

September 26, 2017

Appanoose County Board of Supervisors met in special session September 26, 2017 at 10:00 A.M. in the Boardroom of the Courthouse. Present: Mark Waits, Chairman, Neal Smith and Linda Demry, Boardmembers. Absent: None.

Smith moved to approve the agenda. Seconded by Demry. All voted aye.

Waits stated the reason for the meeting was to evaluate County Engineer Matt Haden. Waits asked if Haden would like to go into closed session. Haden stated no. Haden was given a letter regarding an investigation. HR Director, Paul Gruefe asked if Haden had anything he would like to address. Haden stated on March 20, 2017 the Board approved working 4 10 hour days and on August 2<sup>nd</sup>, the Board informally asked Secondary Roads be open on Friday due to complaints they had received. Haden subsequently started opening on Fridays starting August 4<sup>th</sup>. On September 1<sup>st</sup>, he was on vacation and did not schedule anyone to cover. It was an oversight due to busy construction season and he apologizes for the oversight. He went on to address all the improvements Roads has done over previous years.

Waits asked the board their thoughts. Smith acknowledged all the extra time Haden puts in, but said people should be on time. Haden acknowledged getting his children to daycare at 6:30 a.m. makes him late and asked the board to work with him on this. Waits stated he thought Haden was doing a good job but wanted a frank discussion on not following their directive. Gruefe asked to sit down with Haden to come up with options to solve the problem.

The Board allowed public comments. Dr. Richard Burger, Cheryl Haden, Randall Raskie, Rhea Wilson, and Ron Haden all addressed the board on behalf of the county engineer.

Demry asked if going back to 8 hour shifts solves the problem. Gruefe stated yes. Wilson stated there is a problem with having a document on his record. Demry stated it's just verbal and asked Gruefe if it goes in Haden's record. Gruefe stated yes.

Waits asked the board what they wanted to do. Smith said to go ahead and put in his file. Gruefe advised the board no action had to be taken to put it in his file. The intention was to share their concern with Haden. They have the option to take action to remove it from his file as well. Demry asked Gruefe's recommendation. He recommended leaving it in the file give him the opportunity to respond if he would like to. Smith made a motion to leave it in his file. No second. Motion died. Gruefe asked the intent of the motion and provided explanation that no motion is needed to put letter in personnel file. Waits stated he was not comfortable with it going in his personnel file and Haden understands when direction is given the board is sincere. Waits motioned to not put it in his file. Seconded by Demry. All voted aye.

Demry moved to adjourn. Seconded by Smith. All voted aye.

The Board adjourned to meet at the call of the Auditor at 11:24 A.M.

Appanoose County Board of Supervisors

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Attest: \_\_\_\_\_ Kelly Howard, Appanoose County Auditor