



City of Phoenix

To: Addressees (**VIA E-MAIL**)

Date: October 9, 2020

From: Xavier Frost
Deputy Human Resources Director
Executive Secretary to the Civil Service Board

Subject: HEARING TO APPEAL THE SUSPENSION OF STEFANI MCMICHAEL-GOMBAR

Attached is a copy of the Findings and Order of the Civil Service Board in the appeal of the suspension of Stefani McMichael-Gombar.

Addressees:

Stefani McMichael-Gombar (via representative)
Polly Rapp, Attorney for the City of Phoenix
Harold Merkow, Hearing Officer
Jeri Williams, Chief of Police (via Tobin Daily, HR Officer)

Attachments

**BEFORE THE CIVIL SERVICE BOARD
OF THE CITY OF PHOENIX**

Stefani McMichael-Gombar

vs.

**City of Phoenix
Police Department**

THIS MATTER having come for hearing before the Hearing Officer on July 1, 2020, pursuant to the appeal of the employee above named, from disciplinary action taken against her by the City of Phoenix, and the Board having considered all matters presented to it, now makes its Findings and Order, with respect to the specific charges made against said employee, as follows:

CHARGES

That the employee is subject to 24-hour suspension effective February 10, 2020, for violation of the following Personnel Rules:

21b1 - That the employee is incompetent or inefficient in the performance of his duties.

21b3 - That the employee has violated any lawful or official regulation or order, or failed to obey any lawful and reasonable direction given him by his supervisor, when such violation or failure to obey amounts to insubordination or serious breach of discipline which may reasonably be expected to result in lower morale in the organization, or to result in loss, inconvenience, or injury to the City or the public.

21b18 - That the employee has been guilty of any other conduct of equal gravity to the reasons enumerated in 21b1 through 21b17.

On July 19, 2016, the employee violated the Social Media Use Policy when they posted inappropriate content on their personal Facebook account. The Facebook post implied that police would not respond to the emergencies of those who are critical of police officers.

The posts violated Department values, caused major reputation damage to the Phoenix Police Department, and exposed the Department to public mistrust.

FINDINGS

After a review of the recommendations of the Hearing Officer, it is the finding of the Board that the employee violated Personnel Rule 21b3, but there is insufficient evidence the employee violated Personnel Rules 21b1 and 21b18. The discipline imposed was found to be inappropriate.

ORDER

Based on the above findings, it is the decision of the Civil Service Board to modify the findings and conclusions of the Hearing Officer report by removing the sentence of paragraph two, reject the Hearing Officers recommendation and uphold the 24-hour suspension.

The motion carried by the following vote:

Bruce Meyerson	Aye
Craig Steblay	Absent
Kurt Mangum	Aye
Donna McHenry	Aye
Robert Lord	Absent

Bruce Meyerson / br

Bruce Meyerson,
Chair of the Civil Service Board