

City of Davenport

Civil Service Commission

Friday, August 1, 2025; 9:15 am

City Hall | 226 West Fourth Street | Council Chambers

Minutes

Commissioners Present: Michael Schertz, Jerald Thomas, Darius Sykes, and Cynthia Lee

Ex-Officio Member Present:

Commission Representation Present: Samuel Huff IV, Corporation Counsel

Human Resources Staff Present: Alison Fleming, Human Resources Director; Andrea Maas, Human Resources Specialist; Sarah Bradley, Human Resources Manager

Additional Parties Present: Andrew Camper, Packer Driver/Loader and Appellant; Jill Hartley, Appellant's Legal Counsel; Rena Schulte, Assistant City Attorney; Patrick Bahen, Assistant City Attorney

- I. The hearing was called to order by Chair Schertz at 9:15 AM.
- II. Agenda: Commissioner Thomas moved to approve the agenda; it was seconded by Commissioner Lee. All were in favor.
- III. New Business: Andrew Camper Appeal Hearing
 - a. Opening Remarks
Attorney Schulte presented opening remarks for the City of Davenport. Attorney Hartley presented opening remarks for Camper.
 - b. Evidence | City of Davenport
Attorney Schulte presented evidence in support of the City's decision to issue a one-day suspension, calling the following witnesses: Public Works Operations Manager (Fleet, Transit, and Airport) James Erwin, Public Works Director Nicole Gleason, Superintendent of Public Works Operations Todd Jones, and Route Supervisor Garth Letts. Attorney Schulte submitted for the record City's Exhibits 1-13. Attorney Hartley did not object. Chair Schertz accepted City's Exhibits 1-13 into the record.
 - c. Evidence | Andrew Camper
Attorney Hartley presented evidence in support of Camper's appeal, calling the following witnesses: Packer Driver/Loader Marvin Platt and Packer Driver/Loader Andrew Camper.

d. Closing Remarks

Attorney Schulte presented closing remarks for the City of Davenport. Attorney Hartley presented closing remarks for Camper.

e. Motion to Modify Discipline

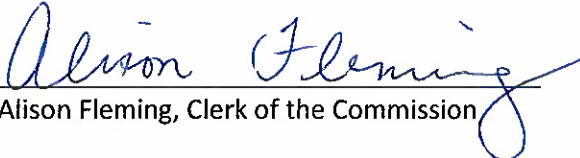
Commissioner Sykes moved that the City's decision be modified to impose a half (1/2) day suspension, placement on a Positive Improvement Plan (PIP), and specific documented training on issues relating to reporting issues with trucks, retraining on pre-trip inspections/refueling, and training on axles; it was seconded by Commissioner Thomas. A roll call vote was taken:

Commissioner Thomas-yes;
Commissioner Sykes-yes;
Commissioner Schertz-yes;
Commissioner Lee-yes.

Motion carried 4-0.

IV. Adjournment: Commissioner Thomas moved to adjourn the meeting; it was seconded by Commissioner Lee. All were in favor. Meeting was adjourned at 4:32 PM.

Respectfully submitted,


Alison Fleming, Clerk of the Commission