

DRAFT

**REGULAR MEETING OF THE COMMON COUNCIL
OF THE CITY OF EL MIRAGE
EL MIRAGE CITY COUNCIL CHAMBERS
10000 N. EL MIRAGE ROAD
6:00 PM -TUESDAY, OCTOBER 7, 2025**

Minutes

1. ROLL CALL

Present: Mayor Alexis Hermosillo; Vice Mayor Jacquelyn Parsons; Councilmember Monica Dorcey; Councilmember Ryan Eldridge; Councilmember Scottie Gentry; Councilmember Anita Norton; Councilmember Donna Winston

2. CALL TO ORDER

Pledge of Allegiance
Moment of Silence

3. PRESENTATION

1. Budget-in-Brief

Macy Walker, Budget Manager, presented an overview of the Fiscal Year 2026 Budget, covering the following areas: strategic outcome areas of focus, funding sources, expenditures, long-term planning for improvements, property tax dollars, community profile, sales tax breakdown, and the budget timeline.

2. Legal Briefing: House Bill 2447

Jon Paladini, City Attorney, presented a legal briefing on House Bill 2447. He stated the bill goes into effect on January 1, 2026, and regulates the subdivision land with the city by ordinance to prescribe: procedures to be followed in the preparation, submission, review and approval or rejection of all final plats, standards governing the design of the subdivision plats, and the minimum requirements and standards for installation of subdivision streets, sewer and water utilities and improvements as a condition of final plat approval. This bill requires the city to amend its zoning code to authorize administrative personnel to review and approve site plans, development plans, land divisions, lot line adjustments, lot ties, preliminary plats, final plats and plat amendments without a public hearing. The next steps in the process is to adopt amendments to El Mirage City Code Section Chapters 154 Zoning Code and 155 Subdivisions.

Council discussion included self-certification as a part of the code, code amendments, conditional use permits and the process, and the quality of development in the City of El Mirage.

4. PROCLAMATION

1. Proclaiming October 5-11, 2025, as Fire Prevention Week in the City of El Mirage. (Fire)

Mayor Hermosillo proclaimed October 5 - 11, 2025, as Fire Prevention Week in the City of El Mirage.

2. Proclaiming October 2025 as Domestic Violence Awareness and Prevention Month. (Administration)

Mayor Hermosillo proclaimed October 2025 as Domestic Violence Awareness and Prevention Month.

5. CALL TO THE PUBLIC

Citizens desiring to speak on any issue within the jurisdiction of the public body may do so at this time. Comments shall be limited to three (3) minutes per person and shall be addressed to the City Council as a whole. At the conclusion of the Call to the Public, individual City Council Members may (1) respond to criticism made by those who have spoken, (2) direct staff to review or follow up on the matter, and/or (3) direct that the matter be put on a future agenda.

Donald Van Nievel, resident, asked the council to pass a resolution on Robert's Rules to have official order at all council meetings.

Phillip Bynum, resident, complimented the City Clerk on explaining proper procedure at council meetings. He asked that procedures be printed in the newsletters. He expressed concerns that public figures are being accused of wrongdoings without an opportunity to provide a defense.

Jimmy Farley, Coco's Towing, gave a water count of 660 cases, 21,120 bottles of water given out this year. He stated that there will always be a car at City Hall because it is making a difference.

Robert McDaniel, resident, stated the attacks and accusations against his wife, Anita, are terrible. He stated that since she stood opposed to the bond, there has been retaliation by the Council by removing her from committees, interrupted during meetings, and removed from her seat at the dais. He stated she serves with integrity, transparency, and courage. The Mayor and Vice Mayor used staff to create a formal complaint to assassinate her character. This violated the Code of Conduct, the employee policies, due process, ethics, and integrity, which the citizens expect from the council.

Steve Gilliam, resident, stated he spoke with five of the seven Councilmembers and was told about a surplus of money the city currently has, and there is information that Councilmembers know that citizens do not.

Aaron Flannery, resident, complimented Officer Ohm for being polite, firm and fair. He stated that there is \$373,000 worth of spending on the Consent Agenda tonight that is being approved with no explanation, and there should be better transparency. He stated we should be using those funds to match the sales tax rates in the cities surrounding El Mirage.

Jim McPhetres, a resident, stated that the Consent Agenda needs more transparency. He also stated that the council should provide public safety to the residents of El Mirage and that Robert's Rules is the most efficient way to conduct a meeting.

Mayor Hermosillo responded to comments naming her during the call to the public, including Councilmember Norton-McDaniels' past behavior and their past relationship.

At 7:07 p.m. Mayor Hermosillo called for a break. At 7:17 p.m. Mayor Hermosillo reconvened

the meeting.

6. CONSENT AGENDA

All items listed under the Consent Agenda will be voted on with one motion. If discussion is desired regarding any Consent Agenda Item, that item will be removed from the Consent Agenda and voted on separately.

1. Consideration and action to accept the award agreement from the Arizona Department of Public Safety (DPS) Victims of Crime Act (VOCA) Victim Assistance Grant Program in an amount of \$95,582 for the Victim Assistance Program, approve the City match in the amount of \$23,896 and authorize the Finance Department to make the necessary budget adjustments (Grants).
2. Consideration and action to approve the minutes of the City Council Work Session and Regular Council meeting held Tuesday, September 16, 2025. (City Clerk)
3. Consideration and action to authorize the City Manager to enter into a revenue-sharing contract with Butler Amusements, Inc. to host a carnival-style special event at Bill Gentry Park on or about the dates of March 26 through March 29, 2026. (Parks and Recreation)

At Councilmember Eldridge's request, this item was pulled from Consent for consideration and action on the Regular Agenda as 7.1.a.

Councilmember Norton-McDaniel moved, seconded by Mayor Hermosillo, to approve the contract with stipulations including a security deposit made by the vendor and limiting the contract to two years. After discussion, an amendment was offered by the maker of the motion and accepted by the maker of the second to approve the contract with stipulations, including a security deposit by the vendor and a one-year contract term with a one-year renewal option.

Motion passed unanimously (7/0).

