

all right we're going to get this started tonight first item on the agenda is the
3:01 Mayor investigation over a council
3:08 member it's a little difficult path to navigate I mean what what's the council's pleasure
here they want to
3:14 make that a public record they want to talk about it any going to close
3:21 session second well what do you want to go in close session for just to discuss
one
Attorney more time discuss a Personnel matter
3:29 Gundersen yes sir okay which part like the investigation or the final outcome.
The report, yep and I actually feel like the discussion should be out here myself
3:34 Jason I agree with that all right we have a motion in a second roll call please
3:42 Clerk Aaron yes Jacob no Jason no Victor yes Jackie yes
3:50 Attorney that was three to two three to two right so that motion does not carry to
go into Closed session you need 2/3 which on a body of five is four out of five. three
3:56 out of five is only 60%

4:10 Mayor okay anybody else want to make a motion on how to handle this? I guess we need to
establish
4:18 first have David talk about if the if the report's a public document so when
4:23 we're discussing what to do um whether we can talk about it or we can't talk about it
4:32 yeah so I mean the report is a document that the
4:38 city contracted for um it's really up to the council the
4:44 so here's the thing going going back to what we just talked about let me let me just
read this so everybody Council
4:51 mayor public is is starting from the same
4:56 place um the there about 10 reasons that under Iowa law a
5:03 body like the city council can go in to close session
5:09 uh and one of them is to evaluate the professional competency of an individual
whose appointment hiring performance or discharge is being considered when
5:15 necessary to prevent needless and
5:22 irreparable injury to that individual's reputation and that individual uh
5:28 requests closed session so councilwoman while I believe you voted yes for the
5:34 closed session right so the the the motion didn't pass this is by the way IO code
5:43 21.51 I it's really up to the
5:49 council you know a court May disagree but if the council feels like
5:55 this document is such that releasing it to the public would in the same vein as
6:02 the closed session be injurious to the reputation of an
6:08 individual then the council can direct me and the city clerk not to release
6:13 that to the public because it's a document that relates to
6:18 those same kind of matters um that sort of interestingly doesn't require the
6:24 super majority like GL going into a closed session so it it's really up to
6:30 the council if three out of five of you were to vote to not uh release this
document not make it a public document on the same Theory as you were voting to
6:36 go into a closed session then if
somebody requested the document under a public records request situation we
6:44 would withhold it and if somebody went

6:51 that far we would see what a court determined um so again I'm I'm not
trying to not answer your question but it's it's really up to a majority of the council
6:57 whether you want to make the the
7:04 report uh of the investigation uh a public document or
not I mean to discuss the to discuss moving forward it either has to be a public
7:10 document or has to we can't sit
7:17 here and discuss it and not be a public document I mean the Council made the the
effort to make this investigation paid for out of public dollars I'm confused why we
7:23 would would
not make it a public document but that's that's the council's decision I mean the the
7:30 investigation's been done the
7:37 reports made nothing talked here tonight can change that correct so is there
there a motion on how they want to I mean I'd make a motion that it we release it to
7:42 the public which
part you talking about the file the entire file just this letter the report the report the
7:49 summary the investigator
7:57 summary report is that right Council just the just what you gave us last time
and yeah the one that says privilege confidential attorney client Communications do
8:02 not disclos yep right
so there's a handful there's a handful of other people other than just the council
8:08 members that are involved in this do they want they want their names
8:14 out in the public I'll makeing a motion to keep it a private document okay if I
8:20 have a second I'll second Jason I think councilman skanner you
8:27 seconded yes so so the motion is to advise let's let's do mine first
8:34 because I I did mine first do want at a time I made one to make it public Jacob
8:40 seconded it what does it take to pass this one would be a simple majority
8:47 okay all right roll call to make it a public document
8:52 please Jacob yes Jason yes Victor no
8:58 Jackie no Aaron no okay so the council's direction then
9:05 is that for the city clerk and the City attorney to treat that document as a
9:12 privileged communication that is not subject to public disclosure for the
same reason we talked about that the council would be authorized to go into a closed
9:17 session which is to protect the
9:23 reputation of of a person
9:29 and again that I it doesn't mean I know it sounds inconsistent it doesn't mean
9:35 the council can't talk about the document anything you say in the room of course
becomes public whe whe whether you there's a whole host of legal issues here I'm
9:41 not
trying to be koi with you all yeah there's there's attorney client privilege issues there's
9:48 public
9:54 records issues and and they all have different
9:59 things that we don't need to go into but so so far I think what we have is is
that we we the motion to go into a closed session to talk about this failed and the
10:04 motion
10:12 to um make the summary report public
10:19 failed so what's on the agenda is to uh discuss this there are two things
on the agenda well three adjournment but to discuss the investigation and the
10:27 councilwoman well and to go into closed

10:34 session I think we've dispensed of the closed session item somebody can make a motion at any time otherwise the

10:42 other item is to discuss the investigation and again anything you discuss within the report without the

10:49 report is then public of course but because the

10:55 council voted not to the council voted to to direct me and

11:00 the city clerk to treat the the report as not a public document doesn't mean

11:05 you can't have the discussion and talk about it so so do you if that's clear do

11:12 you either want to read your summary then or parts of this report so that we have to move forward somehow I or do we just I don't I don't want to pick and choose which parts to

11:17 report or to to read just like where it says I recommend on the back page I mean just so that everybody at least knows what the sure what the report my opinion was I

11:23 thought all every council member

11:30 should read it highlight and bullet point and give the attorney a list of bullet point items that they think are

11:36 professional to to disclose about everybody and allow the attorney to read a synopsis of what the investigation was

11:43 we asked in my professional capacity I have 17 employees and I would never fire or hire somebody and talk to everybody

11:49 else about it we would internally deal with the situation remove reprimand to replace handle the situation internally

11:54 and not disclose it personally to everybody I understand the situation here is all the citizens paid for this

12:01 and everybody wants an outcome I think an outcome will still come but it's not just throwing everybody under the mud be at who it is Jackie or anybody involved

12:06 in this it does not just list Jackie it it clearly states there's plenty of fault to go around so there's enough

12:12 there to a great synopsis professionally put in to not put everybody down involved and to professionally list the

12:18 the topic at hand I feel we asked David we asked him to PR

12:26 prepare a summary of the report did you do that a chance it I did and and I I think that I think the best summary is in the report itself and there are a couple paragraphs at the end that I can

12:37 read in the vein of a sum summary if that's the the council and the mayor's pleasure I mean I had highlighted the last two not the third not the very last

12:48 but the second and third from the bottom exactly so so I'll read that that Mr Mayor that okay I I'm just confused here I mean we're elected to represent 3700 people not a handful of people so I mean if that's a council's choice yeah read what you choose

