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## Personnel Board Meeting Pelham City Hall – Council Chambers October 16, 2023 – 8:00 a.m.

### MINUTES

Proper notice of the scheduled meeting of the Pelham Personnel Board was given in advance of such a public meeting and the notice remained posted throughout the scheduled meeting.

**Date:** October 16, 2023  
**Time:** 8:00 a.m.  
**Place:** Pelham City Hall – Council Chambers  
**Present:** Pelham Personnel Board Member Floyd Collins  
Pelham Personnel Board Member Jim Collins  
Pelham Personnel Board Member Martina Winston

Media Present: None

Others Present: Mayor Gary Waters, City Manager Gretchen DiFante, Members of the City Council, city department heads, city employees, and members of the public.

#### Call to Order

Pelham City Clerk/Treasurer Tom Seale called the Pelham Personnel Board meeting to order at 8:00 a.m.

#### Appointment of Acting Pelham Personnel Board Secretary

A motion was made by Board Member Martina Winston to appoint Tom Seale as acting Pelham Personnel Board Secretary to take minutes of the meeting in the absence of Human Resources Director Tracy Hill. Said motion was seconded by Board Member Floyd Collins and passed unanimously by voice vote of those members present.

#### Record of Attendance

Acting Pelham Personnel Board Secretary Tom Seale noted for the record that all members of the Pelham Personnel Board were in attendance and a quorum was present. Pelham Personnel Board Attorney Josh Arnold was present.

### Approval of Agenda

A motion was made by Board Member Floyd Collins to approve the Personnel Board Agenda for October 16, 2023. Said motion was seconded by Board Member Martina Winston and passed unanimously by voice vote of those members present.

### Approval of Minutes

A motion was made by Board Member Floyd Collins to approve the July 26, 2023 Pelham Personnel Board Minutes with a correction to the spelling of "position" under NEW BUSINESS. The motion was seconded by Board Member Jim Collins and passed by a unanimous voice vote of those members present.

### New Business / Orders and Other Business

1. Appeal Hearing Regarding the Demotion of Pelham Police Officer James Grier

Board Attorney Josh Arnold made several introductory comments and provided instructions for the appeal hearing regarding the demotion of James Grier from Lieutenant to Officer. He noted for the record the complete proceedings of today's appeal hearing would be transcribed by a court reporter.

The City of Pelham was represented by Attorney Charlie Waldrep. Mr. Waldrep made opening comments.

Officer James Grier was represented by Attorney Scott Morro and Attorney Ken Moore. Mr. Morro made opening comments.

Attorney Waldrep called the following witnesses on behalf of the City of Pelham:

Brent Sugg, Chief of Police, Pelham Police Department  
Jason Walker, Officer, Pelham Police Department  
Michael Bonin, Owner, B&C Towing and Recovery, via Zoom  
Melissa Grier, Wife of James Grier  
Andrew Clements, Trooper, Alabama Law Enforcement Agency (ALEA), via Zoom  
Josh Cox, Shelby County District Attorney's Office  
Jason Vandiver, Sergeant, Pelham Police Department

Attorney Scott Morro called the following witness on behalf of Officer James Grier:

James Grier, Officer, Pelham Police Department

Board Attorney Josh Arnold stated for the record there being no further witnesses or testimony, the appeal hearing of Officer James Grier has concluded. Attorney Arnold requested the Personnel Board enter into an executive session to discuss the facts and testimony of the appeal hearing.

### Executive Session

Acting Pelham Personnel Board Secretary Tom Seale stated for the record the purpose of the Executive Session is to discuss the general reputation and character, physical condition, professional competence,

or mental health of individuals, or, subject to the limitations set out herein, to discuss the job performance of certain public employees under Section 36-25A-7(1)(a), Code of Alabama 1975, as amended.

Board Attorney Josh Arnold stated the purpose of today's Executive Session is appropriate under Section 36-25A-7(1)(a) Code of Alabama 1975, as amended.

A motion was made by Board Member Martina Winston to enter an Executive Session of the Board for the stated purpose. Said motion was seconded by Board Member Floyd Collins. Acting Personnel Board Secretary Tom Seale called the roll to enter into an Executive Session. The vote to adopt said motion was recorded as follows:

Floyd Collins, Pelham Personnel Board Member	<u>Yes</u>
Jim Collins, Pelham Personnel Board Member	<u>Yes</u>
Martina Winston, Pelham Personnel Board Member	<u>Yes</u>

Board Attorney Josh Arnold asked the members of the Personnel Board, and Acting Personnel Board Secretary Tom Seale to join him in an Executive Session to be held in the Council Conference Room. Attorney Arnold stated he expected the Personnel Board to return from the Executive Session in approximately 60 minutes. The Pelham Personnel Board went into Executive Session at 2:34 p.m.

Board Member Martina Winston moved to adjourn the Executive Session. Said motion was seconded by Board Member Jim Collins. The motion passed unanimously by voice vote of those members present and the Executive Session was adjourned at 3:32 p.m.

Acting Personnel Board Secretary Tom Seale called the board meeting back to order at 3:32 p.m.

Board Member Jim Collins made a motion to modify the demotion of Officer James Grier to termination. Said motion was seconded by Board Member Floyd Collins. There being no further discussion, the motion to modify the demotion of Officer James Grier to termination passed by a unanimous voice vote of the Pelham Personnel Board.

OLD BUSINESS / ORDERS and OTHER BUSINESS – NONE

Adjournment

With no other business before the Personnel Board, Board Member Martina Winston moved to adjourn the Personnel Board meeting and Board Member Jim Collins seconded the motion. By voice vote, the motion passed unanimously by those members present and the meeting was adjourned at 3:34 p.m.

Respectfully submitted this 16th day of October 2023.



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Tom Seale, MMC, Acting Secretary of the  
Pelham Personnel Board

