

**VILLAGE OF NEW LEBANON  
COUNCIL MEETING  
November 5, 2024, at 7:30 p.m.  
Council Chambers**

The meeting was called to order at 7:30 p.m. by Mayor Nickerson. The invocation was given by Mayor Nickerson, followed by the Pledge of Allegiance.

**VERBAL ROLL CALL OF COUNCIL MEMBERS**

**Council Members:**

Timothy L. Back	Present
Charles Cooper	Present
Gale Joy	Present
Lyndon Perkins	Present
Melissa Sexton	Present
Nicole Adkins	Present
David Nickerson	Present

**Others Present:**

Interim Police Chief Wortman
Fire Chief Keyser
Acting Village Manager Anderson
Interim Law Director McNamee
Interim Superintendent Darryl Sorrell
Interim Zoning Inspector Gary Long

**APPROVAL OF MINUTES**

- Approval of the October 15, 2024, regular meeting minutes. Council Member Sexton made a motion to approve the October 15, 2024 minutes as presented. Council Member Cooper seconded the motion.

5 yes votes and 2 no votes, minutes approved.

**UNFINISHED BUSINESS**

**Ordinance 2024-04 – An Ordinance Certifying the Municipality of New Lebanon Distribution Year 2025 and Tax Year 2024 Street Light Assessment to Montgomery County, Ohio in the Amount of \$60,000. (Second Reading)**

Mayor Nickerson stated that this is the second reading of this ordinance. The third reading and public hearing will be scheduled for the November 19, 2024 regular council meeting.

Law Director McNamee distributed a summary of the State of Ohio Auditor’s investigation, analytical spreadsheet of the auditor’s findings, law director’s preliminary results of the investigation dated 3/19/24, and a letter from a citizen to Mayor Nickerson, and a public records request he made to the auditor’s office.

Mayor Nickerson read the letter from a citizen.

Law Director McNamee discussed a letter from the law firm of Arnold & Arnold he received that was initiated by Mrs. Tammy Loch and Council member Joy.

Council member Perkins asked what the vote count was for the termination of Glenna Madden.

**NEW BUSINESS**

**Resolution 2024-22 – A Resolution accepting the amounts and rates as determined by the Montgomery County Budget Commission and authorizing the necessary tax levies and certifying them to the Montgomery County Auditor.**

Vice-Mayor Adkins made a motion to approve Resolution 2024-22. Council Member Sexton seconded the motion.

Roll Call:

Council member Back	Yes
Council member Perkins	Yes
Council member Sexton	Yes

Council member Cooper	Yes
Vice-Mayor Adkins	Yes
Mayor Nickerson	Yes
Council member Joy	Yes

7 yes votes and zero no votes, the resolution is approved.

**Resolution 2024-23 – A Resolution Authorizing the Acting Village Manager to enter into a contract with Insituform Technologies, LLC for the Sanitary Sewer Rehab Phase 21 project in the amount of \$186,208.25.**

Council member Perkins asked Mr. Anderson for a breakdown of our debt by each municipal manager. George Markus was municipal manager from 2006-2019 and accumulated \$3.4 million of debt and Glenna Madden was municipal manager from 2019-2024 and accumulated \$2.6 million. Totalling \$6.1 million of debt to date.

Council member discussion.

Council member Sexton's made a motion to approve Resolution 2024-23. Council member Back seconded the motion.

Roll Call:

Council member Cooper	Yes
Council member Back	Yes
Council member Perkins	Yes
Council member Joy	Yes
Mayor Nickerson	Yes
Vice-Mayor Adkins	Yes
Council member Sexton	Yes

7 yes votes and zero no votes, the resolution is approved.

**Resolution 2024-24 – A Resolution Authorizing the Acting Village Manager to enter into a contract with the Montgomery County Public Defender to provide legal services to indigent municipal residents.**

Council member Cooper made a motion to approve Resolution 2024-24. Vice-Mayor Adkins seconded the motion.

Roll Call:

Mayor Nickerson	Yes
Council member Sexton	Yes
Council member Joy	Yes
Council member Back	Yes
Council member Cooper	Yes
Council member Perkins	Yes
Vice-Mayor Adkins	Yes

7 yes votes and zero no votes, the resolution is approved.

