

**CITY OF MESA**  
**PERSONNEL APPEALS BOARD HEARING – Hight**  
**Thursday, February 29, 2024**  
**20 E Main Street, Suite 170**  
**Mesa, AZ 85201**  
**8:30 a.m. - 5:30 p.m.**

**H E A R I N G   A G E N D A – A C T I O N I T E M S**

- I. Recording to Begin
- II. Chair Calls Appeals Board Meeting to Order
- III. Introduction of Board members, appellant, attorneys
- IV. Chair Designates Timekeeper
- V. Chair Notes Hearing to be Closed to Public at Appellant Request
  - a. Dismissal of witnesses testifying to the waiting area
- VI. Chair Reads Pre-Hearing Minutes
- VII. Chair Shares Ruling on Pre-Hearing Motions (if any)
- VIII. Chair Provides Board Instructions
- IX. Opening Statement of City
- X. Opening Statement of Appellant
- XI. Direct Testimony, Cross Examination and Redirect City's Witnesses
- XII. Direct Testimony, Cross Examination and Redirect Appellant's Witnesses
- XIII. Closing argument of the Appellant
- XIV. Closing argument of the City
- XV. Convene an Executive Session for Board Deliberation
  - a. Discussion or consideration of employment, assignment, appointment, promotion or resignation of a public officer, appointee or employee of the City. (A.R.S. 38-431.03A(1))
- XVI. Reconvene in Regular Session
  - a. Make recommendation – **A recommendation to uphold the City's termination of Officer Joel Hight was made by Board member and voted on as follows:**
    - i. **Christopher Nickerson – uphold**
    - ii. **Nancy van Tellingen – uphold**
    - iii. **Catherine Jang – uphold**
    - iv. **Craig Freeman – not to uphold – recommend lessor discipline**
    - v. **Chair James May - uphold**
  - b. Vote on the matter
    - i. **The Board voted to uphold the City's termination with a vote of 4 to 1.**
- XVII. Adjourn Hearing – **the hearing was adjourned at 5:32pm**