4. Consideration and action to approve a 3-year agreement with CDWG for software licenses for Cisco Contact Center Express (UCCX) at an annual cost not to exceed \$13,534.53 (\$12,382.92 + applicable sales tax of \$1,151.61) in Fiscal Years 2026, 2027 and 2028 for a total of \$40,603.59 (\$37,148.76 + applicable sales tax of \$3,454.83) over the three years utilizing Omnia Partners cooperative agreement #2024056. (Information Technology)
5. Consideration and action to approve a 3-year agreement with CDWG for software licenses including Cisco Call Manager and Unity Voicemail at an annual cost not to exceed \$21,193.34 (\$19,390.06 + applicable sales tax of \$1,803.28) in Fiscal Years 2026, 2027 and 2028 for a total of \$63,580.01 (\$58,170.18 + applicable sales tax of \$5,409.83) over the three years utilizing Omnia Partners cooperative agreement #2024056. (Information Technology)
6. Consideration and action to approve the purchase of goods and services from Ecolab in an amount not to exceed \$97,558.50 for replacement and repair of filtration media at the City's Dietz Crane well site and authorize finance to make any transfers. (Public Works)
7. Consideration and action to enter into a Development Agreement with Bode Holdings, LLC in connection with the proposed steel manufacturing plant located at the northeast corner of El Mirage Road and Olive Avenue. (Development Services)

8. Consideration and action to approve Resolution R25-10-12 abandoning public utility easements within Assessor Parcel Numbers 501-45-985A and 501-45-986A. (Development Services)
9. Consideration and action to approve Ordinance O25-10-08 to amend Chapters 152 and 153 under Title XV of the El Mirage City Code to allow revisions and clarification regarding the Offsite Construction and Floodplain Management portions of the Code. (Development Services)
10. Consideration and action to enter into a Professional Services Contract with Michael Baker International, Inc. to provide consultant service assistance to execute the strategies and action items as suggested by the 2023 Downtown Revitalization Plan in the amount not to exceed \$100,000. (Development Services)

At Councilmember Eldridge's request, this item was pulled from Consent for consideration and action on the Regular Agenda as 7.1.b.

Councilmember Norton-McDaniel moved, seconded by Councilmember Gentry, to table this item until a Work Session can be scheduled.

Vice Mayor Parsons: Aye; Councilmember Dorcey: Nay; Councilmember Eldridge: Aye; Councilmember Gentry: Aye; Councilmember Norton-McDaniel: Aye; Councilmember Winston: Nay; Mayor Hermosillo: Nay

Motion passed (4/3)

11. Consideration and action to approve the purchase of 70 firearms from ProForce Law Enforcement under AZ State Contract CTR076266 for an amount not to exceed \$47,405.60 (\$26,035.06 plus a trade-in of \$21,370.54) and authorize the Finance Department to make necessary transfers (Police).

At Councilmember Eldridge's request, this item was pulled from Consent for consideration and action on the Regular Agenda as 7.1.c.

Mayor Hermosillo moved to approve the purchase of seventy (70) firearms, as presented, seconded by Councilmember Winston.

Motion passed unanimously. (7/0)

Vice Mayor Parsons moved, seconded by Councilmember Winston, to approve the Consent Agendas with the exception of Items 6.3, 6.10, and 6.11.

Motion carried. (5/2)

Nays: Councilmember Gentry and Councilmember Norton-McDaniel.

7. **REGULAR AGENDA**

Consent Agenda Item 6.3 was pulled and discussed as Regular Agenda Item 7.1.a

Consideration and action to authorize the City Manager to enter into a revenue-sharing contract with Butler Amusements, Inc. to host a carnival-style special event at Bill Gentry Park on or about the dates of March 26 through March 29, 2026. (Parks and Recreation)

Councilmember Eldridge asked if the field had been damaged after the last event. He requested that the contract include language addressing security at the event, require the vendor to deposit, and limit the agreement to one year. Sean VonRoenn, Parks Director, stated he would look into the agreement.

Councilmember Gentry asked if we could get any other vendors or something cheaper for this type of event. Mr. VonRoenn stated that the vendor approached El Mirage and did not look for

any other vendors.

Councilmember Norton-McDaniel asked for clarification regarding the contract details.

Councilmember Norton-McDaniel moved to approve the contract with stipulations, including a security deposit made by the vendor and limiting the contract to two years, seconded by Mayor Hermosillo. After discussion, an amendment was offered by the maker of the motion and accepted by the maker of the second to approve the contract with stipulations, including a security deposit by the vendor and a one-year contract term with a one-year renewal option.

Motion passed unanimously (7/0).

Consent Agenda Item 6.10 was pulled and discussed as Regular Agenda Item 7.1.b

Consideration and action to enter into a Professional Services Contract with Michael Baker International, Inc. to provide consultant service assistance to execute the strategies and action items as suggested by the 2023 Downtown Revitalization Plan in the amount not to exceed \$100,000. (Development Services)

Councilmember Eldridge stated all the work for this contract has already been done, and this contract is not needed. Jorge Gastellum, Development Services Director, stated this contract is to take the next steps in the process.

Mayor Hermosillo stated she has an interest in seeing the downtown revitalization plan move forward.

Councilmember Norton-McDaniel stated she is very concerned that this is on the agenda with three new Councilmembers who did not have any discussion or review over the plans in 2023. She asked if this item could go to a work session to have input by this council.

Mr. Gastelum stated this item went to a Work Session with the current council on April 7, 2025, during the budget process. This specific project was included in the Council discussion on 6–8 slides.

Councilmember Norton-McDaniel moved to table this item until a Work Session can be scheduled, seconded by Councilmember Gentry.

Vice Mayor Parsons: Aye; Councilmember Dorcey: Nay; Councilmember Eldridge: Aye; Councilmember Gentry: Aye; Councilmember Norton-McDaniel: Aye; Councilmember Winston: Nay; Mayor Hermosillo: Nay

Motion passed (4/3)

Consent Agenda Item 6.11 was pulled and discussed as Regular Agenda Item 7.1.c

Consideration and action to approve the purchase of 70 firearms from ProForce Law Enforcement under AZ State Contract CTR076266 for an amount not to exceed \$47,405.60 (\$26,035.06 plus a trade-in of \$21,370.54) and authorize the Finance Department to make necessary transfers (Police).

Chief Marzocca provided information and three reasons why police officers carry two weapons: they are disabled during a struggle with a suspect, access is limited, and weapons malfunction. He stated that this is the final year of a three-year agreement for purchasing these weapons.

Council discussion included city liability for off-duty officers, use of the available credit, return of the weapon when an officer leaves the city, police policy, and lifespan of the weapons.

Mayor Hermosillo moved to approve the purchase of seventy (70) firearms, as presented, seconded by Councilmember Winston.

Motion passed unanimously. (7/0)

1. Consideration and action to award a contract to Standard Construction to install signage and striping along Thompson Ranch Road and request the use of contingency funds in the amount of \$69,358 (\$62,052.45 proposal plus a 10% contingency). (Development Services)

Jon Hiebert, Associate Engineer, presented the background and recommendations from the safety study, including a potential road diet (removing one lane of traffic) for Thompson Ranch Road. He stated the feedback has not been favorable toward the road diet.

Council discussion included addressing the dip (valley gutter), clarification on where signs would be located, and the use of flashing lights on the signs.

Vice Mayor Parsons moved, Councilmember Winston seconded a motion to enter into a contract with Standard Construction, as presented.

