

RESOLUTION # 417

BEFORE THE CITY COUNCIL
CITY OF CHESTERFIELD, MISSOURI

In Re: The Matter of)
)
MAYOR BOB NATION)

**RESOLUTION OF CENSURE
OF
MAYOR BOB NATION**

WHEREAS, on July 1, 2015, at the Chesterfield City Hall, Mayor Bob Nation, without invitation or permission, closed the door to the office of a Chesterfield employee (identified for these purposes as Jane Doe) and subjected Ms. Doe to an angry, unwanted, intemperate, vulgarity-laced tirade during which he: (1) demeaned Ms. Doe's supervisor;¹ (2) expressed the view that Ms. Doe's supervisor should and would be removed from his position;² (3) invited her to convey his comments to her supervisor;³ (4) insulted persons active in the community and with whom Ms. Doe interacted in her official duties;⁴ and

WHEREAS, Mayor Nation knew at the time he engaged in the foregoing conduct that what he was doing was improper;⁵ and

WHEREAS, also on July 1, 2015, at the Chesterfield City Hall, Mayor Bob Nation, also engaged a Chesterfield employee (identified for these purposes as Mary Roe) and (1) angrily confronted her⁶ as to her supervisor's whereabouts; and (2) demanded that she give him access to her supervisor's calendar without her supervisor's permission;⁷ and

¹ "... our so-called ██████████ r..." "He then went on in a loud and excited voice to disparage ██████████, calling him a son-of-a-bitch and that he 'needs to go.'" "He called him manipulative..." (Ms. Doe's memorandum of July 1, 2015.)

² "He said he was fed up with it and that ██████████'s time had come and he would be taking action soon to address it." (Id.)

³ "He... then acknowledged that he was sure I'd be letting ██████████ know about the conversation, but that he didn't care and in fact, he 'welcomed it' and the time had come to address these issues." (Id.)

⁴ "... that piece of shit of ██████████'s..." "██████████ and ██████████ can go fuck themselves." "Fuck, ██████████." (Id.)

⁵ "He said he knew it wasn't right to say these things to me as a subordinate of ██████████'s..."

⁶ "His tone was hostile and intimidating." (Ms. Roe's "Confidential" memo.)

⁷ "Mayor Nation demanded that he have rights to ██████████'s calendar..." (Id.)

WHEREAS, Mayor Bob Nation has admitted that he engaged in the conduct described above and has not once denied that the facts related by those subjected to his actions were accurate; and

WHEREAS, the City of Chesterfield has adopted a written "No Harassment" policy that prohibits verbal conduct which has the purpose or effect of creating an intimidating, hostile or offensive working environment or which has the purpose or effect of unreasonably interfering with an individual's work performance and which encompasses actions between co-workers and non-employees alike; and

WHEREAS, the City of Chesterfield has adopted a code of conduct which city personnel are expected to live up to, including prohibiting discourtesy, interfering with the work performance of others, and disruptive activity in the workplace; and

WHEREAS, Mayor Bob Nation's conduct with Ms. Doe on July 1, 2015, was contrary to Chesterfield's No Harassment policy and was contrary to the code of conduct expected of Chesterfield personnel; and

WHEREAS, Mayor Bob Nation's conduct with Ms. Roe on July 1, 2015, was contrary to Chesterfield's No Harassment policy and was contrary to the code of conduct expected of Chesterfield personnel; and

WHEREAS, Mayor Bob Nation's conduct, especially his vulgar and intemperate statements to Ms. Doe and in demeaning and threatening her supervisor to her and demanding access to Ms. Roe's supervisor's calendar, was disruptive to the good order and discipline of the City's workforce and interfered with the loyalty subordinates owe to their superiors and thereby disturbed the efficiency and well-being of the City; and

WHEREAS, Mayor Bob Nation has sought to minimize his misconduct on the basis that he "had a bad day on July 1" and merely "vented his frustration" such that these women "bore the brunt" of his ire with someone else, and suggests these were "isolated incidents"; and

WHEREAS, the City Council notes that Chesterfield's policies do not provide that one cannot harass an employee more than once or prohibit only second acts of misconduct; and

WHEREAS, the City Council understands that we can hardly hold those who work for us to the high standards we expect if we do not hold ourselves and those accountable to us to those same standards of professionalism, good conduct, fair treatment and respect; and

WHEREAS, several citizens recently addressed this Council and cautioned that elected officials should always act with dignity and honor and be sensitive to not act in ways that embarrass the City or its residents; the City Council wholeheartedly agrees and appreciates their ratification of our view that if elected officials act in a way that does not reflect the dignity of the office they hold, that tarnishes the City's honor or is a source of embarrassment we must act in some way to hold them to account for their actions;

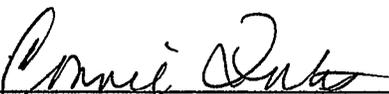
WHEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CHESTERFIELD, MISSOURI, AS FOLLOWS:

The City Council of the City of Chesterfield hereby expresses its profound disappointment with the conduct of Mayor Bob Nation on July 1, 2015, as aforesaid, and publically reproaches Mayor Bob Nation for his inappropriate behavior.

The City Council further expresses to Mayor Bob Nation that the Council and the people of Chesterfield have a right to expect that the Mayor will in the future comport himself with honor and temperance and treat all with whom he interacts in the course of his duties with dignity and respect.

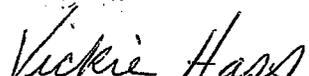
The City Clerk is instructed to lodge this Resolution in the official records of the City.

PASSED BY THE CITY COUNCIL OF THE CITY OF CHESTERFIELD, MISSOURI
THIS 4TH DAY OF NOVEMBER, 2015.



Council President Pro-Tem,
Presiding Officer

Attest:



City Clerk