

Special Council Meeting

August 27, 2024 @ 7:00 pm

Council Present: Mayor Anna LeDuc, Council-Marvin Garding, Kyle Cirincione, Sharon Briggs, and Betsy Huegelmann.

Mayor read aloud the Policy and Conduct at Public Meetings.

HR Polices – Marvin Garding stated that a more thorough description of the job the new hire is being hired for be stated. Betsy stated a discussion for the Personnel Policy be updated.

Marvin Garding spoke about his grievance with the mayor. Stated the mayor needs to follow the procedure better.

Wally, the town's attorney stated the town needs to rewrite the policies. Explained the rules of open email to council. Explained Bond issues. Need to add contract services to the policies.

Wally handed a handout to council members. Council members along with the public are invited to participate in updating the Policy Manual.

Unpleasant work environment – Make a list of what makes it unpleasant.

Chelsea – Job Description needs to be updated. Temporary positions need to have an end date when hired. Also, stated that she thinks a Human Resources training be done.

Kim Garding – Can 2 people sit in the office and talk? Wally – Not allowed, it should be public with 48 hours' notice.

Employee Retention – Discussed in the HR polices.

Conflict – Wally, already touched on this in HR.

Anna read Doctrine: Conflict. Marvin, since I started this doing both council and maintenance, there were never issues until recently. I feel like I have been picked on.

Wally – Evaluation Review

List of what you cannot do if you are on council & an employee. Figure out a way to make the policy manual work.

Set a high bar for spreading rumors.

Organized process for agenda. Advertise more for residents to post on the agenda with the rules.

Policy – Kyle – updating policy manual is a good idea.

Marvin – Tina R. took the minutes book home with her. Why did I get in trouble? He feels picked on.

Wally gave an example of why you do not take the official minutes book home.

Policy – Add not taking the official minutes book out of the office.

Marvin – Keys not being available for his use. Keys are for filing cabinets and safe. Marvin expressed about not having access to the safe for the debit card. The debit card can be checked from the town clerk.

Wally – Everyone should take this week to write down what needs to be changed.

Public Comment

Water/Wastewater Operator should be involved in making changes also.

Sharon – This is how we did where I worked. “If you have a better idea, bring it”

MMIA may be able to help with policy changes. Anna, Derreck Shepard is with MMIA HR.

Chelsea – There is a house bill that passed that audio recording of minutes would be helpful. Wally stated that Mineral County uses the Owl.

3 months is required for minutes to be posted on the website.

Marvin complained about being charged for the requested public copies. State law says the town may charge for copies. Wally explained if the council doesn’t want to charge fees then they can vote not to.

Chelsea, 72-hour rule for cars. The council voted to uphold enforcing vehicle ordinances last meeting so she may have vehicles towed. Wally suggested the council needs to rewrite the ordinance.

Public Comment

Kim Garding – Commented on rumors. Speaking to the mayor Anna LeDuc. “Rumors are personal attacks, and you should look at your own daughter.”

Sharon Briggs – Stated that telling a government official that they could find the mayor at the bar is so wrong in many ways. That should not have happened.

Wally – Council members have a higher standard to uphold.

Kyle Cirrincione – Would like for all to remember accountability. Wally suggested this be put in the HR Policies.

Being no further discussion, motion to adjourn.

Meeting adjourned @ 8:49 pm, 1st Sharon, 2nd Kyle.

Town Clerk

Mayor