



**MINUTES OF THE PROCEEDINGS OF THE CITY COUNCIL OF THE CITY OF STACY IN THE COUNTY OF CHISAGO AND THE STATE OF MINNESOTA PURSUANT TO DUE CALL AND NOTICE THEREOF**

**SPECIAL MEETING  
DECEMBER 13, 2012, 6:00p.m.  
STACY CITY HALL**

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**Call to Order**

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The meeting was called to order by Mayor Utecht at 6:02pm.

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**Roll Call**

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**Present:** Jim Ness, Mark Utecht, Charles Lucia, Cindy Bruss, and Michael Carlson

**Absent:** None

**Others Present:** Peter Grundhoefer, and Jon Ehlert

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**Purpose of the Special Meeting**

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The purpose of the Special Meeting is to consider employment disciplinary action against an employee of the City of Stacy.

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**Introduction to Meeting  
Peter Grundhoefer**

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Mr. Grundhoefer stated the purpose of the meeting is to follow up on the two closed sessions previously held, the first on December 4, 2012. After discussion, the December 4, 2012 closed session was recessed and continued to December 10, 2012. The purpose of the closed sessions was to allow the City Council to consider preliminary allegations regarding the employment of Jon Ehlert. The council members presented their concerns at each of the closed sessions and Mr. Ehlert was given the opportunity to respond.

The December 10<sup>th</sup> meeting adjourned upon conclusion of the process. The matter was set for open Special Meeting to consider and possibly take disciplinary action related to the allegations discussed in the closed sessions.

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**Finding of Fact and Decision**

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Mr. Grundhoefer presented the proposed Findings of Fact and Decision to Mr. Ehlert and the City Council for review and discussion.

Mayor Utecht offered Mr. Ehlert an opportunity to review the document prior to discussion. Mr. Ehlert stated that he believed the Mayor's statement that the document contained the items that had been discussed during the closed sessions.

Mr. Grundhoefer said that the city has a range of actions available in handling the employee's performance:

- Take no action



- Oral reprimand
- Written reprimand
- Suspension
- Termination, or
- Demotion

At this point the matter has been placed for action before the council.

Mayor Utecht asked if the council had any questions and then asked Mr. Ehlert if he had any. None were expressed at this point. Motion by Carlson to terminate Jon Ehlert's employment with the city immediately based upon the information presented and discussed at the closed sessions, and the Findings of Fact and Decision, as presented. Second by Utecht.

The motion was discussed. Member Lucia wanted to make sure Mr. Ehlert had read and understood what was presented to him and gave him the opportunity to review and respond.

Mr. Ehlert disputed misuse of the computer and indicated that he had attempted to call Mayor Utecht in November to advise him of his work change schedule, but indicated that he had left a message at the wrong phone number. Mr. Ehlert had been able to communicate with the Mayor through the Mayor's telephone number on other occasions in the past.

The Mayor indicated that the failure to contact the Mayor was not the only issue being dealt with, and that the management of the department has not been appropriate to meet the city's needs.

Member Bruss asked whether Member Carlson and Mayor Utecht had been meeting with Mr. Ehlert monthly to discuss certain tasks and make sure they were being done.

Mayor Utecht said that they had met monthly, with possibly one cancellation, and had discussed the job tasks with Mr. Ehlert. If the tasks were not complete, Mr. Ehlert often gave reasons why the tasks were not complete. The Mayor indicated that there were several items on the list that should have been completed.

Mayor Utecht also said that even though Mr. Ehlert may have tried to contact the Mayor regarding his absence in November, Mr. Ehlert should have followed up to make sure the Mayor had received the message.

Communication issues still exist between Mr. Ehlert and the Mayor, other departments, and certainly within the department.

Mayor Utecht asked for any additional comments. Hearing none, a vote was taken on the motion to terminate Mr. Ehlert. Members Lucia, Ness, Carlson, and Utecht voted yes. Member Bruss voted no. Mayor Utecht declared the motion passes 4-1.

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**Further Discussion**

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Mayor Utecht asked Mr. Ehlert to return any city property to the city.

Mr. Ehlert was directed to prepare his final time sheet and present to the City Clerk for payment. The clerk made herself available Friday. Ms. Payne and Mr. Ehlert planned to meet at 2:00 on Friday the 14<sup>th</sup>.

Mr. Ehlert said that he has an air compressor at his residence that will need to be returned to the city. The Mayor stated he would schedule a pick-up of the compressor.

Mr. Ehlert stated that he had personal items to pick up. The Mayor indicated that a time will be set up for Mr. Ehlert to pick-up his personal items.

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**Adjourned at 6:24pm**

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Motion by Carlson to adjourn. Second by Ness. Carlson, Ness, Lucia, Utecht, and Bruss voted yes. Mayor Utecht declared the motion carried.

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Sharon MT Payne