Motion passed unanimously. (7/0)

2. Consideration and action on a site plan zoning application for an industrial and commercial use for an industrial park in a Planned Area Development (PAD) zone located on Dysart Road north of Joe R Ramirez Road, submitted by KTM Studio. (Development Services - Planning and Zoning)

Jose Macias, Senior Planner, gave a presentation on a site plan zoning application for an industrial and commercial use for an industrial park in the Planned Area Development (PAD) zone located on Dysart Road north of Joe R. Ramirez Road, submitted by KTM Studio. He stated the site is located at 10080 N. Dysart Road and the lot size is approximately 21 acres. He stated this is part of the PAD, which was approved back in 2001. The site is currently undeveloped and is not in the flood zone. The proposed use for this site is both commercial and industrial, with nine buildings on the north side, five buildings along the south side, and two facing Dysart Road. The Technical Advisory Committee (TAC) has conducted a thorough review of the application and determined that it is appropriate to proceed with the public hearings. He stated that this request would not negatively impact the flying and base operations at Luke Air Force Base.

Council discussion included building use, the need for additional retail, and diverse options for the business community.

Vice Mayor Parsons moved to approve the site plan zoning application for the proposed industrial park, as presented, seconded by Councilmember Winston.

Motion passed unanimously. (7/0)

3. Discussion and action to impose sanctions or other disciplinary action as contemplated by the City of El Mirage Code of Conduct, regarding Councilmember Anita Norton-McDaniel. (Mayor/Council)

Mayor Hermosillo asked Councilmember Norton-McDaniel if she had the opportunity to review the minutes from the last meeting and the commentary that was provided.

Councilmember Norton-McDaniel stated she had watched the video and reviewed the minutes of the meeting. Councilmember read the following statement: I stand before you not just as a Councilmember, but as a public servant, a survivor, and a resident of the City of El Mirage, because I believe in truth, transparency, and the dignity of every person in this city. The El

Mirage City Council Code of Conduct states that its purpose is to correct rather than punish, and that it should not be used as a political weapon to embarrass, harass, intimidate, or extort. I believe what has happened over the past three months is a direct violation of that principle. Tonight I will present a full timeline and documentation based on records request that I have received, showing the events that occurred resulting in the formal complaint, and following the special meeting of July 8th. I believe that the July 8th, two-hour and twenty-two-minute meeting was an orchestrated ambush and attempt at character assassination built on outright falsehoods, distortions of the truth, and manufactured documents, all in total disregard of the truth. Among them was a so-called document read aloud by Vice Mayor Jacque Parsons, and interesting, the Mayor remarked about it after the call to the public. It had no author, no addressee, no department that it was sent to, no signature, and no valid metadata to authenticate its origin. When Councilmember Gentry asked where she obtained it, Vice Mayor Parsons claimed she found it while researching El Mirage Cares. That response lacks credibility because El Mirage Cares did not exist in 2017.

Mayor Hermosillo stated she wanted to remind the Council why they were there tonight. She stated that an employee had filed two complaints.

Councilmember Norton-McDaniel her statement as follows: I have a document here that was given in response to a records request that is dated, and I had no knowledge of this, dated Friday, June 2025, the day after I got my mail from the employee. It was sent at 9:49 a.m. from Director Jorge Gastelum to the City Manager, Crystal Dyches. The subject of the email says, please call me, no rush. Good morning, Crystal. Please let me know when you have a couple of minutes to review a minor incident with a councilmember that occurred at the front desk over her mailbox. I'm in the office today, but also available on my cell phone. Thank you. I spoke with Crystal, and she told me about it verbally, but then I have the documentation now, and I'm presenting it. He sent that email to Crystal on Friday, the day after I met the employee to get my mail. Crystal called him back that morning and spoke with him. He told her about the concern an employee had about the mail. Crystal spoke with Jorge and told him that it was nothing. She knew what it was about, and it was no big deal. She thought it was dismissed and resolved, as did Jorge Gastelum. Jorge did not, at that point make any notes. He did not file any complaint with human resources, and the issue was dropped until Monday, June 23rd. This is something that I did not know. No one knew during that July 8th meeting, because it was not revealed. On June 23rd, Monday morning at 10:34 a.m., the Mayor sent an email to Crystal Dyches, copying Amber Wakeman, Jill Boltz, and Jacque Parsons. She said, "Hello Crystal, I was recently made aware of a concerning incident involving Councilmember Norton-McDaniel and a city staff member, this past Friday. From what I have been told, Councilmember Norton-McDaniel's behavior was unprofessional and verbally aggressive to the extent that another staff member was visibly shaken and brought to tears. I find this deeply troubling. If there is any video footage available from City Hall or other relevant sources, I would like to review it. Additionally, has the employee submitted a formal report to Human Resources? If not, I would like to request a written account of the incident from her and from any witnesses, if possible, so I can move forward appropriately. This type of behavior is not only inappropriate, it is completely unacceptable and cannot be condoned in any setting, much less within a workplace where mutual respect and professionalism must remain standard. Should the details support what has been shared with me, I intend to move forward with a formal write up against Councilmember Norton-McDaniel. Please also extend my deepest apologies to the employee and to any staff impacted by this interaction. No employee should ever be subject to that kind of treatment. Thank you for keeping me informed and for taking the necessary steps to ensure a safe and respectful working environment for our team. Best Mayor." What followed after Crystal got that email on Monday morning, she sent the Mayor an email at 12:11 p.m. and in that she forwarded Jorge Gastelum's email that said please call me, no rush. I'd like to talk to you for a couple of minutes about a minor incident that Jorge and Crystal. I know this by Crystal telling me that they considered dismissed and resolved. Crystal sent the mayor an email that says let's discuss. I learned all of these emails were sent to me on the evening of August 29th, and I didn't see them

until the next morning on September 1st. That was more than two months. I was told the Mayor went into Crystal's office to talk to her about it, and Crystal told her everything she knew about the incident, including the day it happened. I spent about 72 seconds at the front desk on June 19th getting mail. There was a particular piece of mail that I had been told by the City Manager was there for me, and I went there at 2:39 in the afternoon. When I got my mail, and Crystal had sent me a couple of emails telling me the first day before, that mail had been inadvertently misplaced and put in the wrong Councilmember's box. The next day, I saw her email and asked her whose box it was put in, and she didn't know but stated it was in there now. I came down to City Hall to retrieve that mail. We had a Work Session here in the Council Chambers at 3:00 p.m., Thursday, June 19th, less than 20 minutes after I left the front lobby. When I came here and sat down right here in this seat that I am sitting now. I told Crystal the employee didn't recall her going out to pick up the mail. Crystal told me that's because she took it down to her. I didn't know that day, and didn't know until Monday of last week. Crystal left the council chambers before that meeting started and went upstairs, but as she went upstairs, she passed the employee. The employee caught her, stopped, and told her Councilmember Norton-McDaniel is upset with her. Crystal already knew about the mail because she's the one who told me it had been misplaced, and we talked about it before Crystal passed the employee. Crystal told me last week that she spoke with the employee and told her, oh, no, don't worry about it, she's not upset with you. We got it all figured out, no problem, it's ok. That was literally less than 15 minutes after what people are saying was a horrible event, where I harassed and berated an employee. That did not happen. The Mayor went to her office on June 23rd. Crystal told her. I asked her did she say anything?

Mayor Hermosillo clarified that she did not go to Crystal's office on June 23rd.

