

**MINUTES OF THE
OAK RIDGE CITY COUNCIL
SPECIAL MEETING**

April 21, 2015

The second special meeting of the City Council of the City of Oak Ridge convened at 7:05 p.m. on April 21, 2015 in the Multipurpose Room of the Central Services Complex with Mayor Warren L. Gooch presiding.

ROLL CALL

Upon roll call the following councilmembers were present: Councilmember Trina Baughn; Councilmember Kelly Callison; Councilmember Rick Chinn, Jr.; Mayor Warren L. Gooch; Councilmember L. Charles Hensley; Councilmember Charles J. Hope, Jr.; Mayor Pro Tem Ellen D. Smith

Also present were Mark S. Watson, City Manager; Kenneth R. Krushenski, City Attorney; and Bruce M. Applegate, Jr., Assistant to the City Manager.

DISCUSSION AND CONSIDERATION

Request that Mr. Rex Barton, MTAS Police Management Consultant, create a new, random list of officers to interview.

Mayor Pro Tem Smith moved to adopt the request as a motion, seconded by Councilmember Hensley.

Councilmember Hensley moved to amend the motion to interview all officers. The motion was seconded by Councilmember Hope.

During discussion and consideration of this item, members of City Council discussed the need to start the review process anew, as well as discussed the advantageous and disadvantageous of a new, random sample or an interview with all officers and/or employees. In the course of these discussions, Councilmember Hensley withdrew his amendment for procedural purposes, with consensus from Councilmember Hope, and moved to amend the motion to extend the interview process to all employees in the Oak Ridge Police Department (ORPD) and attempt to contact all employees of the ORPD who have departed since the Police Chief's arrival. The motion was seconded by Councilmember Baughn.

Following the introduction of the new amendment to the motion, City Council continued discussions about continuing with the review of the Oak Ridge Police Department and defining a process when moving forward.

Councilmembers Hensley and Chinn called for the question on the amendment; however, the call was not successful for lacking two (2) other votes.

Mayor Gooch opened the floor to receive comments from the public.

Dr. James Horton, 106 Carson Lane, spoke in favor of interviewing all Oak Ridge Police Department employees and moving forward with the review.

Ms. Myra Mansfield, 103 Hendrix Lane, spoke in favor of interviewing all Oak Ridge Police Department and expressed her opposition regarding the Police Department review being performed by MTAS.

Mr. Anthony Alan, 109 Bedford Lane, commented about calling this process an investigation as opposed to a review and defining parameters on the intent of this process.

Ms. Kristin Thomas, 182 Wade Lane, commented about characterizing the officers as people as opposed to their title and employment.

Mr. Percy Brewington, 1074 West Outer Drive, commented about moving forward with the MTAS review and allowing those interested in the Police Department to participate in the interview.

Ms. Melanie Heiberg, 172 Cumberland View Drive, commented about her concern on the errors that had occurred during the initial review attempt.

Mr. Matt Bailey, 17 Riverside Drive, commented about allowing MTAS to finish their review following corrective measures and allow a voluntary interview process with the Police Department.

Mr. John Criswell, 109 Olney Lane, commenting about restarting the process without MTAS and wanted to allow an opportunity for retired officers to participate in the review.

Following the citizen comments and additional discussions by City Council regarding the new participation parameter, the amendment passed by show of hands with Councilmembers Baughn, Callison, Chinn, Hensley, and Hope voting "Aye," and Mayor Pro Tem Smith and Mayor Gooch voting "Nay."

The original motion, as amended, was unanimously approved by show of hands with Councilmembers Baughn, Callison, Chinn, Hensley, Hope, Mayor Pro Tem Smith, and Mayor Gooch voting "Aye."

Determine a point-of-contact in the Oak Ridge Police Department who can help to coordinate the schedules of those officers who will be participating in the interview.

City Council discussed a point-of-contact who could help facilitate the interview process with regards to scheduling and accountable time. Additionally, discussions occurred regarding the point-of-contact having associations within and outside of the City of Oak Ridge organization.

Mayor Pro Tem Smith moved to designate the head of the Personnel Department or their designee within the City government to be the point-of-contact for coordinating the schedules of officers and other police employees who will be participating in the interviews. The motion was seconded by Councilmember Callison.

Following discussions on the aforementioned motion, Mayor Gooch moved to amend the motion to delete the reference of the Human Resources [Personnel] Director as the point-of contact for coordinating the schedules of officers and other police employees who will be participating in the interviews, and to designate the Director of Human Resources (Personnel) Department as the point of contact for MTAS, so as to provide the schedules and contact information of officers to MTAS. The motion was seconded by Councilmember Hensley.

