

**SPECIAL CALLED MEETING OF THE
BOARD OF MAYOR AND COUNCIL
CITY OF MCKENZIE
MCKENZIE, TN**

October 4, 2010

Call to Order: Mayor Walter Winchester

Roll Call: All members of the Council were present.

Mayor Winchester
Councilperson Arthur
Councilperson Broadbent
Councilperson Hale
Councilperson Holland
Councilperson Huffman
Councilperson Townes

1. Employee Hearing for Mr. Michael R. Beck

Discussion:

Mayor Winchester advised the purpose of the meeting was to hold a hearing for an employee (Michael Beck) who was terminated from the Public Works Department for several instances of safety matters and once for leaving work without permission. Mayor Winchester asked City Attorney Kent Jones to conduct the hearing. City Attorney Jones advised of the rules for the hearing and the hearing proceeded. The rules were the prosecutor (Public Works Director Tim Waldrup) would go first, state his case, the plaintiff (Michael Beck) could ask questions and then state his case. After the hearing, the council members would vote by roll called voice vote on upholding or not upholding the termination without questions or consultation.

City Attorney Jones asked Public Works Director Tim Waldrup to come forward and present the findings for the dismissal of Mr. Beck based upon this job performance issues. After Mr. Waldrup stated the job performance issues; Mr. Beck was asked if wanted to rebuttal. He did so by asking Mr. Waldrup several questions concerning his job performance.

Mr. Beck was then asked by Attorney Jones to come forward and present his case. Mr. Beck did so, and even called Mr. Ricky French, the Parks Director, who was Mr. Beck's supervisor when he worked in the Park & Recreation department to testify in his behalf. Mr. French stated Mr. Beck's performance was satisfactory when he worked in the Park & Recreation department. After Mr. Beck had presented his case, Attorney Jones asked Mr. Waldrup if he would like to rebuttal. Mr. Waldrup replied no.

Upon the completion of both sides, Attorney Jones told the council they would have to vote either approving the termination or disapproving the termination and the vote would be by roll call.

Attorney Jones also stated he wanted the job performance issues present by Mr. Waldrup and the separation notice to become part of the minutes.

Action taken:

City Attorney Kent Jones asked the Council to vote either for approval or disapproval on Mr. Beck's termination by role call vote.

Role call vote as follows:

Councilperson Arthur	<u>Approve</u>	Councilperson Holland	<u>Approve</u>
Councilperson Broadbent	<u>Approve</u>	Councilperson Huffman	<u>Approve</u>
Councilperson Hale	<u>Approve</u>	Councilperson Townes	<u>Approve</u>

Votes were as follows: Ayes - 6, Nays - 0, Abstain - 0, Absent - 0,

The council voted unanimously to approve the termination.

Adjournment

With no further business, a motion was made by Councilperson Arthur, seconded by Councilperson Huffman, to adjourn. The motion passed.

APPROVED: _____
Walter Winchester, Mayor

Attest: _____
Charlie Beal, CMC
City Clerk/Recorder