



1 August 2022

Dear Mr. McGlin,

I am denying the grievance requesting back pay. The initial incident that precipitated this, driving ~175' over grass on private property was a serious offense. And it was your colleagues who came to Ron & I with concerns about your mental compacity. The City followed proper procedures to ensure the health and safety of the public, fellow staff and yourself.

You were reinstated to your position immediately upon receiving clearance to return to work. Additionally, we extended your FMLA and held the position longer than required by law.

Sincerely,

*Kara Ottum,
Transit Division Manager*

CC: Dan Koski, Director of Public Infrastructure
Ron Shannon, Operations Supervisor
Jessie Lillibridge, Human Resources Director