



Walking the Line

**Addressing
Complaints Against
Elected Officials**



Panel Members

Moderator



Kelly Trainer Policky

EMPLOYMENT PRACTICES MANAGER

California Joint Powers
Insurance Authority

Panelist



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PARTNER

Atkinson, Andelson, Loya,
Ruud & Romo



Overview of the Roles

1 City Manager

2 Legal Counsel

3 Investigator

Imagine...

A Councilmember has been making highly critical comments about multiple Department Heads during public meetings and on social media. That same Councilmember has been contacting staff, asking questions, and, in some cases, directing staff.

Last week, the Finance Director emailed a complaint to the City Manager against the Councilmember. In it, she alleges that the Councilmember has been creating a hostile work environment and is treating her differently because she is the only female Director. She also accused the Councilmember of improperly directing her and other members of the Finance Department in violation of the municipal code.






**What is your initial
response to
receiving this
complaint?**

The background features a large white circle on a black field. To the left, a dark gray circle overlaps the white one. To the right, a series of concentric white circles are partially visible, overlapping the white circle and extending towards the right edge.

**How is this
agendized for
the City
Council's
Review?**



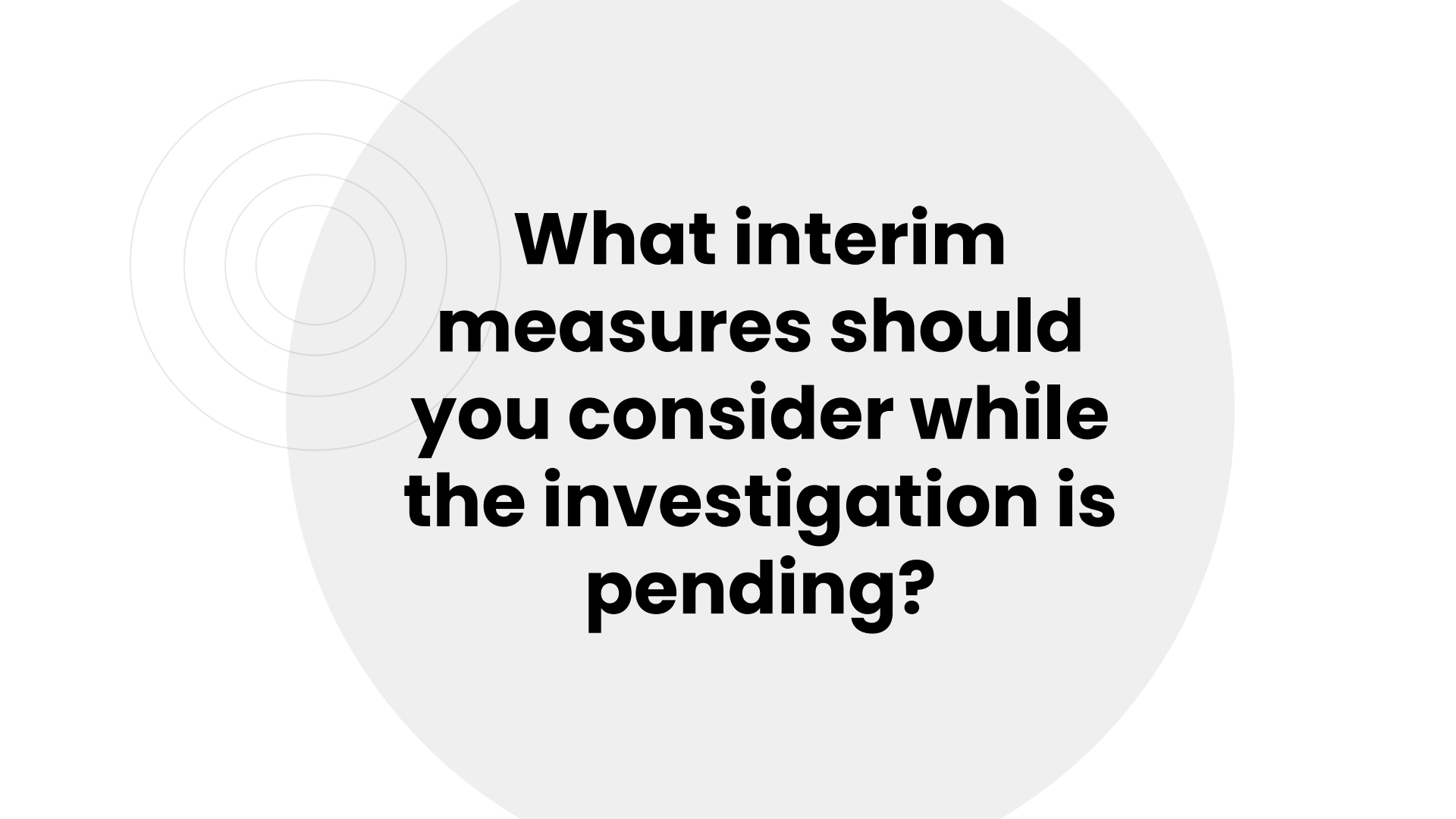
**Does the accused
Councilmember
attend Closed
Session?**

The background is a solid black field. A large, bright white circle is centered on the page. To the left of this white circle, there is a cluster of three overlapping circles in various shades of gray, ranging from dark to light. To the right of the white circle, there is a series of five concentric white circles of decreasing size, creating a ripple effect.