At the request of Councilmember Callison, Mr. John Criswell, Detective for the Oak Ridge Police Department, provided his opinion regarding scheduling which would allow those who want to be interviewed to participate during their time off; however, members of City Council and City Staff noted that those employees who participate should be compensated for participation.

Following additional discussions, the amendment passed by show of hands with Councilmembers Callison, Chinn, Hensley, Hope, Mayor Pro Tem Smith, and Mayor Gooch voting "Aye" and Councilmember Baughn voting "Nay."

The motion, as amended, passed by show of hands with Councilmembers Callison, Chinn, Hensley, Hope, Mayor Pro Tem Smith, and Mayor Gooch voting "Aye" and Councilmember Baughn voting "Nay."

Establish a temporary email account that allows input from other interested citizens. E-mails will only be considered from those who provide their name and full address (including city). The e-mails shall be monitored, reviewed, and assembled by an affiliate of MTAS and submitted to Mr. Rex Barton for possible inclusion in the MTAS report.

City Council held detailed discussions regarding the benefit of receiving citizen comments as part of the Oak Ridge Police Department review. Discussions also occurred on determining who would be responsible for collecting the comments and whether to accept comments anonymously.

Mayor Gooch opened the floor to receive comments from the public.

Mr. Matt Bailey, 17 Riverside Drive, commented that the review should allow comments from Oak Ridge citizenry that are clearly identified.

Ms. Molly Brewer, 102 Nantucket Way, commented to see the review performed quickly and correct, and does not support collecting comments from residents as part of the review.

Ms. Myra Mansfield, 103 Hendrix Lane, expressed her concern about MTAS reviewing and processing the communications received as part of the review.

Mr. Charlie Jernigan, 118 Claymore Lane, remarked that he supports the idea of allowing citizens to comment as part of the review of the Police Department and allowing some of those comments to be transmitted to Mr. Rex Barton (MTAS Police Consultant).

Ms. Tracy Stout Powers, 103 Norton Road, supports the idea of allow comments from citizens.

Councilmember Baughn moved to terminate the existing MTAS Professional Services Agreement and to solicit bids for an outside investigation of the Oak Ridge Police Department. The motion failed for a lack of a second.

Ms. Percy Brewington, 1074 West Outer Drive, remarked that he would support an e-mail account to allow Oak Ridge residents to provide comments regarding the Oak Ridge Police Department review, and to continue to conduct the review by MTAS.

Councilmember Callison moved to approve the establishment of a temporary email account that allows input from other interested citizens. E-mails will only be considered from those who provide their name and full address (including city). The e-mails shall be monitored, reviewed, and assembled by an affiliate of MTAS and submitted to Mr. Rex Barton for possible inclusion in the MTAS report. The motion was seconded by Councilmember Hope.

Mr. Rick Smith, 118 Underwood Road, supports continuing with the Police Department review and requested that Council determine all parameters of the review beforehand, particularly if new resources are considered.

Mr. Percy Brewington, 1074 West Outer Drive, inquired about having an informal conversation about the details of the MTAS agreement.

The motion was approved by show of hands with Councilmembers Callison, Chinn, Hensley, Hope, and Mayor Gooch voting "Aye," and Councilmember Baughn and Mayor Pro Tem Smith voting "Nay."

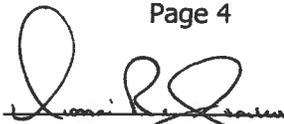
Following approval of the three (3) considerations on the agenda, City Council inquired about a formalized process for transmitting the new parameters of the Police Department review to MTAS and keeping the Council informed. The City Attorney recommended that the parameters be formatted into a formal City Council Resolution for transmittal to MTAS. Additionally, Mayor Gooch indicated that he would circulate material received from MTAS in response to the new parameters to City Council.

ADJOURNMENT

The Mayor introduced a motion to adjourn, seconded by Councilmember Hensley. The meeting adjourned at 10:10 p.m.

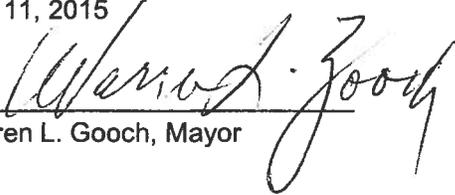
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Diana R. Stanley, City Clerk

APPROVED BY CITY COUNCIL
May 11, 2015



Warren L. Gooch, Mayor