

Jill Boltz

From: Alexis Hermosillo
Sent: Monday, June 30, 2025 11:13 AM
To: Anita McDaniel; Anita Norton; Anita Norton
Cc: Justin Pierce; Jill Boltz; Jacque Parsons; Crystal Dyches
Subject: Notice of Disciplinary Concern Regarding Pattern of Conduct
Attachments: 2025-06-19 Complaint_Norton-McDaniel.pdf

Dear Councilmember Norton-McDaniel,

I am writing to formally address an incident that took place on June 19, 2025, involving your interaction with a City staff member. A notarized statement has been submitted documenting that the staff member felt your tone and behavior were inappropriate, aggressive, and discomfoting—particularly over a routine matter related to mail delivery.

This situation, while troubling on its own, is unfortunately part of a broader pattern of conduct that has been brought to my attention on multiple occasions for a number of years—by both council colleagues and City staff. While I have previously addressed some of these concerns informally—particularly since October 2023—this most recent incident has escalated the matter to a formal stage, as outlined in the Council Handbook.

The Council Handbook (pages 58 and 63) is clear: Council members are expected to treat staff with professionalism, dignity, and mutual respect at all times. Poor behavior toward staff is not acceptable and undermines the trust and cooperation required for effective governance.

This letter is not written lightly. It reflects my sincere disappointment that, despite prior conversations and opportunities for reflection, this pattern has continued. It is now necessary to move forward with the next step as outlined in our protocols: a meeting with the Mayor. The intent of this meeting is to explore whether resolution is possible.

You are invited to propose a time to meet with me, at your convenience, to discuss your perspective, the impact of your actions, and your intentions to address the harm caused. A formal apology to the staff member may be an appropriate and meaningful step toward resolution.

Further, I will bring this matter before the full Council for further review and potential disciplinary action, as allowed under the Code of Conduct.

I trust you understand the gravity of this situation and the need to uphold the standards that each of us has committed to. I remain open to constructive dialogue and sincerely hope you will take this opportunity to engage in a path forward.

Respectfully,
Mayor Alexis Hermosillo

From: [Alexis Hermosillo](#)
To: [Anita Norton](#)
Cc: [Justin Pierce](#); [Crystal Dyches](#); [Jill Boltz](#); [Anita Norton](#); [Robert Nilles](#); [Jacque Parsons](#)
Subject: Re: Request for Rescheduling of July 8 Special Meeting
Date: Monday, July 7, 2025 12:13:18 PM

Dear Councilmember Norton-McDaniel,

Thank you for your message and for your stated interest in a transparent and accountable process.

The special meeting scheduled for July 8 will proceed as planned. This meeting serves to present to the full Council the notarized complaint submitted by a staff member, along with additional documentation that has since been provided. While I understand your request for a postponement, the nature of the concern—paired with its alignment to a broader pattern of behavior that has been previously brought to my attention—warrants timely review by the full Council.

With regard to your note that this timeline has not allowed for a proper meeting with the Mayor, I would respectfully clarify that you were notified in writing on Monday, June 30, of the matter, with an invitation to propose a time to meet. Since that notice, I have not received any request or acknowledgment from you to schedule such a meeting. You were also present at the Council meeting the following day and did not approach me to request time, express concern, or indicate a desire to address the matter. In that context, I do not find that you have been denied the opportunity; rather, the opportunity has not been taken.

You are welcome to attend the July 8 meeting telephonically should you be unable to participate in person. Several members of Council have made adjustments to attend during our summer recess, which speaks to the seriousness of this issue and our collective responsibility to give it the appropriate attention.

To honor your request to postpone full deliberation until you are able to be present in person, a second meeting will be scheduled following your return. That meeting will allow for further discussion and, should it be the Council's will, the consideration of disciplinary action. Any decision of that nature rests solely with the full Council and will be addressed at that time.

While you have shared that an apology was offered and the conversation with the staff member was cordial, the employee's subsequent written statement reflects a different and more concerning experience. That account will also be included in the materials presented to the Council.

Finally, as you correctly noted, A.R.S. § 38-431.03(A)(1) affords you the right to request that either or both meetings be held in open session. That right will be fully respected.