**PUBLIC COMMENTS**

Mark Bundy, 124 Laredo, questioned who is responsible for the utility right of way behind his backyard because he maintains it. He thanked the council, reminding them that things won't be fixed overnight, and he appreciates them.

**Clinton Goad, 77 N. Diamond Mill Road**, asked if there were any findings for recovery in the auditor's report. Mr. McNamee said there have been items addressed to the region for determination of findings for recovery, and the report does not come up with findings for recovery. Mr. Goad stated the only time he has been threatened since he worked there the past ten years was by Mr. Anderson when Mr. Goad discussed Mrs. Loch's removal from council for her tax situation and he brought to Mr. Anderson's attention that other members of council owed state taxes. He stated Mr. Anderson said if he spoke of that it could be in violation of the personnel rules. Mr. Anderson stated he advised Mr. Goad he needed to be careful with political activity while in uniform.

\*Inaudible\*. Mr. Goad stated there are more departments besides the police department that have reduced staffing.

**Ashley Holloway, 201 Church Street**, thanked New Lebanon PD, Perry Township, and the medics on duty that day regarding a missing boy who ended up being at his grandma's house. Ms. Holloway presented information on behalf of the Chamber of Commerce, the Brethren Church, and herself for the 2024 Christmas parade. She stated on December 14th we will celebrate Christmas in the Village beginning with the Dixie Music Festival shared with the Chamber of Commerce craft show. After, there will be a holiday lighted parade featuring Grand Marshall, WDTN anchor, Kelly King. After the parade will be the Brethren Church's tree lighting, pictures with Santa, performances by the Dixie choir and band, food trucks, and crowning of the Little Mr. & Mrs. of New Lebanon. Ms. Holloway and Kyle Wardlaw may have the chance to make a guest appearance on Living Dayton representing New Lebanon's Christmas in the Village. She stated they are currently accepting applications for parade floats, cars, horse/buggies, etc. They are limiting space for two food trucks and are still accepting applications for the craft show booths. She stated if anyone had any questions, they can contact Farmers & Merchants Bank and talk with Terry. Mayor Nickerson asked how Boo Fest went, and Ms. Holloway stated it was amazing and thanked all the volunteers.

**Michelle Nadolsky, 301 Ledgewood**, as a citizen asked who does zoning and what the process is. She stated 301 Lawson is a dump and has stuff packed all around all four sides of the house and looks terrible. As the commander of the American Legion at 35 W. Main Street, said she spent hundreds of dollars cleaning up the mess in her back parking lot that fell over from the house in the back that is in deplorable conditions. She said she asked the previous administration about the fence and is now asking this council. She said the houses on Traction that butt up to the American Legion have trash back there. She stated she puts her trash away, keeps her property looking nice, and mows her grass and asked if someone could please make everybody else pick theirs up. She also asked what was being done about the lack of police protection. She said she has seen the Sheriff's Office out here patrolling and asked that we get police protection.

Mr. Anderson stated they are in the process of bringing on two full-time officers they hired as well as a previous part time officer that wants to come back and fill shifts. He stated it's hard to find police officers right now and every agency is having difficulty hiring. He said he is working with Acting Chief Wortman to work on recruitment and all shifts are covered, some being covered by the Sheriff's Office if needed. Mr. Anderson said the police officers we have now are working very hard.

Acting Police Chief Wortman agreed with what Mr. Anderson stated and said he just hired one that will be starting in a few weeks and another one that's in the process. He stated he did have a full-time employee that requested to go part time. He advised that Officer Darrin Townsend wanted to come back and will get him in as fast as possible.

