINUTES

Government Body: CIVIL SERVICE COMMISSION
Date: January 8, 2016
Time: 1:00 PM
Place of Meeting: City Hall – Conference Room A – 50 W 13th St.

Present: Commissioners Dan White, Betty Takes and Mary Lynn Neuhaus

Also present: Randy Peck, Don Vogt, Kevin Cornwell, Candace Eudaley, John Rosenthal, Ron Gulyash, Kevin Saylor, Randy Hancock, Mike Feltes, Paul Herman, Randy Ludowitz, Jake Roth

1. Approval of minutes from the December 16, 2015 meeting:

Motion by Takes to approve the minutes as submitted. Seconded by Neuhaus. Motion carried 3-0.

2. Hearing on the Appeal of Randy Hancock:

- Attorney Kyle McCoy appeared for Randy Hancock.
- Assistant City Attorney Maureen Quann appeared for the City of Dubuque.
- Witnesses were sworn in by Chairperson White.
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Testimony was heard from the following witnesses.

Witness: Kevin Cornwell

- Direct examination by Maureen Quann. Two video recordings of the incident were played.
- Cross examination of Kevin Cornwell by Kyle McCoy.

Witness: Don Vogt

- Direct examination by Maureen Quann.
- Cross examination by Kyle McCoy. Submission of Exhibit #1 (City Administrative Policy #4.12).
- Redirect examination by Maureen Quann. Submission of Exhibit #1 (City Administrative Police #4.01)

Witness: Randy Peck

- Direct examination by Maureen Quann. Submission of Exhibit #2 (Acknowledgment of Receipt of Administrative Policies by Randy Hancock); and Exhibit #3 (City Administrative Policy #4.08)
- Cross examination by Kyle McCoy.

Witness: Jake Roth

- Direct examination by Maureen Quann.
- Cross examination by Kyle McCoy (the last 10 minutes of which were not audio recorded due to technical difficulty with the recorder)

City rested.

The Appellant team caucused in private from 2:15 p.m. to 2:26 p.m.

Witness: Paul Herman

- Direct examination by Kyle McCoy
- Cross examination by Maureen Quann

Witness: Randy Hancock

- Direct examination by Kyle McCoy
- Cross examination by Maureen Quann

Appellant rested

Following discussion and questions/answers among the commission and the attorney's Motion by Neuhaus to uphold the decision of the City Manager to terminate the employment of Randy Hancock. Seconded by Takes. Motion carried 2-1 with White voting nay.

3. Adjournment: Motion by Neuhaus to adjourn at 2:58 p.m. Seconded by Takes. Motion carried 3-0.

Civil Service Commission

Submitted by Kevin S. Firnstahl, City Clerk.