That afternoon at 3:30 p.m., less than five hours after the Mayor sent a letter to Crystal saying that she wanted to take formal action against Councilmember Norton-McDaniel, a letter was submitted to the supervisor from the employee. It is not dated, and it's not signed. It doesn't even say who it's from, but she submitted it as she was requested to by her supervisor. Well, that wasn't good enough, so an hour later she was asked to send it to her director as well, so she sent another one at 4:40 p.m. Again, it is still not signed and not dated, and not notarized. The chain of events begins. Emails start going to Dawn from Jorge to Dawn. I then asked Crystal if you knew the truth. Why didn't you say something? She said she thought it was going to stop eventually. On Wednesday, June 25th, the Mayor emailed Jill Boltz a letter and copies only Jacque Parsons. The email states: "Hi Jill, I hope all is well today. I would like to move forward with doing a formal write-up on Councilmember Norton-McDaniel regarding this incident. It's been a long time since I've had to do this. Can you guide me through the process please?"

That was sent at 4:06 p.m., Wednesday, June 25th. That's also the same day that she put on the agenda for the July 1st meeting to remove me from the CDAC position that I was in. Is that a coincidence? So that same day at 4:44 p.m., Jill Boltz, the City Clerk sent her an e-mail back, copying Jacque Parsons only. "Good afternoon, Mayor and Vice Mayor, I have reviewed the Council Handbook attached and provided what I believe to be the relevant excerpts below. It looks like we will need to get the employee to sign her letter and have it notarized. After receiving the notarized copy of the letter, the next step would be for you to meet with Councilmember Norton. From that point, it would depend on whether there was resolution or not as to the next steps. Please let me know how you would like to proceed." Then she attaches some of the code of conduct that tells her that it's necessary for her to have a meeting with the accused. So what happens? The next morning, Thursday, June 26th, at 11:03 a.m. "Jill, thank you for the follow-up. I hate to continue to put the employee in an uncomfortable position. However, I see a great need to address inappropriate behavior. Can you assist with working with whoever is required to get a signed and notarized letter from the employee, please? My goal is to have this submitted to Councilmember Norton-McDaniel by the end of day Monday. Please let me know what is needed from my end to move this along. Thanks so much for your support on this matter." That was sent on Thursday, June 26th, at 11:03 a.m. Literally, at 3:36 p.m., the

same day, the City Clerk wrote back; "Good afternoon attached is your notarized letter per your request." Her follow-up to that evening at 7:58 p.m., the Mayor again copied Jacque, and then she also happened to give Crystal Dyches a cc on the email as well; "Jill, thank you so much. I'll be calling you tomorrow for more follow-up." That same day, in fact, at six in the evening, we have more staff included. Dawn Kurek, our Human Resources Director, sent this e-mail to Crystal Dyches on Thursday, June 26, at 6:01 p.m. "Crystal and Jill, to keep you updated when I was in Crystal's office this afternoon Jorge spoke with the employee. He initially thought she was out of the office today, but she was here. He asked her if she would sign her statement and have it notarized by Jill. She agreed and did so immediately. After doing so, I asked Jorge to ask her if she wanted to report the statement as a complaint, and she said yes. I sent an email to Amber asking her to call me when she was available. When I speak with her, I will ask if she would like to report the information she received, shared as a complaint. If so, I will ask that she write a statement, take it to Jill to be notarized, and then submit it to HR or the City Manager. I will provide additional information as needed." She didn't give a written statement, she told a concern, and she actually spoke first within 15 minutes after I picked up my mail, she spoke with Crystal Dyches. Crystal Dyches told me that she was sure that the employee knew that I was not upset with her, that everything was a mix-up. That was caused by an employee taking mail out of my mailbox when they shouldn't have.

Councilmember Dorcey began to ask the Mayor a question.

Councilmember Gentry called for a point of order. She stated that, according to page 55 of Council Handbook, states a Councilmember shall not speak until recognized by the chair, and Councilmember should not interrupt another Councilmember who has been recognized by the chair or a member of the public addressing the council, except to call for a point of order or a point of personal privilege. Any Councilmember can call a point of order. She stated that Councilmember Norton has the floor.

Mayor Hermosillo stated that Councilmember Gentry's point of order is well taken, and she is correct that a Councilmember cannot speak unless the Mayor acknowledges them. She stated she is going to acknowledge Councilmember Dorcey to speak.

Councilmember Norton-McDaniel stated that she is not done speaking and the fact the Mayor called a point of order does not give her the right to interrupt, because the rules apply to everybody including the Mayor.

Mayor Hermosillo asked the City Attorney to clarify procedure. Jon Paladini, City Attorney, stated that Robert's Rules of Order are cumbersome and often conflict with Open Meeting Law. He stated the rule is that the Mayor runs the meeting, and if a person is talking, the Mayor can interrupt to allow another person to respond. He stated the point of order is correct, other Councilmembers should not interrupt a speaker, but the Mayor is in control of the meeting and has the authority to ask a Councilmember who is speaking to hold to allow another Councilmember to speak.

Mayor Hermosillo called on Councilmember Dorcey.

Councilmember Dorcey stated everything that Councilmember Norton-McDaniel has said is deflecting from the incident that took place. There was a conversation that took place between the Councilmember and that employee that has created a potential liability for the city. That is what needs to be addressed. Councilmember Norton's comments thus far have not addressed that conversation, and we need to stop deflecting. Everything that those emails reflect is an organization dealing with a personnel issue. When an employee talks, they don't have to write a statement before they have expressed a serious concern that needs to be addressed. You have to document and follow procedures. This is all of that reflected. I want to go back to the incident that took place that has put the city in a bad position, and stop this deflecting. All of this could

have been discussed on July 8th. If this role as Councilmember was important, she should have been there.

Mayor Hermosillo reminded the audience members of the need for decorum in the Council Chambers. Further disruption may result in a recess and reestablishing what this Council meeting looks like, with an option for the public to watch and participate in the meeting from the lobby.

Councilmember Dorcey continued her statement. I would like to move this discussion back to the point and keep it focused on what we have to address tonight, which was the Councilmembers' behavior toward that employee during that engagement, and also the second one that took place later. That was also part of the same concern. You know all of this is deflecting from the critical issue that has to be dealt with, which is the way that she behaved toward an employee. The Councilmember can flash all the paperwork she wants, but her word about what was said has no more weight than the employees. The reason that it has no more weight is because, as you can see from the way the Councilmember has just behaved toward her fellow Councilmembers, this berating tone of voice is just one of many indications of how she behaves toward the staff or fellow Councilmembers. The employee has put what she experienced, what she said, and what the Councilmember said to her in her statement. The Councilmember has not said what her recollection of that conversation was.

Mayor Hermosillo called upon Vice Mayor Parsons.

Vice Mayor Parsons stated she wanted to address the memo she read at the first meeting. She stated it was actually in the meeting on Tuesday, October 3rd. It is in the meeting minutes that City Manager Isom stated he has other dealings with Ms. Norton. He read a memo which was attached to the city council documents and went off of what was in our minutes that were approved back on October 3, 2017.