I want to reiterate, this process is rooted in our shared responsibility to uphold the integrity of this Council, to maintain the public's trust, and to foster a workplace culture grounded in mutual respect, accountability, and professionalism. I remain committed to a thoughtful and principled path forward, and I trust that you do as well.

Respectfully,
Mayor Alexis Hermosillo

On Jul 7, 2025, at 10:38 AM, Anita Norton <anorton@elmirageaz.gov> wrote:

Good morning,

I am writing to respectfully request the postponement of the executive session scheduled for Tuesday, July 8, regarding an alleged misconduct matter involving me.

I first became aware of the complaint at noon on Monday, June 30, and was genuinely surprised by its nature. Within hours, I personally apologized to the employee involved, expressing sincere regret that our prior interaction had caused her distress. The conversation was cordial. As noted in the mayor's email, a formal apology was advised, and I responded immediately that same day.

Following my conversation with the employee, I inquired with City Manager Crystal Dyches about whether video footage from the city camera above the employee's workstation had been pulled, as I believe it would clearly contextualize our interaction on June 19. I submitted a formal request on Wednesday, July 2, for the footage and all related documentation regarding this matter. However, on Thursday morning, July 3, I was informed that my request would not be honored. Considering the serious implications of these proceedings, I believe I have a fundamental right to access all relevant evidence and continue to await this information.

Late Thursday evening, July 3, I was notified that an executive session had been scheduled for July 8 — less than four days after my initial awareness of the complaint, and during an extended holiday weekend when city offices were closed. This accelerated timeline has denied me the opportunity for a proper meeting with the mayor, as required under the El Mirage City Council Code of Conduct, and has not allowed sufficient time to review documentation or prepare a response. Rescheduling this session would allow due process to be observed.

Additionally, my husband and I have longstanding travel plans, and I will be out of town and unavailable for the remainder of July. City Manager Crystal

Dyches is also on vacation and unavailable to attend. Given her pertinent role and knowledge of the situation, I believe it is essential for her to be present to ensure transparency and fairness.

Since the council is currently on hiatus until August 16 and this matter does not constitute an emergency, I respectfully request that this item be rescheduled to a date following the hiatus. I remain fully committed to addressing this issue in a transparent and accountable manner and welcome the opportunity to do so in **an open session, which I also request as permitted under A.R.S. § 38-431.03(A)(1)** upon my return.

To proceed with a July 8 special meeting—during council hiatus, without adherence to required procedures, and in my absence—would be inconsistent with the principles of due process and public accountability.

Thank you for your consideration.

Anita Norton-McDaniel

Anita Norton-McDaniel
City of El Mirage
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El Mirage, Arizona 85335
P:623-640-3814
anorton@elmirageaz.gov

8/21/17

Anita Norton incident on 8/18/17

On Friday, August 18th, at approximately 1:00pm, two City of El Mirage employees performing ditch inspections on 127th Avenue were approached by Dysart Ranchettes resident Anita Norton. Below is a summary of the conversation to the best of the two employee's recollection:

(Anita Norton): "What are you doing"?

(Staff): "We're inspecting the irrigation ditch".

(Anita Norton): "Just to let you know, I'm running for Council and there's a really good chance I'll be elected. The current vote is tied 3 to 3 and if I get my way the City employees will be cleaning and repairing all the ditches".

(Staff): no comment

(Anita Norton): "There's documentation from 1995 that states it's the residents responsibility but times are different now".

(Staff): no comment

(Anita Norton): "I know the Council and Mayor think I'm a dumb cowgirl but they don't know there's a brain under this cowboy hat".

(Anita Norton): "Do you live in El Mirage and did you attend the latest meeting"?

(Staff): Both employees replied that they do not live in the City of El Mirage and did not attend any meetings.

(Anita Norton) "I do not want to see you be pushed out of your jobs but there are plenty of qualified candidates that live in this City that should have your jobs".

Ms. Norton then continued to explaining what she's going to do when she's appointed to Council. She also remarked "The City manager and/or Mayor do not want me on Council".

Staff indicated Anita Norton was very aggressive and rude while speaking to them. Both employees felt their jobs were being threatened by the comments made by Anita Norton.

While retreating back to the City vehicle, one of Ms. Norton's neighbors flagged the employees down and expressed his dislike for Anita Norton. He said dealing with Anita is like "talking to a rattle snake." The two Public Works employees returned to their truck and left the site at approximately 1:40pm.