**What decisions
or direction do
you need?**



**What do you need
in an investigator?**



**What interim
measures should
you consider while
the investigation is
pending?**

The background is black. A large white circle is centered on the slide. To the left of the white circle, there are two overlapping circles: a dark gray one in front of a lighter gray one. To the right of the white circle, there are several concentric white circles of varying sizes.

**Who handles
the logistics
of the
investigation
for the City?**

The background is black. A large white circle is centered on the slide. To the left of the white circle, there are two overlapping circles: a dark gray one in front of a lighter gray one. To the right of the white circle, there are several concentric white circles of varying sizes.

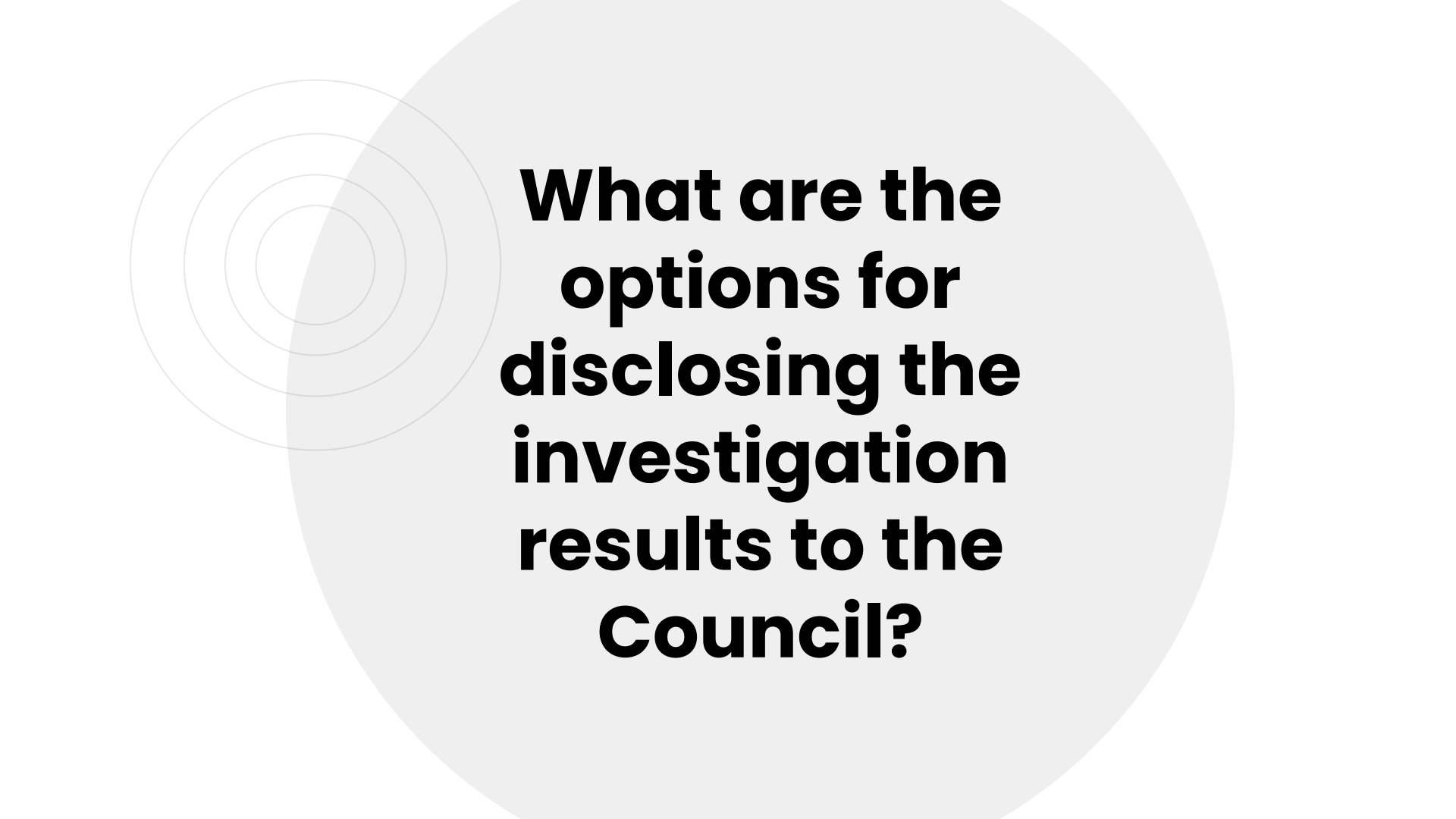
**How do you
manage
questions and
concerns from
staff?**



**How do you
manage questions
and concerns from
Councilmembers,
including the
accused
Councilmember?**

The background is black. A large white circle is centered on the slide. To the left of the white circle, there are two overlapping circles: a dark gray one in front of a lighter gray one. To the right of the white circle, there are several concentric white circles of varying sizes.

