

**CITY OF MESA**  
**PERSONNEL APPEALS BOARD HEARING – Kruger**  
**Tuesday, November 19, 2024**  
**57 E 1<sup>st</sup> Street, Lower Council Chambers**  
**Mesa, AZ 85201**  
**8:30 a.m. - 5:30 p.m.**

**H E A R I N G   A G E N D A**

- I. Recording to Begin
- II. Chair Calls Appeals Board Meeting to Order
- III. Introduction of Board members, appellant, attorneys
  - a. Board Members in attendance: Chair James May, Nancy van Telling, Christopher Nickerson, Catherine Jiang and Board Counsel Christine Burns. Absent: Board Member Craig Freeman.
  - b. Appellant, Danielle Kruger and her Counsel David Nowakowski
  - c. Counsel for the City Steve Coleman, Alex Peyton and City Representative Jacqueline Ganier
  - d. Board Secretary Tracy Hurt
- IV. Chair Designates Timekeeper- Tracy Hurt
- V. Chair Notes Hearing to be Open to Public
  - 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 – Alex Peyton
- X. Opening Statement of Appellant – David Nowakowski
- 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 – David Nowakowski
- XIV. Closing argument of the City – Steve Coleman
- 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 – The Board deliberated and voted as follows to uphold the City's termination of Danielle Kruger:
    - i. James May – uphold
    - ii. Nancy van Telling – uphold
    - iii. Christopher Nickerson – uphold
    - iv. Catherine Jiang – not to uphold – recommend lesser discipline
  - b. Vote on the matter
    - i. The Board voted to uphold the City's termination with a vote of 3 to 1.
- XVII. Adjourn Hearing – the hearing was adjourned at 7:14pm