**Natasha Farley, 136 Bronwood**, thanked the council, the volunteers, the service department, fire department, and everyone involved in Boo Fest stating it was a huge success. She thanked the village for providing pumpkins that kids were able to pick out. Mrs. Farley thanked Chief Keyser for having some of his crew at the event handing out candy to the kids and asked him to extend her thanks to them. Mrs. Farley congratulated Interim Police Chief Wortman on his new baby. She stated she understood the police department is short staffed but found it extremely distasteful when she attended the Brookville Halloween event the week prior and one of our officers was there with one of our vehicles giving out candy, but didn't represent or show support to our community. Mrs. Farley applauded the council for digging the village out of the deep ditch we have been in. She said it took time to get us into the hole and will take time to get us out. She stated everyone needs to look at the black and white facts, not opinions, to move forward and be a community again.

Interim Police Chief Wortman stated Officer Weir took a cruiser to Brookville before her last day which was November 4th. He stated we had an officer at Boo Fest. Council member Sexton added that there were two there.

**Paul Boggs, 136 Glenada**, thanked the council for all that they have done and wanted to point out that one of our previous officers stated that we have a lack of presence of officers. Mr. Boggs said that the officers that are left are good, and he has noticed a difference in the remaining officers since the toxicity of the ones that were here are now gone. Mr. Boggs stated if you are an officer, and you know there is a shortage of staff why would you bring that to the attention on Facebook to draw people and crime to the community.

**Teresa Cooper, 443 Hazelhurst**, stated she knows we are short staffed, but is very happy to see Montgomery County Sheriff's here. She said they are very good and can handle any situation. Mrs. Cooper said she has seen a lot of sheriffs in the area, and it makes her feel a lot better. She said she sees the Sheriff's Office patrolling her street, and she never saw a New Lebanon officer patrolling her street, and she is very thankful. Mrs. Cooper asked Mr. Anderson for clarification on the debt we incurred from the first manager that was here for 16 years and was about \$3 million and the last manager that was here for 6 years and was about \$2 million. Mr. Anderson stated the first manager

was here for 13 years and \$3.4 million and the last manager was here for 5 years and \$2.6 million. She said to look at those numbers and that she appreciated everything.

**Colin Kenney, 418 Rosetta**, joked that he prepared a statement to read since posting on Facebook is too juvenile. He asked David, Nicole, Timothy, and Melissa aside from finishing the road construction, which was started by the previous administration, and a couple great community events, what else have they done for the betterment of the community. He stated they took a fully staffed police department and turned it into under 50%, terminated every head of every department, haven't found a valid candidate for hardly any position, comments about continued threatening and micromanaging for those that disagree. He stated that the council was elected to be the voice of the community and not follow the mayor down a rabbit hole that's damning our town. He said there are two community pages which are the same as showing up to a council meeting to voice concerns. He said to do their part and represent their community and make the community better or the better town they promised to make it. Mr. Kenney stated if cleaning the swamp was their objective to at least have valid candidates lined up before firing the staff that keeps the town running, picking up the slack, at the same pay rate. Playing the buddy system and putting your pals in high paying positions they have no business being in, hiring a municipal manager and law director from out of town, but Mrs. Adkins questioned the integrity of one of the two candidates and should have had a better vetting process. He stated Mr. Sexton got the job because they all stacked the odds in his favor and his wife is Mrs. Sexton. He asked if this was a conflict of interest. Mr. Kenney asked why she had not stepped down seeing as everyone had an issue when Glenna hired a relative. He asked for the immediate resignation of Robert Anderson, Michael McNamee, David Nickerson, Nicole Adkins, and Melissa Sexton.

**David Hutchison, 351 S. Fuls Road**, asked about the auditor's report and if there were any criminal charges going on with the investigation. Mr. McNamee said there were none at this time but there were three items that were referred to the regional office. Mr. Hutchison asked if the new resolution for the signing of the checks any concern with the checks that have been written to Mr. McNamee and who found this issue. Mr. McNamee said it was in the report and did a public records request for the information. He suggested that if there are no criminal charges that the council look at doing a resolution to terminate the McNamee Law Group in any further investigation.

