

MINUTES OF A SPECIAL MEETING
OF THE CITY COUNCIL OF STAFFORD, TEXAS HELD
BY TELECONFERENCE, GOTOMEETING AUDIO/VIDEO
IN SAID CITY ON THURSDAY, MARCH 10, 2021

On the 10th day of March 2021, at 6:30 p.m., the City Council of Stafford, Texas met in regular session by teleconference, GoToMeeting Audio/Video in said City. Mayor Willis called the meeting to order. The following members of the Council were present: Councilmembers Mayor Cecil Willis; Mayor Pro Tem Alice Chen, Councilmembers Guerra, Mathew, Rosas, Jones and Herrera. Absent: None. The following City staff were present: Nicola Browe (Assistant City Secretary); Shanell Garcia (Human Resources Director); Richard Ramirez (Police Chief); and Art Pertile (Olson & Olson, LLP).

NOTE: Items appearing in these minutes are in the order they were discussed, not necessarily in the order they appeared on the agenda.

1. CALL TO ORDER
2. PLEDGE OF ALLEGIANCE.
3. The City Council went into Executive Session as authorized by Chapter 551, Texas Government Code, Section 551.071(1)(A) pending or contemplated litigation; Section 551.071(2), authorized under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas. Section 551.074(1) to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, complaint, dismissal or appeal of termination of the Chief of Police, Fire Chief and Fire Administrative Division Manager.

REGULAR SESSION BEGAN AT 11:14 P.M.

Mayor Willis stated that the City Council will reconvene the meeting tomorrow, March 11, 2021 at noon.

City Council went into recess at 11:15 P.M. March 10, 2021.

Council reconvened the Special Called Meeting on Thursday, March 11, 2021 at 12:00 P.M.

City Council went into Executive Session at 12:03 P.M.

REGULAR SESSION BEGAN AT 12:26 P.M.

Councilmember Jones requested to make a statement regarding the following motion. He stated that he was disappointed that despite the advice of City Human Resources Director and Legal Counsel that the decisions and choices made here with this item when there were clearly other options which would be much fairer overall. He added that it appeared information given to City Council fell on deaf ears.

Councilmember Herrera made a motion to approve the recommendations for Esther Garza based on the investigative and summary report as stated in these minutes. Councilmember Rosas duly seconded the motion. Mayor Willis called the roll for a vote. Mayor Pro Tem Chen, Councilmembers Guerra, Mathew, Rosas and Herrera voted “yes”; Mayor Willis and Councilmember Jones voted “against”. Mayor Willis announced the result of the vote (5-2) and declared the motion approved.

MS. GARZA

The Stafford City Council finds that based on the findings and conclusions contained in the Investigation Report conducted by Ramon Viada dated March 5, 2021 that:

- Ms. Garza violated City policy by committing workplace misconduct by attempting to assault Mr. Di Camillo on December 17, 2020;
- Ms. Garza be suspended from work for five consecutive business days without pay;
- Ms. Garza be placed on probation for 180 days and if it is determined that she has committed any additional violation of City Policy that the Mayor terminate her employment with the City of Stafford;
- Ms. Garza be limited in her contact with Mr. Di Camillo to work related contact only;
- Ms. Garza and persons that report to Ms. Garza be assigned to and supervised by the Battalion Chief of the City of Stafford Fire Department until and unless reassigned by the Mayor; and
- A disciplinary letter containing the findings of the investigation and discipline will be placed in the employment file of Ms. Garza.

Councilmember Herrera made a motion to approve the recommendations for Larry DiCamillo based on the investigative and summary report as stated in these minutes. Councilmember Rosas duly seconded the motion. Mayor Willis called the roll for a vote. Mayor Pro Tem Chen, Councilmembers Guerra, Mathew, Rosas and Herrera voted “yes”; Mayor Willis and Councilmember Jones voted “against”. Mayor Willis announced the result of the vote (5-2) and declared the motion approved.

Councilmember Jones requested to make a statement regarding the motion regarding Larry DiCamillo. He stated that he was disappointed again that despite the advice of City Human Resources Director and Legal Counsel that the decisions and choices made here with this item when there are policies and procedures for people in his position and to be held to a higher standard and this is a far cry from that.

MR. DI CAMILLO

The Stafford City Council finds that based on the findings and conclusions contained in the Investigation Report conducted by Ramon Viada dated March 5, 2021 that:

- Mr. Di Camillo violated City policy by harassing Ms. Garza for non-merits related reasons;
- The Mayor will provide Mr. Di Camillo a written signed Complaint stating that Mr. Di Camillo violated City policy by harassing Ms. Garza for non-merits related reasons;
- The Complaint against Mr. Di Camillo has been investigated and evidence provided that Mr. Di Camillo violated City policy by harassing Ms. Garza for non-merits related reasons;
- A copy of the Complaint against Mr. Di Camillo will be given to Mr. Di Camillo;
- Mr. Di Camillo will be reinstated to Fire Chief as of January 4, 2021
- Mr. Di Camillo will be suspended from work for five consecutive business days without pay;
- Mr. Di Camillo be placed on probation for 180 days and if it is determined that he has committed any additional violation of City Policy that his employment with the City of Stafford be terminated;
- Mr. Di Camillo be limited in his contact with Ms. Garza to work related contact only;
- Ms. Garza and persons that report to Ms. Garza be assigned to and supervised by the Battalion Chief of the City of Stafford Fire Department instead of Mr. Di Camillo until and unless reassigned by the Mayor;
- Mr. Di Camillo shall not retaliate against Ms. Garza or anyone that participated in the investigation;
- Mr. Di Camillo shall refrain from making any negative comments about Ms. Garza to any other City employee unless it is a complaint provided for by

City policy;

- Mr. Di Camillo shall refrain from conduct that could be interpreted as stalking such as parking on her street or following her;
- A disciplinary letter containing the findings of the investigation and discipline will be placed in the employment file of Mr. Di Camillo.

5. (a) Resolution of the City Council of the City of Stafford, Texas, authorizing the Mayor, Mayor Pro Tem City Secretary and Assistant City Secretary to sign checks, vouchers and warrants for the withdrawal of money from the City of Stafford's depository bank.

(b) Councilmember Rosas made a motion to approve the resolution of the City of Stafford as presented. Councilmember Mathew duly seconded the motion. Mayor Willis called the roll for a vote. Mayor Willis, Mayor Pro Tem Chen, Councilmembers Guerra, Mathew, Rosas, Jones and Herrera voted "yes" none against. Mayor Willis announced the result of the vote (7-0) and declared the motion approved.

Councilmember Guerra made a motion to adjourn. Mayor Pro Tem Chen duly seconded the motion. Mayor Willis called the roll for a vote. Mayor Willis, Mayor Pro Tem Chen, Councilmembers Guerra, Mathew, Rosas, Jones and Herrera voted "yes" none against. Mayor Willis announced the result of the vote (7-0) and declared the motion approved.

THE MEETING ADJOURNED AT 12:45 P.M.

ATTEST:



Nicola Browe
Assistant City Secretary



Cecil Willis Jr.
Mayor