

**MT. PLEASANT CITY  
AMENDED SPECIAL CITY COUNCIL MEETING MINUTES**

August 21, 2018

5:10 p.m.

Mt. Pleasant City Council held a special meeting August 21, 2018 at 5:00 p.m. The meeting was held in the Mt. Pleasant City Council Chambers located at 115 West Main Street, Mt. Pleasant, Utah 84647

**1. Welcome:**

Justin Atkinson, Mayor Pro Tempore.

**2. Roll Call:**

Justin Atkinson, Kevin Stallings, Dan Anderson, by phone, Sandra S. Bigler, excused, Heidi Kelso, Keith Collier, Recorder Jeanne Tejada.

**3. Approval of Agenda Items:**

Kevin Stallings moved to approve the Agenda of August 21, 2018 with the addition of item #4, Records Business as well as changing the other item numbers accordingly.  
2<sup>nd</sup>: Keith Collier. All: Aye Motion carried.

**4. Records Business**

The City Recorder read into record the resignation letter of Mayor Sandra Bigler. Council decided to table this and look into how to move forward from here. No actions were taken at this time. It will be put on the agenda for the regular council meeting on Tuesday at 4p.m.

**5. Closed Executive Session/Employee Discussion**

Dan Anderson motioned to go into a closed session for an employee discussion.  
2<sup>nd</sup>: Keith Collier All: Aye Motion carried.

**\*\*City Council decided to reclassify this session and open it up to the public, the following are the minutes of the now open Special Council Meeting.**

The closed session began by reading Sam Drapers resignation letter out loud. Councilman Anderson was on the phone and had not read the letter. Councilmember Stallings prefaced the letter by explaining that he, Mayor Bigler, and Councilmember Kelso had met to discuss Sam's resignation. Mayor Bigler explained that Sam had told her verbally, that he was resigning. She requested he give her his resignation in writing.

The mayor and Councilmembers Stallings & Kelso had a long meeting to discuss this. Mayor Bigler requested that councilmember Stallings contact Sam to see if he would come in and talk with them on Monday morning, to discuss how the Public Works Department move forward. The meeting was cancelled. Instead, a letter of resignation was received.

The letter was read aloud for Councilmember Anderson who had not seen or read it.

Councilmember Stallings commented that in every meeting that they have had with Sam, everything was reported to be going well. Councilmember Stallings feels that Sam was included in a lot of the decisions in the changes in the Public Works Department. It was discussed how they proposed to Sam having one of his employees work with the new Building & Grounds guy to help him with the plumbing. Sam said he'd have to think on that one. It was decided the new guy would be over the seasonal help. Councilmember Stallings said the meeting ended on a good note. The councilman felt that Sam would think about it and come back with how he wanted to proceed. The following week, they found out that several people were taking time off while Sam was going to be gone. Councilmember Collier wanted to know who approves the vacation. It was reported that there is a form that is filled out. The Recorder was not aware if this had been done for any of the employees taking time off. There was some frustration that nothing was being done, with everyone off. It was concluded that some personnel interviews needed to be done. They wanted to talk to people and see how they feel about their job. The hope is to keep the communication lines open. There was a meeting called by the mayor to meet with the public works department. No Councilmembers were invited to attend the meeting.

It was mentioned how Sam had wanted to hire more employees, but council felt that the best thing to do would be to hire the sewer cleaning out and subbing some of the other work out to free up time for those in the Public Works. They did hire a Buildings and Grounds guy that seemed to be working out until there was a serious incident.

The main reason this meeting was called was to better communication and talk to the mayor and get her side of the story. Councilmember Atkinson mentioned that Sam had complained that he didn't have time to get everything done. The council's response was let's look into outsourcing the sewer. Another idea was to split the department, and the other idea was to outsource the water connections. Atkinson felt like he was reaching a hand out to help and was kicked in the teeth for trying to help. Councilmember Collier said he thought they all feel a little like that too. There is a lot of responsibilities in the public works department. It was felt that Sam didn't want to relinquish any controls over these things. The council felt a little resistance. Councilmember Kelso said that she feels there is a huge miscommunication of how things are run. Council is supposed to have an administrative role, which hasn't happened in the past. She stated that there is a lot more to being on council than just two Tuesday Meetings a month.

Councilmember Atkinson suggested they come out of the closed session because there is no one there and he'd feel more comfortable if they weren't in a closed session.

Councilmember Kelso questioned if Sam had given a two weeks' notice. She wanted it noted that not giving two weeks' notice is a huge black mark on someone's record. It is not appropriate to leave an organization hanging, no matter how you feel.

Councilmember Stallings feels that the meetings held were good open discussions. He feels that there weren't any concerns expressed in the meetings by Sam. The council expected that Sam would approach his team in the same way he left the meeting. He mentioned that the Council does not question Sam's competency, he is very capable of doing the job. The council just felt like he needed some help.

Councilmember Anderson wanted to know if Sam had given his 2 weeks' notice. It was not included in his resignation letter. It was questioned what he had verbally told Sandra.

Councilmember Stallings questioned who is filling in, doing Sam's job. The Recorder reported that Colter has stepped in and is on top of things. He's working on outstanding work orders, obtaining water reads, he's working on the OSHA findings, working on potholes, etc.

Councilmember Collier questioned who is qualified to be fire chief. It was pointed out that Sam was not retiring as fire chief, just public works.

Sam's vacation time was discussed. Is he taking 2 weeks' vacation and then be done? Councilman Collier said that he should be paid out his vacation. Vacation hours were discussed. It was brought up that policy hasn't been being followed as far as each year balances should be reset. They aren't supposed to be able to carry more than 96 hours over each year. Councilmember Kelso pointed out that most companies pay out someone's vacation when they leave employment, but it's concerning that the policy has not been being followed. Councilmember Collier said that he should just be paid what is allowed. Councilmember Stallings requested that they decide the terms for which Sam will be paid. It needs to be looked into what he worked out with the mayor as far as when his last day is and if he's using his vacation time right now. Councilmember Collier said that since it is not stated in the letter when his last day is, it should be considered immediate.

Councilmember Atkinson is just concerned that those things that have to be done, are getting done. For example water samples, etc.

**6. Reopen Closed Session**

Heidi McKay Kelso motioned to close the Closed Executive Session and Reopen the regular meeting.

2<sup>nd</sup>: Keith Collier. All: Aye Motion carried.

Mayor Pro Tempore stated that no action was taken during the closed executive session.

There was a short discussion on what councils' responsibilities are. Some of the council would like to have their responsibilities defined. How involved are they to be? They'd like it to be defined better.

There was also a discussion about how all this discontent began. The form of government we have for our City was discussed and read about from the ULCT Powers and Duties Handbook. The Council Administrator should be the one that takes information to the mayor from each department.

Once the council has had a chance to discuss and finalize what their roles will be, they will hold a meeting with the city employees. The council decided to hold a meeting with all city employees to have an open discussion about what the council's role is. It was suggested the meeting be Thursday morning at 8a.m. There was conflict with some of the council members schedules. It was decided they will work out the time to meet with employees.

**7. Adjourn: 7:15 p.m.**

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Jeanne M. Tejada, Recorder