

Renina Fuller, M.A., SHRM-CP

From: Shannon P. Martin
Sent: Monday, December 16, 2024 3:55 PM
To: Renina Fuller, M.A., SHRM-CP
Subject: Incident Report Regarding Interaction with Mayor Mike Norris on 12/16/2024

I am writing to formally document an incident involving Mayor Mike Norris that occurred on December 16, 2024, both before and during my department's weekly meeting. These incidents created a disruptive and uncomfortable environment for my team, including our new hire, Tiana Hernandez.

Prior to our meeting, Terrence Muir brought to my attention that he had been stopped in the hallway by Mayor Norris as he was walking toward his desk. The Mayor asked Terrence who was responsible for the live stream of the parade. Terrence informed him that the Communications and Marketing Department was responsible, to which the Mayor responded, "Well, it was garbage." After a pause, he yelled in an exaggerated tone, "Garbage."

This exchange occurred in the hallway in front of Sheera Jackson, an employee from another department. Terrence told me he felt incredibly uncomfortable due to the tone and public nature of the interaction. I planned to bring this to my Director's attention after our department meeting.

During our meeting, which began at 3:00 PM in the Pine Lakes Conference Room at City Hall, myself, Terrence, and Tiana were discussing the Starlight Parade from the past weekend. I was congratulating the team on successfully utilizing our new multi-channel streaming service for only the second time and highlighting areas for improvement.

While I was speaking, Mayor Norris passed by the door and gestured, indicating he intended to enter the room. After initially being unable to open the door, he successfully gained access on his second attempt.

Upon entering, the Mayor, in a raised voice, demanded, "Who is responsible for that live stream of the parade?" I sought clarification by asking which parade he was referring to, as there were two over the weekend. He replied, "That Starlight Parade, who is responsible for the camera?"

When I began to explain that the live stream was a department-wide effort, he cut me off and started yelling: "It sucked, it was trash, it looked like horse shit." No one in the room responded, and the atmosphere became tense. He then asked, "You're going to tell me that you think it looked good?"

Terrence attempted to respond by suggesting, "Well, we could try another camera." The Mayor replied, "I ain't buying another damn camera," and then turned back to me, yelling, "I don't wanna hear excuses. Fix it!"

The exchange visibly unsettled everyone in the room. Mayor Norris appeared uncomfortable after his outburst, laughed awkwardly, and left the room.

This incident was particularly disheartening for Tiana Hernandez, as it was her first day of work and her first interaction with the Mayor. The unprofessional nature of the exchange derailed our meeting and made it difficult to continue.

The combined incidents—Terrence’s earlier uncomfortable hallway exchange with the Mayor and the outburst during the meeting—demonstrate a pattern of behavior that disrupted my team’s ability to work effectively. I felt it was important to bring this matter to your attention, as these interactions created a negative and unprofessional environment.

Please let me know if further details or clarification are needed.

Sincerely,

Shannon P. Martin
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