

## **Draft Findings for June 5, 2017 Grievance Committee Meeting.**

### **Findings and Recommendations of the Grievance Committee regarding the grievance filed by Miranda Sierra against Karin Morey and Amy Willhite:**

1. Section 2.30.060 of the CIC By-Laws explains the operation and purview of the Grievance Committee. It states: "The task of the Grievance Committee will be to study any grievances directed in writing to the CIC by any of its members, neighborhood associations, or any person considering themselves adversely affected by the CIC." (italics and underline added).
2. In the information the Grievance Committee was provided, neither Amy Willhite or Karin Morey identified themselves as officers or members of the CIC.
3. In the information the Committee was provided, neither Amy Willhite or Karin Morey stated or suggested that their postings were made on behalf of the CIC or represented the viewpoint of the CIC.
4. Based on findings 2 and 3, the Committee finds that the postings made by Amy Willhite and Karin Morey were the postings of private individuals and not of the CIC.
5. Based on the above findings, the Committee finds that Miranda Sierra was not adversely affected by an action of the CIC.

### **Recommendation to the CIC concerning the grievance:**

**The committee's non-binding recommendation to the CIC is to dismiss the grievance.**

#### **Additional Suggestions:**

1. The CIC should consider adding more detail to the by-laws concerning the elements of a grievance. At a minimum, the grievance filing should be required to include a simple statement of:
  - what was the CIC action that harmed the grieving party?
  - how was the grieving party harmed by this action?
  - what remedy is proposed?

This information should be included along with any other supporting information or details the grieving party wishes to include.

2. The CIC should encourage the City Commission to update the city's social media policy to reflect today's realities about social media. It should cover such issues as:
  - how should social media be used by the city and the CIC to encourage public participation?
  - should social media be used as a means to communicate information and encourage public participation, or should social media also be promoted as a forum to actually conduct a public policy discussion?
  - what should the city's position be regarding the use of the various NextDoor communities operating in the city?
  - who is authorized to post, and who is authorized to delete posts?
  - are there differences in the way that elected officials, city staff or employees, or appointed members of boards and commissions should use social media?

Respectfully submitted by the members of the Grievance Committee on June 5, 2017.