13:05 okay and and I just want to say I I think this first paragraph is particularly important um broadly it's more broadly important I'll say that there's an opportunity here for Carter Lake to turn the corner and start a new chapter and and again what I'm hearing from is is the report of the third party investigator uh Susan SAP with the Klein Williams uh Law Firm who who the council

13:37 authorized my firm to hire for this purpose and and Miss Sap's statement

13:44

13:50 that I'll read or a portion of it that I'll read it's dated May 16th 2024 There's an opportunity here for
13:56 Carter Lake to turn a corner and start a new chapter structural changes to leadership and governance need to occur
14:04 the the behavior of many people involved needs to change Jackie wall is not the only person whose Behavior has been inappropriate she was the subject of the complaints and therefore the subject of
14:09 much of the investigation but there was frankly enough blame to go
14:15 around Jackie has to change her behavior however or it will continue to damage the city and the city council will be left with no option but to consider taking steps to
14:21 remove her from
14:27 the city council the voters will also have to take these events into
14:34 consideration if Jackie runs for another term on the council Jackie has the skills and strengths to be a positive
14:39 force in the Carter Lake Community if she chooses to do so it is my hope that
14:46 is what occurs but it is necessary for the council to get Jackie's attention at
14:52 this juncture to effectuate changed Behavior that's the summary of of a very
14:58 experienced uh attorney who spent approximately a month and interviewed
15:06 approximately 20 to 30 people in the community involved with the various things that were alleged against Council
15:11 woman wall and and I think I should have done this earlier but I think it's important to also note everybody knows
15:19 this but it's important to give context that that this is this letter and this investigation that the council
15:25 authorized didn't didn't come out of the blue right they were a result of a number of complaints that qualified for
15:33 this investigation based on policies and ordinances and and practices that the council had previously adopted so I I just want to say that that that this
15:40 wasn't just something that somebody decided let's let's go do this this was a process
15:46 this was a procedure this came
15:51 out of multiple votes of a majority of the council and and those are those two paragraphs really I think are the the
15:59 summary of the of the result or or the investigation that Miss sap uh completed
16:06 and and I will say as Miss did this report at the direction at my
16:14 direction um because as City attorney I can't do this report I have a conflict
16:19 um and I gave her brief background and I let her go do this report and um this
16:26 this is what she came up with this is her independent conclusion that as the
16:33 City attorney I am sharing with you as the conclusion of essentially the
16:39 consultant that I hired at you all's Direction and and so with that you
16:44 have you you can discuss this as you like of course um and
16:52 under your own rules and ordinances and Iowa statutes you
16:59 have a variety of things that you can do you can do nothing you can craft some
17:04 kind of a reprimand you can craft some kind of a A centure or a penalty or
17:11 under IA law there is a process to remove a council member um I'm not
17:17 recommending any of those I'm just
17:25 sharing with you that at this point those are your options my my two cents straying a bit from my role as your legal adviser is that you ought to try and do
17:31 something and put this behind

17:38 you it's it's difficult but um I think what's more difficult is if this carries
17:43 on for a lot longer there a monetary penalty not that I'm aware of no I mean
17:51 the the I screwed up it was the second to last page but she actually has to a
17:57 recommendation paragraph in the in the page 11 third paragraph in the
18:04 bottom can I read that or you want to read that I can just to just so yeah so
18:11 you're PID the the two that say I recommend yeah the top one for sure and the other
18:16 one yeah I think the other
18:16 ones if it's okay with you so miss zap also says I recommend a reaffirmation of
18:23 the 90-day plan and again for everybody's reminder the 90 day plan was
18:30 something that the council had adopted as a procedure generally this is before
18:35 my time I'm going to say 2022 um and then had had adopted a 90
18:42 day plan specific to council woman wall so miss sap says I recommend a
18:49 reaffirmation of the 90-day plan I recommend a public reprimand or
18:55 censure of councilwoman wall and specific specific direction from the
19:00 remaining members on the council to cease and desist the behavior that has been
19:08 investigation I also recommend consideration of the creation of a city manager or city
19:16 administrator role and
19:23 that someone from outside of Carter Lake be hired to perform that role I encourage
19:29 everyone involved to work on
19:35 increased Civility and collegial behavior and to stop
19:41 the gossip rumors and N nasty social media posts there are a lot of good
19:50 things going on in Carter Lake but the infighting can do nothing but delute the
19:57 many positive experiences people have as part of the Carter likee
20:03 Community Jackie do do you have anything you want to comment on where's your
20:08 letter I have a letter I've written in
20:15 response that I'd like to read have David read it if you want to would you like to read it
20:23 it's it's totally up to you yeah I I don't know my voice is going after
20:30 spending three days with those advisers walk I've got a I've got a copy here okay
20:36 okay you want it read in its
20:41 entirety yes in its entirety please yes okay so I've got a a two-page letter
20:46 uh signed sincerely Jackie wall and it doesn't have a date on it Jackie is the
20:53 councilwoman is this dated today yes so
20:59 June 12th 2024 yes okay dear mayor and
21:06 council I am issuing a general denial of any wrongdoing that would justify the
21:11 supposed investigation that was conducted and I also deny any wrongdoing
21:18 that would justify any action from the city council the investigation highlighted that the
21:11 city has a
21:18 dysfunctional communication and operating pattern that justifies the hiring of a city
21:11 administ ministrator
21:18 numerous legal claims against the city in recent Years also speak to this pattern I'm
21:11 not going to be a scapegoat
21:18 for these issues and I will not be singled out for the problems of the city
21:11 this next sentence is in Boldt if the investigation produced anything worthwhile it was
21:18 the recommendation
21:11 that we hire a city administrator and i would support that effort that ends the

