

RE Laurie Byrne

Keith's Notes

Laurie Byrne – Hostile Workplace Complaint

Notes to File

Keith Wilkins, Assistant City Administrator

In early May, Ms Byrne placed a Hostile Workplace Complaint against City Administrator Eric Olson. At that time, EEO Official Tracy Walsh, HR Director Edward Sisson, City Attorney Lysia Bowling and HR Counsel Rob Larkin were informed and discussed how to move forward. The nature of the complaint was regarding XXXXXXX.

In December, 2017, Latasha Buchanan, Constituent Services Administrator and Ms Byrne Constituent Service XXXXX requested and were approved to attend a customer service conference in Las Vegas.

Ms Buchanan subsequently filed a harassment complaint, in February, against Beth Barr, Assistant to the Administrator resulting from alleged harassing interactions from Ms Barr and Mr. Olson's inaction to resolve the problem. Ms Buchanan had also requested to be moved from the Mayor's Office and relocated elsewhere in City Hall. HR investigated and made recommendations to Mr. Olson. Ms Buchanan maintained Mr. Olson didn't follow through on the recommendations or take corrective actions. In the same timeframe, Mr. Olson installed an electronic timekeeping device and directed all Mayor's Office personnel to begin using it.

In March Mr. Olson rescinded his approval for Ms Byrne to attend the conference and in May she filed the complaint resulting in this investigation.

In mid-May during a routine meeting between HR Director Sisson and Administrator Olson, it was revealed to Mr. Olson that the complaint had been filed and he hadn't been notified until then due to the nature of his position as Administrator and the ultimate authority in personnel issues, and ongoing discussions how to handle. Subsequent discussions with the Mayor for guidance, resulted in City Attorney Bowling and I being placed over the investigation as Mr. Olson is conflicted in his role and that no action is to be taken against Ms Byrne or her supervisor Ms Buchanan. I immediately met with Ms Byrne and explained the delay in response to her complaint and that Ms Bowling, Ms Walsh, Mr. Sisson and I were on it. I also explained that due to the City having fully implemented our EEO Office and training that we were going to bring in an independent investigator, Mr. Rod Powell to guide process and that Mr. Powell would be begin June 11.

Ms Byrne initially thanked us and approved but a few days later came to me, said she didn't want to delay and requested the investigation begin immediately. We concurred and commenced with further interviews of Ms Byrne, Ms Buchanan and her earlier complaint. We reviewed the conference denial and reversed the decision, approving Ms Byrne to attend. We also reviewed Ms Buchanan's request to relocate, especially in light of a medical instance during work resulting in Ms Buchanan being sent home. Relocation to open cubicles in HR on the 4<sup>th</sup> floor was offered. Ms Buchanan asked for the weekend to think about it. (due June 11, 2018).

Request  
to  
Relocate

On May 29, Mr. Olson place me over both Human Resources and Constituent Services Offices.

Ms Buchanan has recently filed a Charge of Discrimination based on Race and Retaliation with the Florida Commission on Human Relations and presented to the EEOC.