**Shannon Bemis, 130 Bronwood**, felt nobody had the right to have an opinion because they aren't informed. \*Inaudible\* Mrs. Bemis stated the reason why Mrs. Loch was removed as a council member was because Mr. McNamee went through our procedures to see what we were doing right and what we were doing wrong. He found that Mrs. Loch was delinquent on her municipal taxes and nobody else was. She didn't

understand how Mr. Anderson threatened Mr. Goad when he brought up state taxes because state taxes are not a requirement per the charter. Mrs. Bemis stated that at the charter review committee hearing she stated if we were going to make it a requirement for city taxes, then we should also make it for state and federal taxes. She added that she was shut down and said a council member has been delinquent on state taxes for years and didn't understand why that didn't play into that part. Mrs. Bemis reminded everyone we spent over \$520,000 in two years on service vehicles, we have been paying ourselves money we are not entitled to, we have employees that were falsifying timecards to where you are telling me people can work 96 hours straight in trucks with no breaks, no lunch, no sleeping and have CDL's and questioning the CDL requirements. Mrs. Bemis stated these are the internal things that Mr. McNamee found and thanked him. She stated she appreciated his specialty in municipal law and him finding the things we were doing wrong like doing illegal executive sessions. She stated she has been telling Council member Joy for years that we have been doing everything wrong. Mrs. Bemis stated she was the only one standing here years ago and has made large amounts of public records requests and she is not speaking based on feelings or emotion, but black and white facts. Mrs. Bemis stated that Mrs. Madden stole money from us, and it is a white-collar crime. She added she may not go to jail for it, but she's going to pay us back for it. She stated she provided the proof to Council member Joy and asked him to confirm, and he remained silent. She expressed her frustration with Council member Joy being a keyboard warrior on Facebook badmouthing people but can't say anything in a meeting. Mrs. Bemis used the metaphor, don't rock the boat. She motioned to new council members that they were the boat rockers, and they went against the status quo that has been so wrong for so long.

### **ADMINISTRATIVE STAFF COMMENTS**

Mr. McNamee addressed an item in the report in terms of alleged police improprieties. He said there have been a few matters turned over to the Bureau of Criminal Investigations of Ohio and noted that the acting chief recommended that.

Interim Police Chief Wortman stated he already touched on staffing and said we have two people in the process, and one is getting outfitted for uniforms. He stated one of the full-time officers requested to go back part time. He said they are still looking for people and he thinks to help with the issues that BCI investigate any allegations. He said he will keep everyone up to date on things. Interim Police Chief Wortman stated he was working on a memo to clarify things because he thinks some things have been skewed and he has heard comments that he is trying to get BCI in to investigate council members or the acting manager and he is strictly asking BCI to come in and look at the police department and its members to clear those allegations up. He said he is also



going back to look at previous staffing levels because there were claims that we were bulking up to take over Perry Township Police Department, which is not true.

Vice-Mayor Adkins asked how many part timers we have. Interim Police Chief Wortman stated when we get everyone on board we will be at five full time and 6 part time.

Council member Sexton asked how long it would take to get uniforms for the new officers. Interim Police Chief Wortman stated it depends, but there is also paperwork that must be done as part of the process. He spoke on the initial hiring and training process.

Fire Chief Keyser said December 7th will be Santa's ride through the village on the fire truck starting at dusk and the route will be posted. December 14th from 11 am-1 pm will be the annual Cookies with a Cop and Santa at the firehouse. Then at 2 pm on December 14th will be the tanker dedication ceremony. Chief Keyser stated the old tanker was picked up the previous week by Engine 911 Foundation and will be shipped to the Dominican Republic where they will place it in service.

Council member Sexton asked Chief Keyser to explain why the tanker was given to the foundation.

Chief Keyser stated that part of the new tanker funding was a FEMA grant with American Fire Act grant and part of the requirements of the grant is that a truck that is replaced is considered not safe for service in the United States anymore. The grant gives a couple options on how to dispose of that such as scrapping it or selling it privately (which runs the risk of being resold and used which violates the grant agreement and could face having to pay back all the grant money).

Mayor Nickerson asked Interim Service Superintendent Sorrell if they were still working on water meters and which kind. Mr. Sorrell answered yes, and they were radio reads.

Vice-Mayor Adkins stated a resident contacted her regarding a bill they received to move their water meter from the basement to outside for around \$5-6 thousand dollars.

