

RESOLUTION NO. _____

**A RESOLUTION OF SOUTH LAKE TAHOE CITY COUNCIL
DISAPPROVING OF AND CENSURING CERTAIN BEHAVIOR
OF COUNCILMEMBER JOANN CONNER**

WHEREAS, It is essential for the effective governing of the City of South Lake Tahoe for the public to have confidence in the integrity of its local government, and its fair, effective, respectful, and courteous operation; and

WHEREAS, on October 2, 2007 the South Lake Tahoe City Council adopted City Council Protocols, which were updated and revised on various dates since enactment (collectively the "Protocols") for the express purpose of having the City Council conduct its business in an orderly and fair manner, to proceed with the business of government in an efficient and orderly manner, so as to encourage high standards of behavior by Council members and by the public; and

WHEREAS, the Protocols and City Council Orientation Manual govern the interactions between Council and each other as well as Council and staff; and

WHEREAS, the City Council has the primary responsibility to assure state and federal laws are followed, particularly in the area of employer/employee relations. The City Council has observed and has been provided information that Councilmember Conner has treated staff, Council, Agency partners and members of the public in an abusive, hostile and/or disrespectful way, that has been detrimental to the effective governance of the City; and

WHEREAS, Council members are otherwise expected to adhere to general norms and expectations and to otherwise conduct themselves in a manner consistent with their elected position, including adherence with the law and not behaving in a manner that is detrimental to the City or adverse to the City's interests; and

WHEREAS, individual Council members, members of City staff, Agency partners and members of the public have raised concerns about Council member Conner's abusive, harassing and combative behavior on numerous occasions; and

WHEREAS, the specific allegations against Councilmember Conner are that she has:

1. on numerous occasions been disrespectful to Councilmembers during public meetings;

2. verbally attacked employees, including the City Manager, resulting in a pattern of behavior that may constitute a potential hostile work environment;
3. caused employees to seek advice and assistance from the City Attorney and/or City Manager arising out of confrontations or interactions with Councilmember Conner;
4. potentially subjected the City to litigation for the alleged behavior;
5. as a representative of the City and City Council, has acted in a manner that has caused the Agency partners to decline to or be reluctant to work with Councilmember Conner;
6. been hostile and demeaning to persons who have provided testimony or opinions in public meetings; and
7. has acted in a manner during public meetings that has been alleged in an editorial in local media to be bullying, ridiculing and scolding, which impacts the respect the public has for the City and the City Council.

WHEREAS, as an employer, the City Council has an obligation to eliminate and/or prevent any member of the staff, Council or public from creating a potential hostile work environment or retaliation for alerting the Council to a situation that could result in potential litigation; and

WHEREAS, during the City Council workshop on February 21, 2015, the Council and Councilmember Conner discussed both Council/staff and Council/Council relationships, during that discussion Councilmember Conner agreed specifically not to act in the manner described above, but there has been no significant change in demeanor, attitude or respect for others since that time; and

WHEREAS, in response to those Council members, staff, and public members' concerns, on October 8, Mayor Hal Cole directed the City Attorney to prepare and send a copy of this proposed Resolution with correspondence to Councilmember Conner informing her of the allegations contained herein and also informing her that the City Council would consider these violations in the context of a public meeting on October 19, 2015 in order for Councilmember Conner to be able to address the items contained in this Resolution; and

WHEREAS, Councilmember Conner was present and/or involved in each of the items listed above and as a result has independent knowledge and is independently aware of the facts and circumstances involved in each and consequently has sufficient information, including the names and identities of all other individuals involved in those incidents; and

WHEREAS, a public meeting was held before the South Lake Tahoe City Council on October 19, 2015, at 3 pm, at which Council member Conner was present, with the opportunity to respond to the allegations set forth in this Resolution and to present information and evidence to the City Council for its consideration prior to the City Council's consideration of this Resolution.

NOW, THEREFORE, BE IT RESOLVED by the South Lake Tahoe City Council that the above recitals are true and correct and are incorporated herein as though fully set forth in full.

BE IT FURTHER RESOLVED that the Council finds that Councilmember Conner in her conduct toward other City Council members, City staff, Agency partners and members of the public:

1. has been disrespectful and discourteous;
2. has detracted from the orderly, efficient, and fair conduct of the City's business;
3. has been abusive to employees, Council members and the public given the standing as an elected public official;
4. has not served to increase the public confidence in the City government; and
5. has not been in keeping with the heightened norms and standards of conduct required of Councilmembers.

BE IT FURTHER RESOLVED by the Council that this Resolution serves as a formal statement of censure disapproving Council member Conner's conduct as described herein.

PASSED AND ADOPTED this _____ day of October, 2015, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Hal Cole, Mayor

ATTEST:

Susan Alessi, City Clerk