

SWANCREEK TOWNSHIP BOARD OF TRUSTEES
SPECIAL
January 26, 2012

The Special meeting of the Board of Trustees was called to order at 9:00 a.m. by Trustee Moore.

Prayer

Pledge

Board members present: Pamela Moore, Chairman, Trustee Ron Holdeman, Vice Chairman, and Trustee Phil Wiland

Employees present: Matt Stout, Maintenance Supervisor, Rick Dohm, employee and Chris Lauch, Administrative Assistant

Trustee Moore stated the purpose of the Special meeting was to conduct an employee review.

47-12 Trustee Wiland motioned to go into Executive Session to conduct the employee review, a second was heard by Trustee Holdeman. Roll Call: Trustee Moore - yea, Trustee Wiland - yea, Trustee Holdeman - yea.

9:03 a.m. Maintenance Supervisor, Matt Stout was called in to the Executive Session meeting with the Board of Trustees.

9:22 a.m. Employee Rick Dohm was called in to the Executive Session meeting with the Board of Trustees and Maintenance Supervisor, Matt Stout.

48-12 9:40 a.m. Trustee Moore motioned to go back into Regular Session; a second was heard by Trustee Wiland. Roll Call: Trustee Moore - yea, Trustee Wiland - yea, Trustee Holdeman - yea.

49-12 Trustee Moore motioned to have the record show that Executive Session had been recorded without the Board of Trustee's knowledge by Mr. Rick Dohm. A second was heard by Trustee Wiland. Roll Call: Trustee Moore - yea, Trustee Wiland - yea, Trustee Holdeman - yea.

Mr. Rick Dohm submitted paperwork from his doctor and paperwork of his prescription that he stated says nothing on it about not being able to operate machinery. He showed the Board his prescription with how many were taken recently from it. Mr. Dohm stated he was told by Matt Stout that he cannot take these types of medications. Mr. Dohm said this job is at the bottom of his list, but that getting a job at the Village of Swanton is doubtful now. He expressed his concern of the loss of friendship and that he feels this has just gotten out of control.

Trustee Moore stated the issue is not his medication. Mr. Dohm disagreed and said that wasn't what he was told. Trustee Moore stated the medications do cause drowsiness and dizziness, while driving Township trucks, could be an issue. Mr. Dohm said that has never happened and that he was drug tested for the job.

Trustee Wiland told Mr. Dohm that Matt Stout is doing what is best for the Township and that it is not anything personal.

Mr. Dohm stated he feels it is illegal to have an issue with his medications.

Trustee Moore told Mr. Dohm the issues are the lack of employee trust and the Township does not wish to have employees who are confrontational. She reiterated the tape recording of Executive Session without their knowledge and explained that he cannot do that. Mr. Dohm said he didn't know it was illegal. He felt he should have been told that. Trustee Wiland stated he should have disclosed that he was tape recording the Executive Session meeting.

Trustee Moore asked Maintenance Supervisor, Matt Stout, if he had any suggestions? Matt Stout said "No."

Trustee Wiland provided Mr. Dohm with a Legal Opinion from the Fulton County Prosecutor and gave summary of the Legal Opinion, which states that an 'at will employee can be excused without cause'.

Trustee Wiland stated the importance of the well being of the Township and that rumors will not be tolerated.

Trustee Moore surmised that it is better to end it now, that the Township does not want employees who are not outstanding. Trustee Moore stated there was also an issue with a Township truck driven by Mr. Dohm not being where it was supposed to be and reiterated the taping of Executive Session illegally.

Mr. Dohm asked the Board of Trustees if the Minutes were going to be altered like they have been in the past. Trustee Wiland said no Minutes will be altered.

50-12 Trustee Moore motioned to terminate employee Rick Dohm, seconded by Trustee Wiland.
Roll Call: Trustee Moore - yea, Trustee Holdeman - yea, Trustee Wiland - yea. Unanimous vote.

Matt Stout submitted Mr. Dohm's original employee review to Chris Lauch, Administrative Assistant. Chris made a copy of it and gave it to Mr. Dohm.

Trustee Moore motioned to adjourn ^{2nd} by Trustee Holdeman.
Adjourn 9:54 a.m.

Swancreek Township Board of Trustees

Pamela Moore

Attest: Chris Lauch
Administrative Assistant
Entered: February 6, 2012

Ronald Holdeman

Phil Wiland