Councilmember Norton-McDaniel stated that Vice Mayor Parson based what she said on the October 3, 2017, Council meeting, and what was said by former City Manager Isom Spencer. You will not see the document in the minutes of the October 3, 2017, meeting, but there is a mention of the document. Councilmember Norton-McDaniel shared the metadata for the document and stated that there is no metadata for the August 21, 2017. On September 26, 2018, the document was scanned into the system by the City Clerk.

Mayor Hermosillo called for a recess at 8:55 p.m. Mayor Hermosillo called the meeting back to order at 9:00 p.m. and yielded the floor to Councilmember Norton-McDaniel.

Councilmember Norton-McDaniel stated: "On June 30th, I got an email from the Mayor sent at 11:13 a.m. That same morning at 10:39 a.m. Crystal Dyches sent an e-mail to Justin saying, "Good afternoon, I spoke with the Mayor and Vice Mayor this afternoon regarding the formal complaint that an employee made concerning Councilmember Norton-McDaniel. The Mayor has requested that the Special City Council meeting be scheduled for Tuesday, July 8th, at 6:00 p.m., with a single executive item to discuss the matter. Although I will be out of state at that time, the Mayor has indicated she would like to proceed with the meeting as scheduled. She has asked that City Clerk Jill Boltz prepare the meeting notice and agenda item. Thank you." His response back that afternoon at 1:39 p.m. "Shoot, I'm in Tolleson at 6:00 p.m. I've had others cover Tolleson for me for two meetings, so I can't miss that one. I could see if someone could cover for me or is the Mayor open to another night?" Then, after he responded, she finally sent me the first notice. The first thing I ever heard of any complaint and that was sent June 30th at 11:13. It says notice of disciplinary concern regarding pattern of conduct. And she says, "I am writing to formally address an incident that took place on June 19th, 2025, involving your interaction with the city staff member. A notarized statement has been submitted documenting that the staff member felt your tone and behavior were inappropriate, aggressive, and

discomforting, particularly over a routine matter related to mail delivery."

Mayor Hermosillo asked that Councilmember Norton-McDaniel read the entire email.

Councilmember Norton-McDaniel read the letter from the employee. "Jorge, here are my recollections of my interaction with the Councilwoman on Thursday afternoon, June 19, 2025. Councilmember Anita Norton-McDaniel stopped by the front counter at City Hall inquiring about her mailbox. The Councilwoman appeared irate and asked if I knew where her mailbox was located. I pointed out where her box was located under the front counter. Then she asked whose box was next to hers, and I replied that Councilmember Gentry's box was next to hers. She repeated this question a second time, which was a bit confusing. I then asked if she wanted me to hand her the mail, and she said yes. I handed her the mail, and she told me I had placed it in the wrong box. I was confused by this, so I asked what she meant, and she explained that she was told I had placed her mail in the incorrect mailbox. I asked if she was sure it was me, and she explained that Crystal called me up to retrieve the mail from Crystal's office and place it in Councilwoman Anita's box. I told the Councilwoman that I don't go up to Crystal's office to get mail. At this point, her attitude toward me seemed very upset over this issue. She then asked me if I was calling Crystal a liar. I became uncomfortable and responded that it's not normal for me to go into Crystal's office to get mail. I then turned away to my desk because I felt uneasy. She mumbled some words, but I couldn't understand, and then she walked away." Now, she wrote this four days later after she was asked to submit a written statement, and I don't know who spoke with her and what they said and so forth, but you know it's interesting because, after months of asking for videos, I was finally told in September, not that long ago, that I could come and look at two video clips. The original videos were not saved, and on the first clip, from June 19th, they had three minutes and 17 seconds, and then on the second one of June 30th, they had 39 seconds of video. What is interesting, and I have the emails that show that it appears by the e-mail sent that the Mayor and Vice Mayor had seen the videos before the July 8th meeting, but they did not mention that, even though Councilmember Gentry brought up the fact that she thought the videos were very relevant, but there was no mention that videos had been viewed or that there had been a clip made for both June 19th and June 30th. They certainly were not presented at that meeting.

Councilmember Norton walked through an account of what occurred on the video and noted that the City Hall cameras do not have audio.

Then I was told, which I didn't know until last Monday, that the City Manager was on her way to get something from upstairs and passed the employee on her way upstairs, and the employee caught her and told her Councilmember Norton is upset. Crystal immediately told her it's a miscommunication. Don't worry about it. We figured it out. She knew what this was all about because it was about mail that an employee had taken out of my mailbox, and then another employee told Crystal that it had been misplaced in another councilmember's box. A lot of misinformation and miscommunication. Maybe Crystal misunderstood what was told her, but Crystal emailed me, that piece of mail she had for me had been inadvertently put in the wrong council box. She knew what was going on, and she told the employee. Oh, don't worry, she's not upset with you. Everything's okay. We got it figured out. She came back into the council chambers for the meeting. Now I didn't know Crystal had talked with the employee that day. I didn't know this until last week. The one thing Crystal told me, and she also told me this on June 30th when I called her, that she thought the employees' concern was dismissed and resolved. Now I have this email that I just read to you that the Mayor sent to me, saying how my tone and the staff member felt that my tone and behavior were inappropriate, aggressive, and discomforting. I don't see that in this letter from her. I see where she says I appeared irate. That's her perception. She doesn't explain. She doesn't say I yelled at her. She doesn't say I called her name. She doesn't say I threatened her; she says I appeared irate and asked if I knew whose mailbox was next to mine. But the sequence of the things that she says here do not match the video. So I understand it's 3-4 days later. Her recollections can be off. That's very possible. In

fact, I know that often times you can tell someone something, and two minutes later it's a totally different story. But then, for someone to take this letter and create it into the Mayor's email, to me is a totally different story. This is the first letter that in one of her emails, she actually said she wanted to see the video in preparation for the executive session in the July 8th meeting. So then let's go to the second one.

The second video in which there was another e-mail sent out, and another letter submitted by the employee. She says that she got uncomfortable because I asked her if she was calling Crystal a liar, and she was referring to the June 19th incident. In that letter, there is nothing in there that indicates that I berated her, that I called her names, that I yelled at her, that I threatened her. There is nothing there to indicate a code of conduct or unprofessional behavior, and what's really interesting is then the video for that conversation I had with her is cut down to 39 seconds. There's not much to it because it's 39 seconds, and it shows me the video starts. I'm already there at the counter. Which I kind of think is funny because how did I get there? But I'm already there. The employee is sitting at her chair by her desk. There are 39 seconds total in this video that the city kept. So you see the employee get up and go check to see if I have mail and then she goes to sit back down. Now, when I first got there, I said hi, how are you doing? She said good and you. In fact, I have a transcript.