21:24 bolded text hiring a city administrator will allow the council member to coordinate communication through a
21:31 common staff person and help us manage the city if the city council wishes to
21:36 take further action against me I'd ask that the city consider the following one
I have obtained independent legal representation to assist me with this process my
21:42 attorney has advised me that
the city council has no authority to manage me like an employee or to place me on
21:49 any type of 90-day plan I will not
21:57 accept any such action and I will have my legal interest represented in court
22:02 against the mayor and counsel if any such action is taken two the
investigation was not conducted in any type of fair Manner and I am not be treated
22:08 I'm not being treated in a fair
22:15 manner now as a city official I am entitled to a defense and I have been
refused to even have meeting scheduled so my attorney could attend the city council
22:20 has used the resources of the
city to hire an attorney to to perform an investigation and he's has used the City
22:26 attorney for the same
22:33 purposes why are my accusers entitled to the resources of the city but I am not
22:39 question mark how can the City attorney strategize with the city clerk mayor
22:45 investigator and possibly others on how to conduct this investigation but I'd be
entitled to nothing question mark why was I interviewed Last by the investigator if
22:50 such process was fair
question mark why were my Witnesses not interviewed or given the same level of
22:59 consideration as the accuser's witnesses
23:06 question mark this process was manifestly unfair and was a total waste
23:12 of taxpayer money three the policy the city is trying to discipline me under is
23:18 invalid and I will challenge its application against me in court however
if the city council intends to take any action against me I am entitled to receive written
23:24 charges that I can
23:30 respond to this investigation report does not suffice and I am insisting I am
23:36 insisting on written charges that I can respond to if such charges are to be
considered I asking for an actual Hearing in which I'm allowed to call witnesses and
23:41 cross-examine those making
23:49 allegations I feel it is a conflict for the City attorney to handle any of these
matters and that an independent prosecutor should be appointed as a member of the
23:54 city council I am a
constituent part of the city of Carter Lakes Municipal Corporation and the City
24:01:00 attorney will have an inherent conflict
24:08:00 of interest in Prosecuting any actions against me prior legal precedence from
24:14:00 the Iowa Supreme Court supports this position four I have reason to believe
that there is an attempt being made to secure my resignation and to subsequently
24:20:00 terminate the city clerk in
24:26:00 some attempt to save faith over the long history of dysfunction in the
24:31:00 city and to justify the exorbitant fees of the investigation as I said earlier I will
not resign or be a scapegoat for the convenience of certain people if the council
24:38:00 wants to take
additional action against me the four remaining members of the city council would
24:45:00 need to vote for my removal from

24:52:00 my office under the standards of Iowa code 66 I do not believe that the Council has
any grounds to take such action and I will seek the protection of the district court if
24:58:00 any such action is taken all of
that said if the city council wants to address the actual issues with the city's
25:07:00 dysfunctional patterns I would do
25:15:00 my part of the process I simply will not be a scapegoat I hope you will focus
25:20:00 your energy on the bigger picture of long long-term solutions for the city
25:27:00 sincerely Jackie all again dated today June 12th
2024 thank you all right we heard from Jackie Victor you have anything you want to
25:33:00 add not at this time Aaron nope

Jacob I I mean I I'm torn here because I'm I'm not picking a side I've not spoken with
25:44:00 either party or parties the entire time my my gut feeling is if you did nothing
25:51:00 wrong why are we not sharing it with people that's just my opinion my belief um my
25:57:00 name was also involved in it I've yet to have any comment with anybody about it I've
26:05:00 asked several several members of
26:12:00 council if they received those text messages nothing so I mean from a
scapegoat standpoint I guess that's where where I am um I feel like we've had the
26:18:00 opportunity to sit down and have
26:25:00 a civil meeting I I don't know if it's 50/50 people want to do it 75/25 but I
26:31:00 feel like this process it's been a problem for 6 years I mean I I don't know why it's
here that's that's my
26:38:00 issue I I don't know why we're here today having this problem if we've wanted to fix
the communication we've
26:44:00 had six years to do it so that's I'm all ears on on how to do it
26:49:00 who to work with but until we start doing it it we're going to be here in in two more
years four more years having
26:55:00 the exact same conversations talking about City money talking about the council
having a huge
27:00:00 divide in the city we're never going to be somewhere where it's getting
27:06:00 better Jason I I guess I'm kind of confused I I
27:12:00 think we should take the recommendation of the um investigation I mean I I I don't
think
27:19:00 Jackie needs to be removed at the moment I think there needs to be an agreement if
anything comes about again she does need to be
27:26:00 removed I think she should be responsible for part of this the the part that bothers me
is that she
27:32:00 says I did nothing wrong the investigation says completely different no I said that I
didn't think that it
27:40:00 Justified having the investigation he just read the letter I mean if you this
27:45:00 right there if you just said at the beginning that you did some of this stuff and we
could have worked through this we wouldn't have spent
27:51:00 \$25,000 it say I'm issuing a general denial of any wrongdoing that would justify the
supposed investig
27:59:00 so I would I mean my recommendations we take their recommendation reaffirm the
plan well first all I got it first
28:06:00 thanks okay I recommend a public reprimand or censure I think we do a 30-day

suspension have an agreement that anything like this comes up again is just
28:11:00 immediate
28:16:00 removal apply her future her future payments from the city towards going
28:21:00 towards the bay for this report that's my recommendation
28:28:00 anybody second [Music]
that can I make a recommendation off that I feel like that should be for any City
28:35:00 employee or not any City employee I
apologize any council member if anyone takes that action to start having that
28:41:00 conversation
no it and I'd accept that I mean it should be for all of us I mean we all we're all under
28:48:00 the same rules
um since I've been helping R out some of his some things we got going I mean I've
28:55:00 tried to do everything by email so
there's a track record of everything I mean I try to include somebody else I mean we
29:01:00 just need to change our
29:09:00 ways that's my that's my motion I'd accept I'd accept Jacob's Amendment okay
29:15:00 speaking of the in reference to the 90-day plan I spoke with David Levy
29:20:00 today and my attorney feels that it's not legal the attorneys can Vite that out I
29:26:00 mean this is himself that he doesn't he's not even sure that it is no I I I
didn't say that I said I didn't know that you hadn't researched it correct you know the
29:32:00 council and and I'm
same thing about the monetary penalty um I would have to look into that the council
29:39:00 can adopt it the council can
29:46:00 modify its recommendation
29:53:00 um and I I I think well you you guys keep going but I just I want to be clear
what I said to you today no no I meant to say that you said that you hadn't researched
29:58:00 it so you weren't sure but
30:05:00 but I will say the council adopted the 90-day plan program and concept into its
30:12:00 rules it's clearly there in the council's rules that was before my
time and and what I also told you Council monell and I'm not I'm not trying to take
30:18:00 SES here but I want the
30:24:00 record to be very clear is your attorney in various Communications has alleged
30:29:00 certain things about this process as he should that's that's fine I've made the
30:35:00 decision not to spend the city's money to go investigate each of those because
we could spend all of our time and all of the city's money investigating everything that
30:42:00 anybody claims is is not
30:48:00 legal if somebody were to bring a a claim we would investigate it and I
30:53:00 would advise the council likely in close session as to their lik legal
liability your attorney has made various claims and and again that's fine that's what
30:59:00 he should be doing um whether those
31:07:00 things are legally correct or not I can't say and it's not for me to say um
it would ultimately be for a court to say um so if the council wants to follow the
31:12:00 process that is currently in the
31:19:00 council's rules which includes this 90-day plan
program that's currently in the council's rules and I and I have no reason to tell the
31:24:00 council it shouldn't
31:31:00 Avail itself of its current rules we just adopted that after the first closed
31:37:00 session we read adopted Jacob came out and made a motion to reinstitute the