Mr. Sorrell stated it was brought to his attention today and unless they were getting a whole new service line it shouldn't be that much and should be nowhere near that cost.

Mr. Anderson stated that two letters were sent out to homeowners in the Village. He said that our Service Workers need to have access to the meter to read it. The village has a requirement that the meter has to be accessible by their meter reader and it is the

responsibility of the homeowner to incur that cost to move the meter, so they are able to get accurate readings.

Interim Zoning Inspector Long addressed the two addresses that Mrs. Nadolsky brought up stating that the village has cited them to the end of their enforcement at this point and there will be discussion with the law director about possible prosecution.

Council member Sexton asked Mr. Long if he would clarify the zoning process for the public to understand.

Mr. Anderson said the addresses that were mentioned have been chronic problems for years. He stated they have been cited and fined and when the fine isn't paid it gets assessed to their property tax. Mr. Anderson said they have exhausted their zoning remedies and the next step is to hand it over to the law director for prosecution to see if the court would enforce the requirement and require them to clean it up.

Council member Back went into more detail regarding the zoning process and the notification letters that are sent out and agrees it isn't fair for people to have to look at that stuff, but the process takes time. He said they have discussed formulating a better process to move things along quicker.

### **MUNICIPAL MANAGER'S COMMENTS**

Mr. Anderson stated he originally discussed having a budget work session before the next regular council meeting and said he will need more time to give a more thorough presentation of the budget and financial situation that we are in. Mr. Anderson asked Council to hold a special meeting for the work session on Monday the 18th at 6:00 pm and if more time was needed it can go into the next day before the regular council meeting. He said this is going to take a lot longer than the normal hour and a half to discuss the status of the village's finances. He advised council that there will be some very difficult decisions that council will have to make, we have serious revenue problems, and some of these issues have been known for a few years and slight adjustments could have been made to help head off the snowball that's coming. He said some decisions may be uncomfortable for the council as well as the residents.

Council member Sexton asked Mr. Anderson about where our revenue stands.

Mr. Anderson stated there are some looming pitfalls that are coming if we don't make some tough decisions. He stated we have a couple of funds that are in the negative, have been in the negative a few years, has been noted by our audit, and you can't have that, Ohio doesn't allow you to have negative fund balances. He said the sewer fund is in the negative over \$150,000.00 and that is not an easy fix, and the sewer rates haven't been increased since 2016. He advised that this doesn't include the capital

projects that are going to need to happen at the water plant and the sewer plant that are millions of dollars that will eventually need to be done there that we have no plan to try to pay for. He said if someone had been properly looking at these the last five years we wouldn't be in this situation. He stated there have been basic accounting procedures that haven't been done properly such as the Municipal Court fund that was closed and a new fund created (Community Enrichment Fund) without state approval which is not permitted. This will have to be unwound before the next audit or there will be severe findings for the village.

## **COUNCIL MEMBERS' COMMENTS**

Council member Cooper stated today is election day and that he was not elected to the position, but appointed, because that's the procedure. He will be vacating the seat because he wasn't on the ballot. Mr. Cooper said a new person will be taking his seat, and almost all the council members were asked to resign. He said regardless of what "side" you are on; elections have consequences and when you elect officials you are going to have change and it is just the nature of the political beast. He said he doesn't believe anyone will be resigning their positions and stated there is a procedure to do that. He said he is not on anyone's side, he's on the side of order and decency. He said if you don't like an elected official there is the beautiful process of recall. He said constant complaining is not productive. He said if you don't like the procedure then there is a process to change that as well. He said constantly screaming, complaining, and yelling is not how you are going to change it. He said we live in a country where you have a vote, not a mob rule, and there are more than you that live in New Lebanon.

Council member Sexton asked Council members Perkins and Joy if they were aware of any of what Mr. Anderson just said regarding the budget since they have been sitting on council. Mrs. Sexton said about the last five years and that we are in trouble.