Councilmember Norton-McDaniel read from a transcript of her conversation with the employee on June 30th. Hi, how are you doing? Good and yourself? Very, very friendly, very, very friendly employee. Good. Do I have any mail? Nope, not today. Nothing. Okay and her hair was a little different that day, and so I thought. I thought that was her, but I asked her to confirm who she was. I won't give her name, she says. Yes. And so then I said. I got an email today from the Mayor regarding a situation on Thursday the 19th, when I came to get my mail from you and you apparently felt really uncomfortable. Well, I don't really think this is something you want to discuss with me today without getting the Mayor here. Well, I, you know, I got nothing, I have nothing, no animosity towards you. I had been told from Crystal. Crystal sent me an email earlier actually, I think the day before that, saying that the mail that she had for me had been put in the wrong box. Okay. In the wrong in the wrong counsel box. And so you know, I asked her, do you know whose box it was put in? She said she didn't know, and she responded back to me. So, when I came to see you, and you know it was back in my box, but apparently it sounded like it had been in the right box all along, Crystal was told. She was told that it had been put in the wrong mailbox. Okay. She relayed that to me, Okay. So I wanted to know which mailbox it had been put in because I didn't know whose mailbox was next to me. When I was told it had been put in the wrong councilmembers' box, it was that someone was putting it in, it just happened to get into the one above me or below me. I had never looked to see how the mailboxes were organized over there. Back to the transcript. This is me speaking. And so there was a lot of confusion, but I wasn't upset with you. I wasn't angry with you. I was going off what Crystal told me, and she told me she gave it to you, which, you know, none of that made sense, Okay. And then it turns out she because I talked to her, I think it was that night, you know, that I had gotten it from you, and I asked her. I said, who did you give it to? Because she doesn't recall you giving it to her. And of course, you didn't go up there. But that's how I understood it when she told me. Okay, I get it. Then she said no, I came. She came downstairs. I guess as she was leaving, she handed it to you from here. As I was speaking, the employee said. Now I understand. Yes, and this is the employee. I do recall her handing over some mail to me, and she told me I don't recall whose mailbox she told me, but they always do that, you know, bringing mail to me. Yeah, I don't recall whose mailbox she told me to put it in, but that's where I put it. And I said to her, and that's where it was. She came in, and you know which when she told me, I thought she meant that you had gone up there, that she had called you up there, and she had given it to you. Of course, you didn't know anything about that, you know. Yeah. And then she's chuckling. Okay. And then she talks about how confused she was because she doesn't go up to Crystal's office. And I said no, but I wasn't upset with you. You know, it was a situation where a lot of bad information had been given, but I wasn't upset with you. I'm sorry you felt uncomfortable. Yeah, I really am, yeah. Then she's talking about how she comes to work. She wants to do her

job. She talked about how she was confused about the mail situation, and you can hear her speaking. While she's speaking, I'm going, yeah, yeah, yeah. And then she says, "I'm sorry, but I didn't know what was going on. I don't know whose box it was. Yeah, talking. But now some of it you can't make out because we've got jets going over. Light chuckling by both of us. Well, and then you know, what's so funny? But it's not funny. It's all just so bizarre, you know, Crystal, the initial information she got, which, you know, she sent me an email telling me that it had been put inadvertently, is the word she used, put in the wrong council's inbox. And so it's like, okay, do you know who's? And then the first thing that she gave back to me, without her having more information, was that Corey told her about it. That someone and the way I got from what she said to me, the way Corey related to her was that someone gave him that piece of mail, and so then it was like, still, well, do you know who that someone was? No, he didn't say. Well, Crystal did look into it further, and she found out who the employee was that took the mail out. That employee has never come forward and said anything about it. But Crystal knows. I think everyone knows. Well, not the public. And then I'm talking to her more. You know all that other stuff that was in there, that cup and that little, and then she starts talking about how Amber was putting things in the councilmembers mailbox and Amber was the one that had taken the envelope out of my mailbox. But this conversation continues. There is nothing in this conversation that is; there's no yelling, there's no arguing, there's no demeaning talk, there's no berating. In fact, the employee is talking back and forth to me for 9 minutes and six seconds, and chuckling at different times. And I apologize to her for her feeling uncomfortable, because that was not my intention. I had no idea that she felt uncomfortable. And then, of course, after I meet with her last week, I'm told she was afraid that I was upset with her about the mail. Well, I wasn't upset with her. I didn't accuse her of putting the mail in someone else's box. And it's interesting because her second letter, she says that again. She says I accused her. I said she put it in the wrong councilmembers box. That was never said. Now I don't fault the employee. The employee knows the truth, and others know the truth, and the Mayor knows the truth. But I have seen too many times where the truth doesn't seem to matter. I have another email that I think is really important.

I got an e-mail that I read to you that was sent that Crystal sent to the city attorney telling him that the Mayor had planned an executive session, a special meeting executive session to be held July 8th. If you look at that, it was for disciplinary action and sanctions against me, and that was sent before she ever even gave me notice of any complaint. I had no idea that there was a complaint or that there was an issue for 11 days. Not a whisper of it. I knew nothing about this. Then I find out that the City Manager, who is the head of all the employees, spoke with this employee within 15 minutes. The City Manager was assured that it had been resolved when she spoke with the employee over there in the front lobby that same day. You know, I saw her e-mail that said let's discuss. I thought, I think she was trying to let the Mayor know. Hey, there is no reason to file a formal complaint. There is no reason to push this and create something that this isn't, and when she spoke with the Mayor, Crystal told me that she explained everything to her and thought the Mayor understood. But it was clear the Mayor didn't understand because, literally five hours later, the employee is submitting a letter unsigned and undated, and then an hour later, she does it again. But she says, as requested, she didn't do it on her own volition. And this was on Monday, four days after the incident. And then she's requested again. Later that week, three days later, to sign it and notarize it, and then, at that time, she was asked, do you want to make this a formal complaint? I feel sorry for this employee. I feel this employee was caught in something. I don't understand why she felt because she knew what the truth was, too. She knew the truth. When I spoke to her on June 30th. What has happened here is unbelievable. Had I not gotten these emails on August 29th, I never would have known all the stuff that was going on behind the scenes. I would never have known how a simple minor, something that concerned an employee because she thought I was upset with her, and I wasn't. I never told her I was upset with her. I never blamed her for anything. I asked her whose mailbox was next to mine, and I told her what Crystal told me in the e-mail that Crystal sent to me. That is not misconduct. That is not unprofessional behavior. I'm trying to find out what possibly happened to that envelope. Not once did I accuse the employee, and she doesn't say that I

accused her, at first, she implies it, in the second letter, I can prove that what she said is false. So now I have, and I've had this going on for three months. I have a Mayor and I have a Vice Mayor who submits a document for which there is no valid metadata. Who has literally misled, and I have them here tonight, going through every motion they can to try to characterize me as unfit, as not worthy of this seat. As a person who people are afraid of, creating a toxic environment in our city. Every one of these documents are going to be released, and I don't have to tell you what they say. You can read the documents for yourself, speak for themselves, the actions speak for themselves. Creating, planning, and executive session before I was even informed. It's interesting because in that e-mail she sent me on June 30th, she says you're invited to propose a time to meet with me at your convenience to discuss this. Now, she actually says not just to discuss this, but to address the harm you've caused. If you look at that e-mail that she sent to me, she has convicted me. I have done just this horrible and horrible injustice to an employee, and it's based on secondhand, third-hand information. And she's already planned an executive session before even speaking with me. When she asked the City Clerk what she needed to do to proceed to file a formal complaint against me, the City Clerk told her twice that you have to have a meeting with Councilmember Norton. She never had that meeting.