31:43:00 90day plan and then move forward at the investigation right that and that
process though was from 2022 or something like that when they first implemented
31:48:00 this plan though Jackie you
31:54:00 were in agreeance to it you supported the the 90day plan now you're saying you
31:59:00 don't Ron I was pretty much pressured into it saying just go along with this
32:05:00 and pressured by who I don't think that needs to be stated at sure it
does who who would I mean you're you're an elected to voice your opinion how could
32:10:00 someone pressure you to support or
32:16:00 not support a a policy you've had no problem up to the
32:22:00 day saying anything so let's go okay Victor sat down with he's going to read
that that night and he basically said this is what the statement what I'm going to read
32:27:00 let's just go with this
32:34:00 and get it over with and that's what made you support it
32:40:00 was that conversation at that meaning I was not given a chance to respond to the
32:51:00 allegations can I ask a question sure Jackie would you and your attorney with
32:56:00 with no involvement of anyone up here sit with city employees that were
33:02:00 involved and hash it out or just Converse and they they need to have
someone too I'm not say I I've not heard from anybody but there has to be resolve
33:08:00 and I feel like there's conflict from so
many areas and it's not just you you and I have not spoken since all this came out
33:15:00 yeah there has to be a resolve from
33:21:00 some form or fashion and okay and I'm just it's just a question you can say no it's not
putting you on the spot I just don't know if if that is an opportunity to move forward I'm
33:28:00 I'm all for it and I'll
back you but I also want to back I would like to review that 92 plan because there are
33:33:00 things in there that are just
33:40:00 completely unrealistic have you read through it carefully I've went through it Council
33:47:00 me there every council member has broken that rule yeah yes and I think
and I think it was brought to my intention because I've been working with with these
33:54:00 two visitors that were here
33:59:00 in town for the last 3 days setting up the itinerary taking them around to all
34:06:00 the places in Carter Lake and to do that I had to go to the
34:12:00 community center and set it up with Nick to have a presentation time there and I
went to the librarian and she was very helpful and I kept saying you don't have to take
34:18:00 time you know I don't want to
34:24:00 take your time and then I find out that I was told that I
34:32:00 was breaking the rules because I went and spoke to two other depart department
34:40:00 heads and I should know better so how do I fulfill any kind of
34:46:00 Duties if I'm not my mouth is really dry but any duties if I can't I'm being
um a accused of something just by speaking to people well that doesn't only apply to
34:56:00 you that applies to all of
us we cannot go I cannot even call Bob in the middle of the night and say hey so and
35:02:00 so
called me the sewers backing up they have to call the mayor and the mayor will have
35:08:00 to call him we cannot direct
anybody and we just found that out because it's not in none of our oh we don't have a
35:13:00 handbook by the way or any

35:19:00 guidelines to go by but I didn't direct anybody I just went and made a simple question like is it possible for them to

35:27:00 have a time for this presentation who informed you you were breaking rules Jason

35:35:00 said that he had been okay

35:40:00 somebody had

35:46:00 complained so there there's a motion did you second the motion for Jason or no it

35:53:00 died second it died hope I think the 90day plan needs to be readdressed so what is your what is your

35:59:00 suggestion that we do then I'm fine with if the motion fails it fails I'm fine what is your suggestion we do I mean you

36:06:00 can't say I don't have a problem with sitting down and doing I mean I told suggestion about 10 days ago I told you

36:12:00 I said Jackie before that meeting if I were you I would get together with these people and come up with a solution you

36:19:00 guys can come up that you guys can no and I know you had a I know how busy like about Friday and no it was it was

36:25:00 after our meeting last Monday or Tuesday at the community center I said get together and talk to these people and

36:32:00 come up with a solution you can all agree to and it didn't happen so what just tell me what your I mean just what

36:37:00 I had no time I I know how bus I know how busy you were right I mean I I actually don't want to I mean I think you had tremendous value up here you you you represent

36:44:00 a I was just telling people like I think about streets and sewers and stuff like that you think about calendars and

36:50:00 Community Center you think about things that I I never do a great Ambassador for the city and you absolutely do a great

36:56:00 job at doing that part of it that stuff wouldn't get done without you I think you're a tremendous asset but I can't

37:02:00 believe that you can sit up here and say that none of this stuff

37:07:00 happened so what is your that's not what it says it but what I did not say none of this happened so how do we move

37:14:00 forward what is your suggestion to move forward I mean we can't we can't just say well you should meet with these

37:19:00 people because it's not going to happen like if that don't happen or if it's not acceptable to them then what then in a

37:25:00 couple more months we're right back here and nothing's happened I mean these people had these people we can't just

37:31:00 say they didn't have some valid complaints like some of the stuff is real and it happened I mean we have to

37:37:00 address it but it happened on both sides absolutely so are we going to address the four Griers also well I that's where

37:44:00 they need to have the conversation they can sit down hash it out have the true conversation with all parties involved

37:50:00 CU we have not had that yet right right no all we've read is the letters can I ask if they'd be open to it I know we're not looking for public comment but like a yes or no or show hands yeah yeah well

37:56:00

38:02:00 would that be a s like would you be willing to sit down with the party yes or like just
38:08:00 yes or no I'm not trying to
38:17:00 start an argument right right wrong or indifferent
38:24:00 no all right there there's I'm sorry Lisa we're we're not doing a discussion and debate
38:32:00 here it was a yes or no so it
38:37:00 sounds like you're not in support of that correct all right no she's not in support of that
38:42:00 okay
38:48:00 good attorney yeah look we suspend them all
39:01:00 for 30 days all of us right all of us I'll take I'll take the rest of the year
39:07:00 off I you know I this is not what I signed up for folks I I will I will say
39:13:00 at the risk of not even at the risk of stepping outside of what you've hired me
39:20:00 to do as your attorney but as somebody who's observed this for the last five and a
39:25:00 half
39:31:00 months councilwoman while I
39:40:00 I youve heard your colleagues say that you're that you bring Great Value to the
39:46:00 council and you're a great ambassador to the city we just heard that in the last three
39:53:00 minutes and and in my personal view you've shown
39:59:00 admirable courage in taking all of this criticism in a very public
40:04:00 forum um it's just my personal opinion somebody who's you know stopped
40:11:00 in Carter Lake occasionally and driven through a lot of times to the airport right and
40:16:00 and been your City attorney
40:21:00 for five and a half months and and been from time to time your special counsel that's
40:28:00 what you all know I know about
40:34:00 this community I'm not trying to say I know anything more I think it's a great
40:42:00 Community I think you have great
40:50:00 opportunities I agree with Miss Sapp that this ongoing
40:55:00 ranker is terrible for the community it's been on the news it's
41:01:00 embarrassing it doesn't move your great community and your great opportunity
41:07:00 forward my my two cents is that you
41:13:00 would accept the council's recommendation for a 90-day
41:18:00 plan and that everybody work hard collectively because saying well other
41:25:00 people have done bad things too I I get the appeal of it but it doesn't matter right we
41:32:00 we all have to
be accountable for our own things each one of us me too accept the 90-day plan and
and I'm
just let me finish and I'm not trying no but my two sons to to move the most
important thing is to move this community forward and and we need to stop my two
senses that the way to do that is to stop the debate stop the discourse stop
the Discord the 90-day plan asks you and and we've had this conversation in close
session at the risk of waving attorney client privilege the council is the
legislative body of the city the legislative body's role is to set the
laws and policies for the city the administrative Branch's role is to to hire and fire and
govern the
employees of the city that to me that's oversimplifying but that's the fundamental
problem here

