

FROM: SHAWANNA QAWIY, CITY MANAGER Shawanna Qawiy
TO: CHRISTINE HUDSON, POLICE CHIEF
DATE: APRIL 24, 2023
RE: **RESPONSE TO GRIEVANCE APPEAL
DATED 4-20-23**

After a thorough analysis of the facts and allegations involving the disciplinary suspension beginning April 14, 2023, and your grievance appeal of the same, said suspension is hereby affirmed but with the adjustment that you will be compensated for the five (5) day suspension period. The resulting disciplinary action may thus be considered a written suspension and administrative leave with pay.

The factual basis for your discipline is affirmed. Despite your argument to the contrary, you still have not completed the task of making a formal recommendation to the City Manager to offer the assistant chief position to one of the interviewed candidates per our April 10th meeting confirming the candidate that has the documented training, education, and field experience for said position. And the unprofessional behavior you displayed during a subsequent meeting. You have essentially admitted to insubordinate conduct and behavior in your grievance memorandum (while inaccurately attempting to minimize this conduct).

Although discipline was warranted based on your conduct, the specific discipline issued is being modified to remove the financial penalty as a modification under the City's Grievance Procedures. I hope that this adjustment will allow us to avoid the unnecessary expense and distraction from City business that would accompany an appeal hearing.

Finally, race played no role whatsoever in my decision to discipline you. This decision was based exclusively on your own conduct, with no consideration of race. Your allegations that I have animus towards "white people" is categorically false.

This written response affirms the allegations involving the disciplinary suspension with remedies including supervisory and conflict resolution trainings.