

Jackson County, Missouri

Commissioners
Howard Lotven, Chairman
Mary Shannon
Jacquelyn Eidson



Jackson County Courthouse
415 E. 12th Street
Kansas City, Missouri 64106
(816)881-3670

Ethics, Human Relations, and Citizen Complaints Commission

<p>Meeting Minutes Wednesday, June 25th, 2025, at 7:10 p.m.. Third Regular Meeting</p>
--

1. Call to Order

Howard Lotven, Chairman, called the third regular meeting of the Ethics, Human Relations, and Citizen Complaints Commission to order at 7:10p.m.

2. Roll Call

Present 2 – Howard Lotven, Jacquelyn Eidson

Absent – Mary Shannon, Keith Curnutt

Excused – NONE

3. Introduction of OEHRCC Staff and Guests

Present – Director Chris Crawford, Complaint Officer Alexandria Gold-Barnes

4. Review and Consideration of Complaint #25076

A complaint was submitted to the OEHRCC by a Parks + Rec employee who attended a legislative meeting with another employee during scheduled working hours, using comp time to do so. While awaiting the start of the meeting, the employee was approached by the director and the deputy director of the Parks + Rec department who asked if they were allowed to be there and if they had asked for the proper time off. The complainant alleges that the directors threatened them to get back to work and then had the employee's supervisors call them and tell them to come back to work. While in the legislative chambers with their union representative the complainant alleges that they were again approached by the directors and threatened with disciplinary action if they did not return to work. Both employees felt they were being singled out for disciplinary action as well as their status as union members. The complainant alleges that an ethics

violation took place because they felt they were being retaliated against for their union status and membership activities. The complainant requested agreeable employee rights notices to be posted in common areas and for management to receive additional training on employees' rights related to union membership.

During a meeting with the director and deputy director of the Parks + Rec department, the situation was described as them approaching the employees upon seeing them at the legislative meeting and asking if they had received the proper approved leave time to attend the meeting at the courthouse. The directors then stated that if they had not received approval for leave then there could be disciplinary actions that followed. They described this as the end of the interaction.

Howard Lotven states that if the complaint does not specify which provisions of the ethics code are alleged to have been violated, and the commission cannot determine which sections of the ethics code have been violated by the allegations, the commission will reject the complaint as an ethics complaint per chapter 9 of county code. Additionally, if other avenues can be taken to resolve the complaint, OEHRCC may reject the complaint until those avenues have been exhausted. Improper behavior does not constitute an ethics violation if the behavior does not specifically violate the ethics code. In the case of #25076, the worker's union has a grievance process the aggrieved employee can reasonably be expected to follow. Additionally, as no disciplinary or employment action took place against the complainant. After discussion, the commission determined that this complaint fails to allege actions that would constitute an ethics violation. For the reasons stated above, the commission rejects case #25706 as an ethics complaint. The complaint will be processed as a standard non-ethics complaint by OEHRCC.

Director Crawford states that the decision will be delivered in writing to the complainant according to the county code.

5. New Business

OEHRCC has received additional ethics complaints that will be discussed at a future date.

6. Unfinished Business

NONE

7. Public Comments

NONE

8. Adjournment

Howard Lotven adjourns the third regular meeting at 7:26p.m.