41:39:00 is the blurring between the legislative role and the administrative role and I think if
you would

41:47:00 accept the the 90-day plan which is an amorphous term but to try
and restrain yourself to the legislative role and continue playing the role that you've
41:54:00 heard your colleagues say is

42:01:00 really valuable I think that lets everybody move forward and again I'm not
I'm not trying to pick on you but continuing to debate this if you and your attorney if if
42:06:00 you want to sue the

42:13:00 city over this that certainly you're right it will be what it will be but the
42:19:00 most productive thing in my view is for you all to agree no offense Jacob
42:25:00 councilman I bringing the parties together at this point seems counterproductive to
42:32:00 me I've said way too much already but I think if if if you all can kind of
42:37:00 collectively agree on a path forward here that is relatively concise
relatively narrow relatively short I think that's the best thing for moving the city
42:42:00 forward there's a there's a
joke or a saw or whatever in the legal profession that you know it's a good settlement
42:50:00 when nobody's happy I think

42:57:00 that's what we need to find here and I think something like accepting a a
reprimand and some direction to leave the employment matters to the mayor and the
43:04:00 administration of the city is the

43:11:00 best thing for everybody to move forward and again I apologize I've I'm I'm just
43:18:00 the lawyer here and I've I've said too much but uh Jason I'll blame you you asked
for my opinion so so who those those are my the 90day plan the five of us and the
43:23:00 four of them what's that who would be
covered under the 90-day plan the five of us and the four of them you know I think I
43:30:00 think everybody really um but

43:38:00 technically speaking the 90-day plan applies to council woman wall because
43:44:00 that's can we at least review it because some things are pretty unrealistic in that
43:49:00 plan I mean it's an easy thing to follow Jackie I mean when I was accused of just
43:55:00 going and speaking to Tiffany and Nick at the community
center and it was in regards to just bringing the visitors over there all that was said
44:02:00 Jackie Jackie nobody I
didn't accuse you of doing something wrong what I said was it was came to my
44:10:00 attention that you had been so people
are watching and they're picking it out little you're in the middle of an investigation
44:16:00 exactly for that I mean
watch what you're doing what I had to do that I mean that was something that I
44:21:00 was understand I mean committed to doing this week I understand I just why can't
44:26:00 you put it in an email send out an email copy somebody on it that's right I
44:32:00 just I don't know what if every council member went under the 90day plan we are
44:37:00 he just said it would be strictly the Jackie wall I thought we all had to go under it well
the the 90day plan was
44:43:00 a a response to specific issues if if

44:54:00 somebody wants to make a motion to subject all five council members to the 90-day
plan can you quickly get a copy of the 90day plan it's it's not I think it should be
45:00:00 reviewed I don't think

45:06:00 everybody realizes the limitations that are on there and how but but I I want I also do
45:14:00 didn't come out of thin air we're going to we're going to get some copies of this 90-
45:20:00 day plan right now Jackie is going to get them for us okay we'll
45:26:00 start there do we get those two you can have one perfect they 15 cents a copy at
45:31:00 the Library tomorrow morning and we have three days to provide them to
45:38:00 you you wanted in color a order so does somebody want to make a motion to move
45:43:00 this forward I mean do you want do you
45:49:00 want to put some some guidelines some dates we're going to go this 90day here in
45:56:00 just one second soon as she gives us each a cop you're going to do that
46:03:00 tonight tonight okay right now we're going to get this done going to the
46:10:00 printerr I'm sorry as right now they says there's no public comment I'm sorry maybe
46:17:00 that they they can look over it
46:23:00 with you there's no public comment I'm sorry it's not a debate I'll make the motion to
46:30:00 implement
46:37:00 a 90-day plan upon review and agreeance of the council but also to implement the
46:42:00 hiring process process of a city administrator to help with the HR because we are at
46:48:00 the end of the day a business we do have to have some form or
46:56:00 fashion of an organizational structure so let's can we because there's
47:02:00 recommendations in there and I feel like
47:09:00 it's just going to keep going down the line so what what you can how about the
47:16:00 attorney find out if it's legitimate
47:22:00 because this is not an employee this is an elected official you need to find out it's
47:27:00 legitimate they spent
47:33:00 \$25,000 on this other business you need to do your job okay I'm not going to
47:40:00 respond because we're not having public comment here but what I will say is what's
47:45:00 not on the agenda tonight is of
47:51:00 is the to start the process of hiring a city administrator so bring it up Monday just
47:59:00 discussing
48:05:00 respect the but but you can certainly talk about it and and if that's part of the your
48:11:00 decision into how to vote I think on implementing theate plan by all means you just
48:17:00 take action on something the
lines do get blurred from from I was completely fine with theba and talking about the
whole process I didn't think we needed to read it for btim in public
I think we could talk about any Topic in here and talk over everything and had the
discussion on what need to be done but I didn't think it was a topic that
just needed to be read for B fromont to back
you want me to read the 90-day plan sure sure go
ahead go ahead say what part is there a specific part you have an issue with Jackie
what what number don't you I to
go through the whole thing I've never seen any of it so I wouldn't mind hearing at all
yep
okay okay so this is titled Carter like city council
90-day plan and I'm glad we got the well it's dated August 17th 201 22 yep uh it
is sh signed by the mayor mayor cumber and the council members at that time
Skinner Kesler wall Watson Wilson Wilson
and Patterson yes Carter Carter Lake City Council
90-day plan as a result of the grievance hearing conducted on August 10

