

**Hillsboro City Council Special Meeting
October 12, 2023**

The meeting was called to order at 6:00 pm.

Roll call was taken and those present were Mayor Downs and Commissioners Wright, Butler, and Ward. Commissioner Justison was absent.

The "Pledge of Allegiance" was recited.

No public comment.

Commissioner Justison was absent due to an issue on I55. Mayor Downs asked for a motion to recess until Mr. Justison could arrive.

Motion was made by Commissioner Wright to recess until Justison's arrival. Motion failed for lack of a second.

Mayor Downs explained that he took action on October 3, 2023 to remove Cory Davidson from the appointed position as city clerk following the regular city council meeting that same evening. Mayor Downs explained that the special meeting is required by law to discuss his possible reinstatement. Commissioner Butler expressed concern about the progressive discipline policy put into place in March of 2022 not being utilized and how that would reflect on other non-bargaining employees. Butler stated he did not understand why steps were not taken in accordance with the policy in order to remove Mr. Davidson from his position despite the many opportunities to discipline him. Butler gave a brief summary of why the progressive discipline policy was put into place and expressed his disappointment in the process that took place to remove Cory from his position. Butler acknowledged that Mayor Downs acted within his rights and was in agreement that the removal proved to be necessary, however, he was unhappy with the process that was taken. Mayor Downs added that the progressive discipline was never codified. Butler stated that he would like to revisit the policy at another time in order to prevent a situation such as this from happening in the future. Mayor Downs stated that he stands by his decision. Commissioner Ward added that he also agreed with Commissioner Butler in the dissatisfaction with the manner in which action was taken, however, also agrees that the decision was warranted and within the rights of Mayor Downs. Commissioner Wright was in agreement as well, but reminded the council of the purpose of the meeting. Mayor Downs sought a motion for the reinstatement of Cory Davidson to the position of city clerk. No motion was made. Agenda item failed due to a lack of motion.

Motion was made by Commissioner Butler and seconded by Commissioner Wright to appoint Sarah McConnell as acting city clerk. Motion carried 4-0.

Mayor Downs stated that there would be an ad in the Journal News for the following Monday's paper seeking applications for the city clerk position.

Motion to Adjourn was made at 6:15 pm by Commissioner Ward and seconded by Commissioner Wright. Motion carried 4-0.

Respectfully Submitted,
Sarah McConnell, Acting City Clerk