Councilmember Norton-McDaniel explained that she and her husband had vacation plans, and the Mayor knew the City Manager and the City Attorney would not be at the meeting. Councilmember Norton-McDaniel referenced her email sent on the 7th requesting a postponement to the meeting. In the email, she requested the video and documentation, and was denied, and further explained that she felt her due process rights and procedure were not being followed. Councilmember Norton-McDaniel stated that she told the Mayor that she was fully committed to addressing the matter in a transparent and accountable way and would request an open session per A.R.S. 38-431 upon her return, and then followed to say to proceed with the July 8th meeting in her absence would violate fundamental due process.

Mayor Hermosillo asked Councilmember Norton-McDaniel if she has the other correspondence and emails trying to connect with to try to be part of the meeting and all the correspondence to try to collaborate and connect.

Councilmember Norton-McDaniel stated she has more documents, but I don't think that it appears that the Mayor wants to hear it.

Mayor Hermosillo asked Councilmember Norton-McDaniel to share the additional information.

Councilmember Norton-McDaniel reiterated the receipt of the June 30th from the Mayor regarding the notice of disciplinary concern and called Crystal Dyches after reading it. Crystal knew about the confusion and that the employee was concerned that maybe I was upset with her, and Crystal reassured her.

Mayor Hermosillo asked Councilmember Norton-McDaniel to read the second complaint for the record.

Councilmember Winston asked Councilmember Norton-McDaniel about the transcript she read earlier in the meeting, and asked if she recorded the second conversation with the employee and requested a copy.

Councilmember Norton-McDaniel stated she did not think she had to provide a copy, just like she was not provided a copy of the video.

Mayor Hermosillo called on the City Manager for clarification, as well as an opportunity to clarify any other matters regarding this conversation.

Crystal Dyches, City Manager, stated that she is sorry that we are here today and that there are a

few things that she wanted to clarify. City Manager Dyches added that some of the information she would not be comfortable talking about in an open Council Meeting, such as personnel issues, and would need to adjourn into executive session for that information. City Manager Dyches provided additional information, stating that leading up to the date in question, she had handed some information to the employee to put into the mailbox. Before the work session, she met with Councilmember Norton-McDaniel, who was upset after her interaction with the employee. They debriefed and, prior to the work session, she stopped and briefly talked to the employee. When the employee was explaining what had occurred, City Manager Dyches told the employee that she knew, and it was all cleared up, and to not worry about it. So her understanding, based on the interaction with the employee, was that they were upset and felt in trouble. That was just at that point; that's all she knew. There was a brief interaction the next day when she spoke to the employee's supervisor. It was a brief conversation where she told him that she now fully understood what happened with the mail, and there was a discussion on whether to move the mailboxes. At that point, she had not talked to the employee beyond a 2-minute call. She still has never had a follow-up conversation with the employee, once it went to Human Resources, and the employee was asked to summarize the conversation. You have what the employee put in the record. Later, there was communication between the Human Resources Director and the employee's supervisor to find out where the employee wanted to go with the matter, and she wanted to file a formal complaint. She was under the understanding on days one and two that it was resolved. It was not resolved from the employees' point of view, and stated there was additional information, but she would not share personnel matters in an open meeting. There's a lot of misinformation. The idea that the city only kept 39 seconds, but that is all that was recorded. No video was deleted. Councilmembers do not have access to videos, so nobody is keeping anyone on the dais from the videos, and anybody who asked was able to come in and view what we have. It's activated by motion. There were a lot of conversations behind the scenes between the initial conversations and what ended up being told by others to the Mayor. There is a lot more than just the initial summary. There are a lot of missing pieces here because once a Human Resources complaint is made, it is turned over to Human Resources.

Mayor Hermosillo read the second complaint into the record. The complaint is dated 07/02/2025, and it states, "Jorge, on Monday, June 30th, Councilwoman Anita Norton-McDaniel approached me at the front counter lobby. I assumed she approached me due to our previous incident because she stated that was not her intention to make me feel uneasy regarding the first incident. She mentioned she had been informed that I had placed her mail in the wrong inbox. During this conversation, I felt it would be appropriate to have someone present. I suggested having either Jorge, Jose, or Crystal to come to the front desk, to which she would not respond to and continued to speak about the first incident. Councilwoman Norton-McDaniel had informed me she had received an email regarding the previous incident involving me. Despite this, we continued with our discussion. However, I did express that I felt uncomfortable and uneasy during our first interaction. This was primarily due to her asking me, are you calling Crystal a liar? A comment she later denied making. She then stated that the situation should be reviewed by camera footage. I began to get uncomfortable with the situation, so I explained to her that I come to work to fulfill my duties and that I have no issue handing her mail. At that point, I concluded the conversation and told her that she should talk to Crystal about that and that I have no problem. We stop talking, and she walked away sincerely, the employee."

Mayor Hermosillo stated she takes complaints like this seriously. The Mayor read a statement recognizing October as Domestic Violence Awareness Month, and the significance of the matters addressed today. The connection has become undeniably clear. At the heart of both is the call to believe people when they report harm, even when it's uncomfortable or inconvenient to do so. Statistics and stories alike tell us that victims of abuse or misconduct often stay silent not because harm hasn't occurred, but because they fear retaliation. They fear not being believed. They worry about losing their jobs, their privacy, or their dignity. And too often, they are told that what they have experienced was too minor to matter. But it does matter, and it always has. I

believe the employee who came forward, and I believe in their courage, and I believe in our responsibility as leaders to protect the people who serve the city. If we fail to act, we do not just dismiss this incident. We dismiss every person who has ever quietly endured harm for fear of the consequences of speaking up. It is our duty, our moral and civic obligation to ensure that no one working in or with the city has to second-guess whether professionalism and respect are optional. And based on the history of behavior, the pattern, the comments that have been shared with me throughout the years, things I have observed personally, I'm ready to move forward with the vote.

Councilmember Norton-McDaniel stated that the Mayor's comments were written before hearing any actual evidence or hearing from her, as the executive session was pre-planned.

Councilmember Eldridge read a statement aloud, I never thought that, after being elected, I would be sitting talking about an issue such as this. It's an issue that we need to put any differences in personal opinions aside and look at the main point of the discussion. We're here to discuss this issue, not various personal past issues. An employee of El Mirage feels she was harassed, and then there's another complaint from a previous issue that's been brought up as well. We do not want to vilify these employees for informing their supervisors of their concerns. We need to maintain a zero-tolerance policy for harassment, and each matter needs to be taken seriously. That's why we're here today. In the business world; harassment is a terminal offense. This issue sits on a different spectrum because we're dealing with this as elected officials. Elected officials are held to a high standard, and I believe the situation has been blown way out of proportion. It could have been resolved quickly with something as simple as, I'm sorry. While some say it might be ego. Some say it might be pride. Sometimes we need to set that aside to clear up matters. As elected officials, we need to uphold the Code of Conduct and Ethics that we signed when we took office. This includes interactions with residents, staff, and amongst ourselves, just like our Code of Conduct says. It all comes down to respect. I would like to apologize to the employee for feeling this has drug on too far.