48:22:00 2022 after hearing testimony testimony and reviewing EX iits submitted to the
Carter Lake Council the city council has agreed that changes are needed to restore
48:28:00 order and productivity to the
city council the council agrees that the way council members interact with one
48:34:00 another and City staff will need to
change for the council to address the important work on its agenda for this reason the
48:41:00 council has set the following
48:47:00 goals to be addressed in the next 90 days each council member will review the
48:53:00 city of Carter Lake governing body official policies by August 24 2022 so
48:59:00 one week after the council adopted this if any s if any council member has
questions or concerns about any of the policies that member will bring their concerns
49:05:00 to the full Council for further
discussion going forward council members will rededicate themselves to the to
49:11:00 following these policies with special
attention being paid to policies regarding governing body conduct with City staff
49:18:00 section three Council conduct
49:27:00 with public section 4 and responsibility of governing body members section
49:33:00 9 number two the city council will establish andher to a chain of command
49:38:00 for all city employees all council members will refrain from communicating
directly with city employees about the performance performance of their job duties all
49:44:00 comments concerns and
49:51:00 questions regarding city employees will be directed to the mayor all issues that
49:57:00 remain unresolved will be addressed at a council Workshop or meeting number three
each council member agrees that they will not express comments concerns doubt or
50:02:00 disapproval about the decisions
50:09:00 actions or performance of any other council member parenthesis or C employee
50:14:00 close parenthesis in the presence of anyone outside of the council issues and
disagreements that arise between council members will be addressed among council
50:20:00 members if the Council makes a decision
50:28:00 and members of of the public pan Andor city employees close pan come to their
50:34:00 support for that decision or say they did not comment on Council decisions the
50:40:00 goal here is to present a united front and end the gossip and accusations that
have contributed to council dysfunction number four the council through the mayor or
50:45:00 her design will
50:52:00 communicate and implement the following changes for city employees a the city
50:58:00 council May request city employees to attend Council meetings or workshops for
providing insight and knowledge into various City projects and infrastructure when
51:03:00 City employee input
is needed city council will inform the department supervisor of the type of information
51:10:00 that is needed in advance of
51:17:00 the meeting or workshop last paragraph at the end of 90 days the city council
will reassess this plan and their progress and make a determination regarding how to
51:23:00 formally resolve the
51:31:00 investigation into the CI and complaints that were submitted date August 17
2022 seems very what was the outcome of the reassessment at the end of the 90day
51:40:00 plan we never had one there was no
51:47:00 written comments or concerns or do I recall getting official

51:54:00 policies to look over what what in here do you not
52:00:00 like okay to say that I can't communicate at all with a city employee
52:06:00 this doesn't say that it says you cannot directly communicate about performance
job duties right those are two completely different things for me to go some to
52:12:00 somebody and discuss something
that you know a program that's going on that we're going to have at the community
52:18:00 center or taking some
52:27:00 uh flyers in to set out I mean to me that's not breaking rule number
two I don't see where it is either and then that's not what rule number two says
52:33:00 correct correct so the motion which
52:42:00 is not properly on the floor because it failed for a lack of second but and the
52:47:00 recommendation from the investigator is to reopt this 90-day
plan councilwoman while you're expressing concern concern with something that's
52:52:00 not in the 90-day plan
52:59:00 no but it's been accus accusation understood but in terms of moving
53:05:00 forward okay one of the discussions among the council was to reopt this
53:10:00 90-day plan and what I had said before is I think if everybody would agree to
53:16:00 that the the 90-day plan was adopted less than two years ago to address
issues exactly like what we're talking about so so say as citizen comes to me and
53:23:00 they're opposed to something and I
53:30:00 voted against it so I'm supposed to turn around and say no I support that
decision now you can talk to a citizen that's that's that's in no way what the plan says
53:35:00 and and that would no you're
53:43:00 an elected official you can vote how you see this plan doesn't tell you how to
vote if a citizen comes to you with a concern over a policy it's your duties and
53:50:00 responsibilities to put that on the
53:57:00 change it if members of the public this is down in the second paragraph under
54:02:00 two come to a council member they either they have to express their support for
54:08:00 that decision or just not comment it you can't discuss it and show that you're
54:15:00 you know that you're opposed to what you're talking paragraph three uh second
54:22:00 paragraph under two three three two or three oh uh sorry I didn't see the three
54:27:00 there I wrote next to it so in three but that's postdecision what that's
54:35:00 postdecision not not pre somebody comes to you and says I don't like this and
54:40:00 you say I agree I'm going to vote against it this doesn't all all this is
54:46:00 saying as I read it is once the council has voted on
54:52:00 something but we don't go out and and continue to criticize the outcome of
that vote if you're on the losing side you lost move on to the next thing okay I'm not
54:58:00 saying you're doing that I'm
just saying that's how I read number three but we had some votes that were taken a
55:05:00 year
55:10:00 ago and to deny um
55:17:00 parking for certain individuals parking permits and I questioned it and I sent
55:25:00 it to this attorney and I did mention it to you know certain people
55:31:00 involved and then the attorney came back and said no your votes were not legal
the way they were voted because I had questioned it they didn't go through the right
55:38:00 process of changing an
55:46:00 ordinance so I can't question something that wasn't done correctly none of these

55:51:00 complaints filed were were filed over policy they're filed over you bringing up people's past and you

55:59:00 recommending employment in hours for other PE the complaints on file you you read them none of them are talking about

56:05:00 what you're talking about see this another thing we got to let the past be the past so we can grow

56:11:00 our city forward everybody wants to go back well five years ago you said six years ago you said eight years ago you

56:17:00 said I did this and you did that it's got to drop it's got to drop no I get that Victor but I'm just saying I know

56:24:00 I'm I'm talking about all of us not just you in particular but there are when you feel something wasn't done

56:31:00 correctly like our attorney previously came back and said we made a vote that he probably shouldn't have recommended

56:38:00 that we take at the time the following month

56:43:00 so if you feel like something wasn't done

56:48:00 correctly again I don't I don't know how far we want to get into this but I I don't think that that's what this says

56:55:00 no I think that what this says is if you disagree with the end result of a

57:01:00 council vote don't go air that in public and on Facebook well it's the majority of the council I mean Victor are you okay with the 90-day plan yes Aaron are

57:06:00 you yes Jacob yes Jason yes so I mean the only one in objection is is Jackie

57:13:00 so I guess I think it has to apply across the board because everybody is doing some of these things it doesn't

57:19:00 spell out your name spells out Council it does we're all under the 90day that's the motion we're all under the 90day

57:25:00 Jackie yeah okay so does someone want to make a motion to bring this policy all right we're not we're not acting tonight

57:31:00 anyways are we no you're what we're not acting on it tonight we're just discussing we are we're just ageing you

57:37:00 can act and and again let let me just read

57:43:00 what the investigator wrote Because I think it it makes the basis for a motion potentially

57:48:00 and recommend a reaffirmation of the 90-day plan I REM I recommend a public reprimand or censure of Jackie wall and specific direction from the remaining

57:55:00 members on the council to cease and

58:01:00 desist the behavior that has been identified as problematic my words as

58:08:00 part of this investigation I think essentially that's that's what you're talking about the

58:15:00 90-day plan spells that out pretty well and This spells out the rest of

58:21:00 it I'd like to know that other people are going to have to follow this too that it's not going to only be

58:27:00 direct follow it every Council on the council we just said that the 90-day

58:33:00 plan applies to every member of the council as written but it it hasn't in the past but it will moving forward just

