

To: Mayor Liv C. Gray  
CITY OF HOONAH  
P.O. Box 360  
Hoonah, Alaska 99829

From: The Special Grievance Committee  
Committee Members: Councilman Al Dick,  
Councilman Jim Dybdahl, and Councilman  
Keith Walker

Date: January 6, 1988

Subject: Grievance filed by Lt. Purcell regarding Councilperson Mills

Madam Mayor;

I respectfully submit this report on behalf of the grievance committee that you appointed to hear out the dispute filed by Lt. Purcell of the Hoonah Public Safety Department.

As scheduled, the grievance committee held a public meeting on December 21, 1987 for the sole purpose of conducting the necessary procedure to deal with Lt. Purcell's complaint. However, after reviewing the City's personnel code, under which the grievance was submitted, the committee determined that this particular type of complaint could not be processed by the procedures outlined in the code. Realizing that it was in the best interest of all parties concerned to resolve the dispute, the committee expressed to Lt. Purcell and Councilperson Mills the need to reach a compromise. An executive session was suggested so that the grievance committee could discuss some aspects of this particular grievance in order to come up with specific recommendations. Lt. Purcell and Councilperson Mills were both informed of their respective courses of action regarding the executive session, and they both gave their understanding and permission of the committee to proceed. After coming out of executive session, the committee proceeded to develop a set of recommendations. They are as follows:

- (I) Develop procedures for handling complaints from City employees directed at elected or appointed officials in city government positions.
- (II) Develop procedures for handling complaints from the general public directed at city employees or staff.
- (III) Revise the existing personnel code to meet current needs.
- (IV) Develop a voluntary code of conduct for elected or appointed government officials to follow.

As far as resolving the actual complaint/grievance that was filed by Lt. Purcell, the compromise offered and accepted was that no attempt be made by this committee to resolve this specific issue, and that no judgement be rendered in favor of or against either Lt. Purcell and Councilmember Mills. After hearing the grievance committee's recommendations, Lt. Purcell volunteered to withdraw his grievance in the interest of maintaining a good working and operating relationship between councilmembers and city staff.

The grievance committee respectfully requests that the City Manager's staff be directed to write or call some of the larger municipalities to request copies of their codes or manuals used to deal with similar situations outlined in our recommendations. It was also suggested that Community and Regional Affairs might be an excellent source of information. A new committee or advisory board should then be appointed to compile the necessary information as it applies to our recommendations and develop the necessary manuals, guidelines, etc. for council approval.

In summary, the grievance committee commends both Lt. Purcell and Councilperson Neta Mills for putting their personal interests aside in the interest of the City. It is the intent of this committee that their sacrifice of due process be indirectly rewarded by the implementation of the outlined recommendations in our City's operating procedures.

Thank you for your attention and consideration regarding this matter.

Respectfully Submitted,

*Albert Dick*

Albert Dick

*James J. Dybdahl*

James Dybdahl

*Keith Walker*

Keith Walker

c.c.: City Council Members  
City Manager  
Chief of Police  
Lt. Roger Purcell