

CITY OF FORNEY



P.O. Box 826
101 E. Main Street
Forney, TX 75126

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forneytx.gov

March 1, 2021

VIA Email

Chief Mica Lunt
mlunt@forneytx.gov

Re: City Council Decision Regarding Formal Grievance

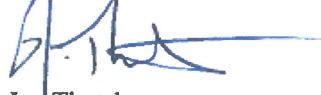
Dear Chief Lunt:

On February 26, 2021, at 6:00 p.m., the City Council convened in a Special Meeting. It was during an executive session that I presented the Council with a copy of your grievance along with my findings related to your formal grievance submitted in writing to the Mayor and myself on Sunday evening, February 21, 2021. In the time leading up to the executive session with the City Council, I carefully reviewed your grievance as well as your comments made to me in person on Thursday, February 25, 2021. Additionally, I have had the opportunity to also meet with other individuals who have been identified as having pertinent information related to the events contained in your complaint. Your complaint was brought on the grounds of unfair treatment and improper working conditions, focusing on the events occurring on Friday, February 19, 2021.

A grievance, according to the City's Personnel Policies, is defined as an allegation regarding the violation, misinterpretation or improper application of a specific state or federal law, regulation, or City Charter, policy, or ordinance provision. A grievance does not include an employee questioning the substance of policy or complaints regarding an employee's individual working conditions. Under the City Charter, the City Manager is tasked with directing and supervising the administration of all departments, offices and agencies of the City unless otherwise provided for by the City Charter. The communication and interaction between yourself and the City Manager on Friday, February 19, 2021, was within the authority and purview of the City Manager. As such, the complaint is a non-grievable action since it is not based on some violation of law or policy, etc., but rather, is a complaint regarding the employee's individual working conditions.

Following the executive session, the City Council, by a majority, accepted the recommendation to dismiss the complaint. Pursuant to Section 7.04 of the City's Personnel Policies, the decision of the City Council is considered final and a copy of all non-privileged documentation will be placed in the employees' personnel files.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jon Thatcher", with a long horizontal flourish extending to the right.

Jon Thatcher
City Attorney

Enclosures: Grievance

Cc: City Council
Human Resources
Tony Carson, City Manager