Councilmember Dorcey stated that this comes down to a very simple thing. This isn't about mail. It doesn't come down to what actions were taken after the employee expressed a concern. This has to do with what was said that caused the employee to be uncomfortable. And then it has to do with the second contact that went on for 9 minutes. This is the exposure for the city, and this could very well happen. You put that in front of a jury, and they will look at that transcript, whether there's a recording or not, a jury will look at that, and they will hear it and interpret it in a totally different way. That is the exposure we have as the city, and it will cost us hundreds of thousands of dollars to defend this. This is why elected officials, who are superiors, cannot talk to their subordinates in this way. We cannot have a repeat of this. We still have not heard Councilmember Norton-McDaniel's version of what was said in that first encounter. She will not tell us what she said and have one version, that is her choice. She has had multiple opportunities to tell us what happened in that first conversation.

Councilmember Dorcey moved to formally censure Councilmember Anita Norton McDaniel, remove her from any committee assignments, and restrict her travel for one year, effective October 7, 2025. In addition, Councilmember Norton-McDaniel be restricted from communication with any city staff other than the City Manager, City Clerk, City Attorney or the Judge, and all communication other than that will only be permitted through those four, seconded by Mayor Hermosillo.

Councilmember Norton-McDaniel stated that she doesn't think the Council has the authority to legally censure from travel and that she has already been stripped of committees.

Mr. Paladini stated that in a manager-council form of government, the council should go through those direct hires to talk to the staff. The direct hires can provide some leeway to allow elected officials to talk to the non-appointees, like department heads or even below. That part of the motion is really directed towards those appointees to the manager of the judge, and the clerk, as

the city attorney does not have employees here.

Councilmember Gentry stated she has listened to everything and is looking at what is in front of her, including the Council handbook and a copy of the employee handbook. Councilmember Gentry addressed a question to City Manager Dyches regarding her interaction with the employee prior to the work session, and whether she asked the employee if she wanted to file a complaint.

Mayor Hermosillo stated she is not going to direct any more questions to staff and was reminded that there is a motion on the table.

Mr. Paladini clarified that the City Code and the Council Code of Conduct do not reference Robert's Rules of Order as controlling. The Mayor and the city attorney determine the parliamentary procedures. But right now, the standard parliamentary procedure is that there is a motion and a second. There are two things that can happen. You can call for a vote, or you can have a discussion about the vote. Mr. Paladini noted that the Mayor is running the meeting and may determine whether discussion can include further questions or simply discussion and debate.

Mayor Hermosillo stated that she would not permit questions to city staff but offered Councilmember Gentry the opportunity to provide additional comments.

Councilmember Gentry stated that her right to speak has been ignored, and she would like to address this further with the attorney.

Mayor Hermosillo stated that Councilmember Dorcey made a motion and that she seconded the motion. She reiterated that she would not entertain any more questions to staff but asked Councilmember Gentry if she had anything valuable to add to the conversation regarding the vote.

Councilmember Gentry noted that, normally, prior to a vote, the Mayor will ask if there is any further discussion.

Mr. Paladini stated at this point there's a motion and a second. The Council has the ability to debate the motion, and at some point, you, as the Mayor, get the call for the vote. In the meantime, you can allow further debate on the motion that was made.

Mayor Hermosillo asked Councilmember Gentry if she had anything further she would like to add regarding the motion.

Councilmember Gentry stated she was not ready for this motion.

Councilmember Norton-McDaniel noted that the Chair typically asks for discussion prior to proceeding with action.

Mr. Paladini noted that different governing bodies allow discussion at various times. Up until the Mayor called for the vote, there was an opportunity to debate the motion and then vote.

Mayor Hermosillo stated she provided Councilmember Gentry with an opportunity to share her comments regarding the vote and asked again if there was something she would like to share.

Councilmember Gentry stated she had already stated what she wanted to say.

Vice Mayor asked if there could be a substitute motion for just a censure of Councilmember Norton-McDaniel. Mr. Paladini advised that it would be up to the maker and the second of the motion. Councilmember Dorcey declined to amend the motion.

Councilmember Eldridge explained his vote to resolve the matter today, and in support of all City of El Mirage employees.

Vice Mayor Parsons explained her vote, stating that Councilmember Norton-McDaniel is not the victim; she is a perpetrator of workplace harassment for creating a hostile work environment for the employees of the City of El Mirage. It is sad to say, but there is a pattern of disrespect and rudeness to the Mayor, Council, and city employees. We are here tonight to stop the future victimization of employees of the City of El Mirage, to foster a work environment where employees can come to work and not feel threatened by those in authority over them. It is the duty of the Council to hold members accountable when they are outside the bounds of the Code of Conduct.

Councilmember Eldridge: Aye; Vice Mayor Parsons: Aye; Mayor Hermosillo: Aye; Councilmember Dorcey: Aye; Councilmember Norton-McDaniel: Nay; Councilmember Winston: Aye; Councilmember Gentry: Nay.
Motion carried. (5/2)

8. CITY MANAGER'S COMMENTS & SUMMARY OF CURRENT EVENTS

The City Council may not act upon any matter in the City Manager's summary, but may have general comments or questions.

City Manager Dyches stated there will be sand bags available at the Fire Station in the event of flooding. She mentioned the El Mirage Cares Domestic Violence Walk and Resource Fair from 8:00 a.m. to 11:00 a.m at Gateway Park on October 18, 2025, and the Fall Harvest Festival on October 24, 2025, at 5:00 p.m.

9. MAYOR'S COMMENTS and COUNCIL SUMMARY OF CURRENT EVENTS

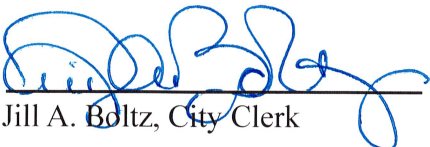
The Mayor and City Council may not discuss or act upon any matter in the summary unless the specific matter is properly noticed for legal action.

Councilmember Dorcey stated there was a very important proposition on the ballot regarding schools in the Dysart School District. She encouraged all registered voters to pay attention to this ballot and take a hard look at the information provided in the pamphlet.

10. ADJOURNMENT - meeting adjourned 10:11 p.m.

 Alexis A. Hermosillo, Mayor

ATTEST:


 Jill A. Boltz, City Clerk

I hereby certify the aforementioned minutes are a true and accurate record of the Regular El Mirage City Council Meeting held on Tuesday, October 7, 2025 and a quorum was present.



Jill A. Boltz, City Clerk