58:38:00 what we're saying it's on Monday why are we only acting on one thing I don't

58:46:00 understand my comment was I just feel

58:52:00 like this is the basis of like the startup an HR it shouldn't be a 90-day

58:57:00 plan I know at at my company if someone comes to me with a problem I have to go
59:03:00 to HR or an executive manager to be able to handle that problem I don't feel like we
59:09:00 have that structure here it's not
59:15:00 just city council I think it's we hear that problem consistently across the board who do
59:21:00 I go to what do I talk
59:27:00 about if I have a complaint about something it like this this is like the structure of what
59:32:00 a city administrator
59:40:00 or city manager or whatever that implementation is I feel like this should just be a
59:45:00 commonality of what
59:51:00 we're expected to do but that's where my problem is I feel like if someone does
59:56:00 come up to us like we should know how to go to someone or who to talk to or how to
1:00:03 document it and I like not saying you
1:00:10 did anything wrong anything right I always use Cy so like I'm I always want to cover
1:00:20 my track so if someone comes up
1:00:27 and says hey you did X it was sent to the mayor it was sent to the city clerk or the city
1:00:34 administrator whoever those
1:00:43 those people are and it covers every individual involved
1:00:50 that's where I my struggle with the whole 90-day plan is cu I feel like it should just be
1:01:03 an everyday if you're
1:01:08 voted on for four years like this is the start of a policy of what you you have and
1:01:16 what's implemented
1:01:22 MH so I don't the 90day plan is is the beginning or a a um description
1:01:29 of a good HR plan and and as somebody in the public mentioned this is a
1:01:38 complicated issue
1:01:43 because you're not only a city employee you're right you're you're a city council
1:01:48 person but
1:01:54 the 90day plan was adopted by this by a council less than two years ago as a
1:02:00 direction of behavior for the entire city council why don't we just call it a
policy instead of a 90day plan is that what you're I'm not against that creating the
policy that's what we're here to do that's what we need we need
and if we have a policy it needs to be followed every one of us and all of us so a
motion is it most of this in our
rules and regulations that we have the an
appropriate motion would be to make the 90-day plan a part of the city's rules and
policies if if that's what you want to do it's a good point there's no real
good reason why it shouldn't continue after 90 days in my view I mean I'm surprised
that we're having this much
debate over this 90day plan I mean it seems pretty simple and it's not a it's note it's
um
but that doesn't give us the the ability to go and chastise people not saying you did
and act in a manner that we
shouldn't just because it's not law I'm not saying that she did anything [Music]
illegal there there's no comments I'm I'm sorry I mean I have I guess I mean I'm
completely fine with adopting it it
shouldn't be for 9 days I this was already put in place 2 years ago and we're back in
the same place I mean I
just don't think just of I think just on adopting this um I don't think that

1:02:06 adopting this addresses this their complaints I mean she she needs to take some
1:02:12 responsibility I think it goes both ways yeah you still don't take
1:02:18 responsibility no I mean I mean we did responsibility read adopting this does
1:02:23 nothing more than say we're going to do better so what's your proposal sharing
1:02:29 responsibility you can give it you going
1:02:29 to step up and and pay for some of the
1:02:35 investigation no I don't believe that's fair at all what what does the council
1:02:40 propose that we pull that money out of I mean we don't have a line item for
1:02:40 investigations y we have we have more
1:02:47 than just her that's involved in it there's the four Griers plus Earth there's five people
1:02:47 that created this so
1:02:53 you going to divide the five amongst them okay you're sitting there acting like he
1:02:59 did something wrong by bringing at least I'm sorry well this is not fair I mean this
1:03:05 is the thing we're not addressing their concerns at all I mean by by just saying that
1:03:05 we're re re recommending this this
1:03:12 was the 90-day this shouldn't even have been a 90day planet this should have been
1:03:12 common Council activity so let can
1:03:18 may I make a suggestion Mr Mayor sure uh okay so the the the
1:03:24 investigators right recommendation really has a couple of Parts one is I recommend a
1:03:31 reaffirmation of the 90-day
1:03:31 plan what I hear the council saying is that the there's support among
1:03:39 the council to adopt this quote 90day
1:03:44 plan as a permanent rule of the council not 90 days permanent policy permanent
1:03:50 exactly so that that's one separate thing that's one potential motion
1:03:56 a second item that the investigator States is I recommend a
1:04:03 public reprimand or censure of Jackie wall item two can you describe that what
1:04:10 is that Victor created one what right after this uh right before right after this yeah
1:04:10 Victor already did that once I
1:04:17 it just seems like we're repeating steps like Jason said that that's pertain to one
1:04:17 person one person only that she was to have no contact uh personal or
1:04:26 whatever you call this with a Kendra and that lasted a fair amount of time and
1:04:32 and three is specific direction from the other members of the council to councilman
1:04:32 woman wall to cease and
1:04:39 assist the behavior that has been identified as part of this investigation so in my view
1:04:39 those are
1:04:45 three discret items that each mean the first one certainly means something
1:04:52 different and so that's one potential motion the second part of it as to
1:04:57 councilwoman while specifically a centur or a reprimand in specific direction to
1:05:04 cease and assist the behavior which overly summarized
1:05:11 is alleged interference with employee duties th those are two those are those
1:05:18 are three those are the three items that the investigator has suggested I think I
1:05:24 think those are each independent the council can do as it wishes but just to try and
1:05:24 move this forward
1:05:31 those are three discret items that the council could take in order if it wants
1:05:36 to Let's vote on the 90day plan I'll make a motion to adopt it as permanent
1:05:42 rule of as a permanent rule the second I think you should look
1:05:48 at the the other set of rules we have because this is kind there's a motion in a second
1:05:48 on this though I'm four and

1:05:55 willing to vote for it but I would like the attorney said he's he hasn't reviewed it's even legal so I would like to review it and and have you give us a

1:06:01 good reading of what's a great way to create a plan not called a 90-day plan call it policy but we have that's where

1:06:08 I'm at with I me I'm not for voting for it but I mean I think it needs to be reviewed and and reviewed into what was

1:06:14 already put in place what was already done and where we are now so what we've got on the agenda and and what we've got

1:06:21 as a motion in a second on the floor fall short of that but one of the things the council directed and we and did so

1:06:28 in an open session a month ago was HR training

1:06:33 Citywide and you directed that and I think we've had a little trouble getting that scheduled but we need to do that

1:06:40 and I think if you move forward with the city administrator that would be a first Direction I would give your city

1:06:46 administrator is to review and and develop or redevelop HR policies for the council and and the mayor and the and the entire city staff for the future all right we

1:06:53 have a what's on your agenda

1:06:59 yeah goad we have a motion in a second on reinstating this plan roll call please Jacob