Council member Joy said yes, he knew that and he has been saying it for years. He said you can ask the people that I've talked to, they know that I said that we're in trouble and our water and sewer rate is too low. He said that's a fact, but the problem is most people don't want to pay more money. He said we have also deferred maintenance for over the last probably 40 years and now the bill is coming due and we have to take charge of that. He said you could ask Darryl and some of our infrastructure is bad and it takes millions of dollars to fix it, so yes, I did know that.

Council member Back clarified with Mr. McNamee that the things that have been forwarded by the State Auditor to the region, and they will decide how to proceed further. Mr. McNamee said yes. Council member Back asked if we would be paid back for the money that was paid out inappropriately. Mr. McNamee said in the report there was a suggestion for findings for recovery that means a monetary assessment based upon the funds that were purportedly misappropriated. Mr. McNamee said he is looking into other cases that the auditor's office was apparently not aware of and that is why he made the public records request to see what they specifically looked at and he will keep

everyone posted.

Council member Back discussed state taxes and being current on them is not a requirement. He also agreed that everyone has a first amendment right to free speech but does not think it is appropriate for someone to go onto social media sites and disclose that our police department is short staffed to five or six thousand people and his personal opinion is that at that point you are inviting thieves. \*Inaudible\* Mr. Back addressed the comment that the council ran off the police. He said this is the first time he has heard Mr. Goad say anything about a hostile work environment. He said you have officers that chose to leave the village, and they could have addressed an issue with Mr. Anderson or the council. He said that didn't happen, people took to Facebook and put their feelings and what they are entitled to on Facebook, and he feels there could have been a better way of handling it. He said there were two officers that were terminated and the rest left on their own. He said if there was a hostile work environment he would have appreciated knowing, because they weren't even given a chance, but will be the first ones to take a beating over the head for it. \*Inaudible\*

Council member Perkins said he wanted everyone to get a copy of the Village Charter and all you need to do is call 687-1341. The charter of the municipal of New Lebanon. He said you will see what ordinances are being used and not used properly. He said I'm not asking, I'm telling, if you want to know something get this and start reading and you'll see what's going on. He said if anyone has any ideas on how to get us out of debt he's willing to listen to it. He said he knew there were two ordinances that were used, it was one for the community that took \$100,000 to pay for the attorney in the investigation and for Mr. Anderson's salary. \*Inaudible\* He said the community fund and another fund that came out of over \$250,000 that hasn't been used yet but he guarantees it's going to come. He said if you get to the end of the year and you have extra money, say \$400,000 left in the community fund, some of that should be used someplace else or another fund should be used someplace else. He said the community fund he hopes someone investigates, he doesn't have a problem with it but supposes for the younger or older people what's going to go in there and who's going to pay for it is going to come out of the community fund and are you paying a person to run that community activity. He knows Mr. Back would like to sell the building because of the roof. Mr. Back said no, but he does think they should look at selling the building because there are better places where the money should be spent. Council member Perkins said someone needs to investigate between Trotwood and downtown if they have community center people running that community and how much does it cost and does it actually work. Council member Perkins asked the mayor if we used just cause to fire Glenna Madden and the rest of them. Mayor Nickerson said that's for the attorney. \*Inaudible\* Mr. McNamee said yes just cause and the alternative as an at-will employee. Council member Perkins said the mayor needs to use just cause to fire the attorney because he asked for the billing documents, and he refuses to give them to him for attorney-client privilege but he is also a village person that lives here. He said he has the opportunity for not complying with what he asked for and what Mr. Joy asked for you don't want to do it because all you say is its attorney-client privilege and I think that's wrong, and we should use just cause to fire you.

## **VICE-MAYOR'S COMMENTS**

Vice-Mayor Adkins went back to what Goad put on social media that she owed the State of Ohio taxes which is false, she did owe sales tax that was paid at her tornado house back in 2022 so that \$126.00 was paid for. In 2023 she got a \$1,600.00 tax refund and if it wasn't paid it would have been taken out of that refund. She said it is paid, and she has the documentation to show that. Mrs. Adkins said what really bothers her is he says he's transparent, but when you talk about transparency you want to show everybody what you want. She said she looked up Tammy Loch on the same site Goad used to look her up and found she does owe income tax which was \$2,800.12 and then she also owes school tax which was \$987.00. So, being transparent, this should have been shown too, not just certain people. She said this isn't even what Tammy got dismissed for, it was for the 1% village tax. Mrs. Adkins said she asked Tammy in the office if we had a payment plan for taxes and she told her no. She said Mr. Goad wanted to know about her 1% tax and wanted to let him know her deposition for Glenna Madden's case; she had to prove without a reasonable doubt that she did not owe any taxes. She said if you are going to be transparent to show everything and not just one side, please.