**How should the
report be
prepared and
delivered to the
City?**



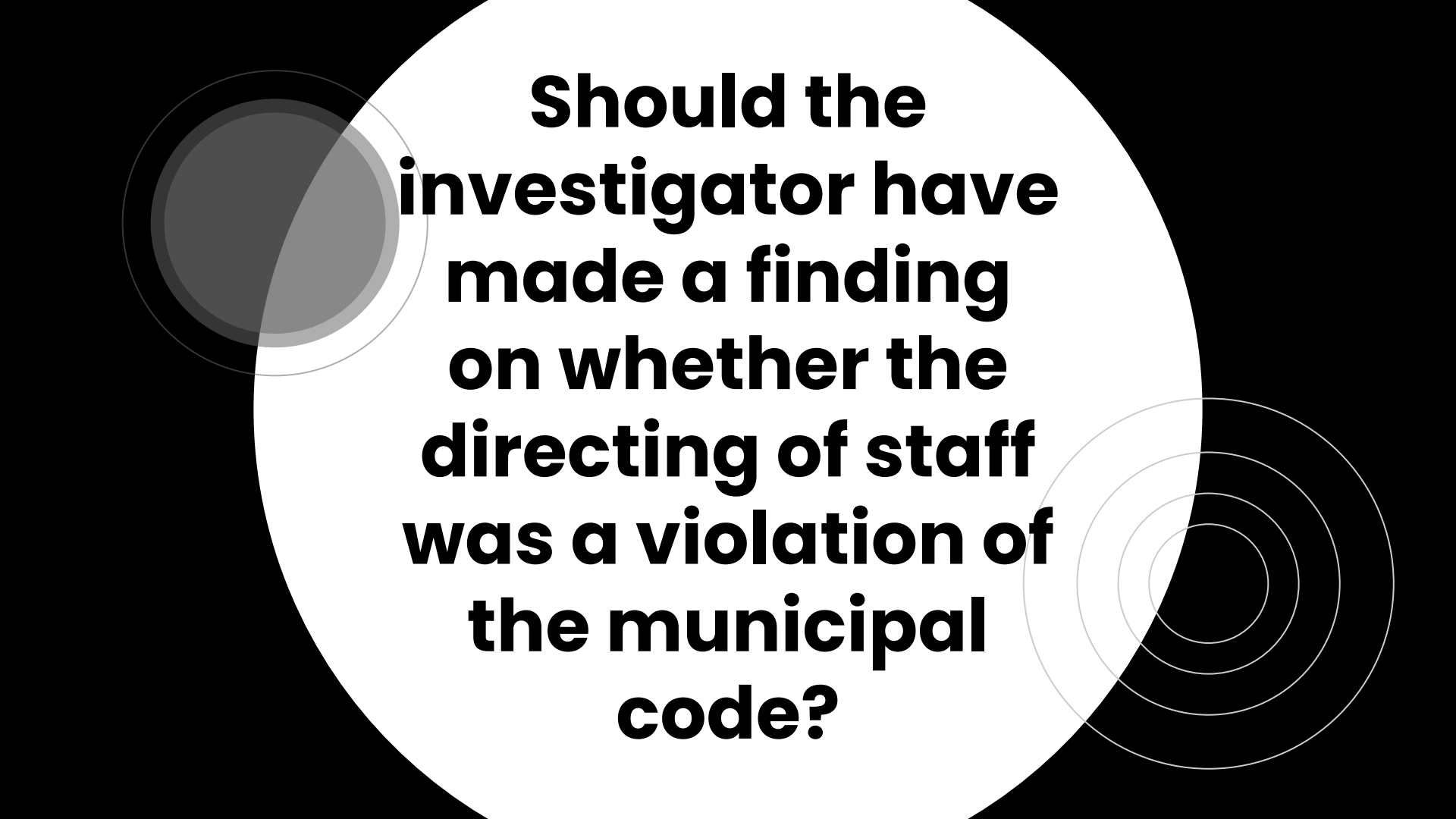
**What are the
options for
disclosing the
investigation
results to the
Council?**

Imagine...

