

RESOLUTION NO. 14-941

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND, KING COUNTY, WASHINGTON, AUTHORIZING THE MAYOR PRO TEM TO OBTAIN AN INVESTIGATORY REPORT REGARDING ALLEGATIONS OF A HOSTILE WORK ENVIRONMENT, TO EXECUTE A CONTRACT WITH AN INVESTIGATOR, AND TO REPORT THE RESULTS OF SUCH INVESTIGATION TO THE CITY COUNCIL FOR REVIEW.**

**WHEREAS**, a complaint of a hostile work environment regarding an elected official of the City of Black Diamond was forwarded to the City's insurance pool, and

**WHEREAS**, the insurance pool has referred the matter back to the City for resolution, and

**WHEREAS**, due to the nature of the complaint, it is necessary to appoint a neutral party to ensure that the City's Anti Harassment and Discrimination policies are complied with,

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND, WASHINGTON DOES RESOLVE AS FOLLOWS:**

**Section 1.** The Mayor Pro Tem is authorized and directed to take those steps necessary and consistent with the City's personnel policies, and in particular its Equal Employment Opportunity policy and Anti Harassment and Discrimination policies (Policies 2-001 and 2-002) by conducting a full and fair neutral investigation of the complaint. In so doing, the Mayor Pro Tem is authorized to contract with a neutral investigator or to utilize such other resources as she, in her discretion, deems appropriate, to obtain a neutral investigatory report compliant with the City's policies. To that end, the Mayor Pro Tem is authorized to contract with an investigator within the limits of the City Council's adopted purchasing and contracting policies and/or to waive the attorney/client privilege in order to utilize a report prepared for the pool.

**Section 2.** Upon conclusion of the investigation, the City Council directs that the investigatory report be referred back to the City Council for appropriate resolution. City Council review would be conducted under the provisions of RCW 42.30.110(1)(f).

**PASSED BY THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND, WASHINGTON, AT A REGULAR MEETING THEREOF, THIS 3RD DAY OF APRIL, 2014.**

CITY OF BLACK DIAMOND

By:   
Carol Benson, Mayor Pro Tem

ATTEST:

By: Brenda L. Martinez  
Brenda L. Martinez, City Clerk