## **MAYOR'S COMMENTS**

None

## **ADDED TO AGENDA**

**Shannon Bemis, 130 Bronwood**, said everyone coming in tonight is a day late and a dollar short. She addressed Council member Joy stating she has been bringing up the sewer and water system for years and how we have avoided putting money towards it and spending it frivolously on other things that are not necessities and that our water and sewer system would fail. She stated you have not been saying this for years and he chose to ignore it. She addressed Council member Perkins and him asking about how the vote was for Glenna Madden (4-3), when she remembers the past four years it was always 6-1 and how council sat up there and did nothing but bully Nicole Adkins. She stated Mrs. Adkins tried to do everything by the book and everyone just overshadowed her because just like the status quo, you accepted what the norm was, based off people telling you lies. Mrs. Bemis stated they had not been doing things properly because of what you were taught. Mrs. Bemis said you need to look at Mr. McNamee as a consultant. He's looking at how we operate financially and procedurally, and we have some serious issues. Mrs. Bemis asked if Glenna Madden went and opened a safe and took a million dollars out, no, you don't have to though. If I work 40 hours a week and I

add onto my timecard 10 hours of overtime, and I get paid, but I didn't work that 10 hour of overtime, that is stealing. She stated she is done with all this digging; she has shown the negative funds that we've had. She stated we couldn't do the annexation as much as the increased revenue would be nice, even though it really wasn't that much. You must compare it to where we are now. We cannot maintain what we have now. She commented how irresponsible it was for a law enforcement officer to go onto a community page and say we have intermittent services and sometimes lapses with no police officers. Mrs. Bemis addressed the comment about the environment in the police department citing a year ago an officer quit putting the reason as a toxic work environment due to another officer. Talking to current and previous employees she shared it has been a hostile work environment for years with doors getting slammed and jobs threatened daily. She said all these problems have been here for years and is not because of the new administration. Mrs. Bemis said you have a council that came in and is trying to fix things and make things right and change sucks. Change sucks if you don't want to change. When you are used to the status quo and you can do what you want when you want, and now have expectations, people don't like change. Mrs. Bemis appreciates the Sheriff's Office in town and said she has seen more in the past two weeks than she has seen in the past eight months. She said let's just be honest here, and that's the thing we are not honest. Mrs. Bemis addressed Council member Joy stating she has been coming up here for years saying we have problems, the water and sewer system, our negative fund balances, money being taken that people aren't entitled to. Now we have people in here that rip off that band aid that I spoke about. We've had an infection here for a very long time and they finally rocked the boat. It's not to have people fall over and sink, but it's to fix the course and make things right. She said as a council you will have to work together to move forward. She stated that she wished years ago that the previous council had heeded her warnings.

Council member Perkins asked Mrs. Bemis if she believed in just cause, and she said yes. He said that Mr. McNamee should be fired because he didn't get the documents he requested. Discussion about Law Director and Special Counsel invoices. Mr. McNamee said he has received all the invoices, just not the narratives, which are confidential.

## **ADJOURNMENT**

Council member Perkins made a motion to adjourn, Council member Back seconded.

Roll Call:

Council member Sexton	Yes
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Council member Cooper	Yes
Council member Perkins	Yes
Vice-Mayor Adkins	Yes
Mayor Nickerson	Yes
Council member Back	Yes
Council member Joy	Yes

7 yes votes and zero no votes, motion passes.

Meeting adjourned at 9:20 p.m. by Mayor Nickerson.

Approved:

  
\_\_\_\_\_  
Mayor

11/19/24  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Acting Clerk of Council

11/19/24  
\_\_\_\_\_  
Date