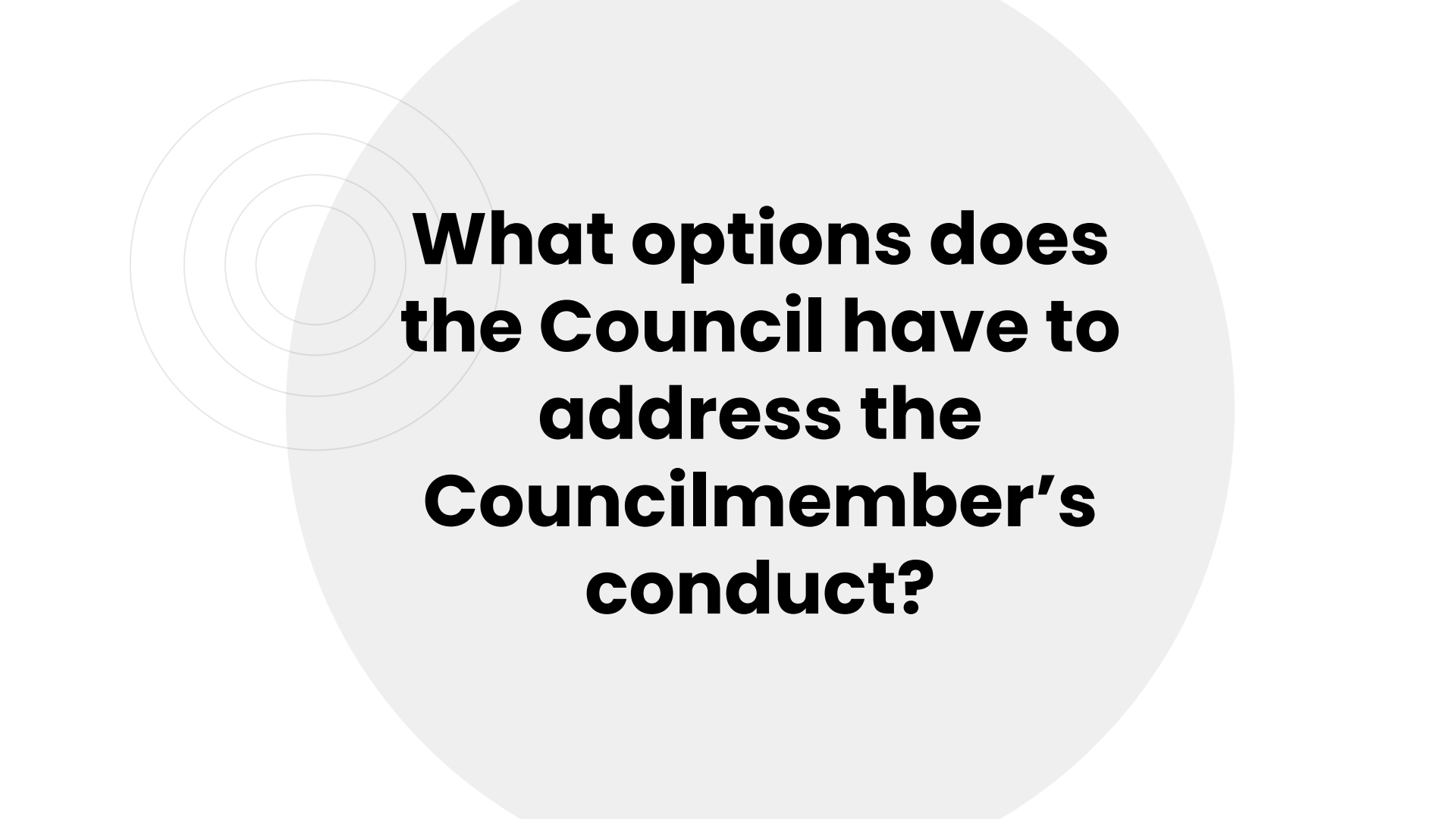
The investigation findings are:

- The Finance Director has not been treated differently than male Department Heads
- The Finance Director has been subjected to unprofessional conduct by the Councilmember – in public meetings, during Closed Session, and in one-on-one dealings
- The Councilmember has issued directions to the Finance Director






**Should the
investigator have
made a finding
on whether the
directing of staff
was a violation of
the municipal
code?**



**What options does
the Council have to
address the
Councilmember's
conduct?**

The background is black with a large white circle in the center. To the left of the white circle, there are two overlapping circles: a larger grey one and a smaller white one. To the right of the white circle, there are several concentric white circles of varying sizes.

**How do you
effectively manage
the ongoing
professional
relationship
between
employees and the
Councilmember?**

A circular graphic with a dark, textured background. Scattered across the background are several white rectangular cards, each featuring a large black question mark. Two thin white concentric circles are centered on the image. The text "Audience Q&A" is written in a bold, white, sans-serif font on the right side of the image.

Audience Q&A

Thank you!

Moderator



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