1:07:06 yes Jason yes Victor yes Jackie no

1:07:13 Aaron just just as as is just worded as it is now without reviewing it not looking into it

1:07:20 no okay as far as a reprimand or censure what me this I mean is that I

1:07:27 said a 30-day suspension nobody wanted to do that so what what's the what's the what is a reprimand

1:07:34 or so yeah that's a good question a reprimand or a censure

1:07:40 is a specific direction to either refrain from or

1:07:46 engage in specific this say public reprimand that's the exact word I believe that and well I don't think it's

1:07:54 uh yes a public reprimand this is very public um to cease and assist the

1:08:04 behavior that the investigator found to be alleged and

1:08:12 credible I mean I think it's really the best way to do it if you want to stick and I think it's the right thing to do

1:08:18 my opinion my advice is to S stick close to this report from the investigator cuz

1:08:24 then we're not so can we making stuff up so so a public rep reprimand appropriately would be

1:08:32 to um direct Council woman wall to refrain from the behavior that the

1:08:38 investigator found to be alleged and true and inappropriate but it also

1:08:45 says if this activity if this content somewhere in here it says if it continues we have no choice but removal

1:08:52 I mean can we can we include that language that if we're back here again again we have to remove her or we don't

1:08:57 have to but we have to if it's found to be credible you well you you yes and no

1:09:04 so what I was trying to do was separate those two things you also cannot

1:09:10 predispose the council to a future vote okay so if

1:09:15 if any motion to remove Council mon wall from the council would have to be its

1:09:21 own separate and independent vote okay in my opinion so you can say that it should be
1:09:29 considered or something like that but you but you can't vote today on something no I
1:09:36 get it I'll make that
1:09:43 motion to include any future of this activity should could be grounds
1:09:51 for sure could be grounds for termination repeat that please I'll make the motion that
1:09:57 he talked about of the
1:10:09 public reprimands cure and then to include if if we're back here again that it it's
1:10:16 grounds for removal got your motion
1:10:24 yep too broad tighten it up tighten it up from
1:10:32 an Iowa Code standpoint because that seems to be the conversation what can we
1:10:39 add or not add
1:10:44 to take from from this report because that's what we said we were going to do as a
1:10:50 council take the recommendation and move forward with it
1:10:56 which is what we all agreed upon in the room all all five of us how can we take the
1:11:02 Iowa Code and Implement what we're
1:11:09 doing here today with the recommendation and I know it's you probably can't even
1:11:16 answer at all today because
1:11:22 there's all kinds of legalities turn twists everything in it but how do we
1:11:28 take that and Implement what we're looking at from a recommendation standpoint
1:11:38 because I think that would be
1:11:46 a fair assessment and I feel like most parties would be happy if we could Implement
1:11:54 that from a code standpoint we
1:12:00 already know we're looking at the hrp so that's push that to the side but I don't know if
1:12:08 this answers your
1:12:15 question and I'm not trying to not answer your question the Iowa Code allows you to
1:12:22 do
1:12:30 in my view everything that you're doing here tonight the Iowa Code allows the
1:12:36 council within certain parameters and proced procedures to remove a council
1:12:42 member my only advice to you in in that broad range is that I don't advise you
1:12:50 to vote on something tonight that some future condition
triggers when when that thing is as serious is removing an elected official from office I
I think that's an
extremely serious ious remedy and so I don't advise you to make
that decision tonight not knowing every fact you would know at that time otherwise I
mean I I spent quite a
bit of time before the meeting here this afternoon looking at the Iowa Code you're
you're
within in my view the code to be doing what you're doing um so so the
centure um and and the motion are all legal within the code in my view whether
the council wants to second that or adopt that as a totally different matter but so I'm
sorry I that may not answer
probably doesn't answer your question you're you're well within the bounds of Iowa
law to be doing what you're doing
now and if you want to Cent your councilwoman while you want to reprimand her
publicly you can do that you want to
remove her you can do that you want to do nothing you can do that um again I just

1:12:55 I don't advise that you sort of decide tonight to remove her in the future if something happens because I think that's

1:13:03 so serious and we'd want to know every fact and every piece of information at that moment that we could know at that moment do always know more tomorrow than you know today I mean we have we have to

1:13:08 we have to give specific Direction re from the Remia members of the council to cease and assist her behavior I mean I

1:13:15 think that's just common it just has to be done and and and I think the behavior that the report identified was

1:13:23 interference with right and employee duties and so maybe that's a motion that's more specific I don't do you think the 90day plan takes care of that or we need that be

1:13:34 separate uh I would do it separately all right I'll make that motion so your your motion is a direct Direct Direct council member W to cease and assist Behavior that's been identified in this investigation as inappropriate as

1:13:47 inappropriate that's the motion that's is a public censure that's

1:13:54 a public just single it for that it's just a season it's just us telling her stop doing I was second

1:14:00 that all right roll call please that that's not to do with the plan that's just a center we're just talking about

1:14:05 that's separate the plan applies to all of you this is a separate directive from the council to your colleague if a

1:14:11 majority of you vote for it Jason yes Victor yes Jackie can I

1:14:17 abstain yes you can Aris yes Jacob

1:14:24 yes anybody have anything else there's one thing I got to ask real quick if I can say this because this has been a lot of rumor

1:14:31 mill we discussed it before and the last

1:14:39 item the

1:14:44 finances just don't I know I Dr the whole thing I should don't do it in here

1:14:50 I got a few minutes you certainly can you want me too yep

1:14:56 okay Mr Mayor councilman Skinner has asked me to read one

1:15:03 particular passage from the report to in his view clear up a rumor go ahead is that okay all right please so the report contains a table a

1:15:08 chart that goes on for one two three and a little a little more than three pages

1:15:16 and the headings of the chart are conduct complained about did conduct occur conduct less than ideal SL policy violation SL 90day plan violation and then the fourth column is conduct illegal so the in this case the the item

1:15:23 councilman Skinner pointed out under count under sorry conduct complained

1:15:29 about allegations that Kendra hollenbach misused City money and the Youth Sports

1:15:38 programs these again are the findings of the investigator the next column did conduct

1:15:46 occur nope investigators finding no evidence of this

1:15:51 whatsoever next column conduct less than ideal policy violation 90-day plan violation investigators finding Jackie admits she was the one

1:15:59 questioning this issue thus starting the rumor which is inappropriate conduct by his council member toward a city employee final column conduct illegal

1:16:05

1:16:10

1:16:18

1:16:24

1:16:30

1:16:37

1:16:42

1:16:47

1:16:54 yes yes or no no but that's one RoR I I want to lay to
1:17:01 rest I was just tired of hearing it all the
1:17:10 time anything else motion you
1:17:17 done nobody's got they I'll make a motion to adjourn second we're ajour
1:17:22 thanks for coming out tonight guys thanks all