

Town Council Special Meeting

12/28/2023

The Dillsboro Town Council met in a special meeting to discuss employee relations/conflict. The pre-announced special meeting was attended by the full Council; John Watson, legal counsel; and Susan Greco, Town Manager.

This meeting was conducted by President Doug Baker, at the request of, and by mutual agreement of, the Council to find a remedy for the on-going conflict between Kami Hamilton and fellow employee, Rita Stevens. The disagreements are causing loss of productivity in the workplace, a disruption with other employees and a distraction from pertinent Council issues.

CM Fryman made a motion to rescind the 8-hour reduction imposed on Mrs. Stevens at the Council Meeting December 18, 2023. CM Caldwell seconded the motion. Motion passed.

According to *Town Policy 35.052*, Public employment is based on the "at-will" doctrine. "At-will" employment means any individual may voluntarily leave employment or may be terminated by the town at any time with or without cause. Additionally, as stated in *TP 35.053*, the Town expects all employees "to demonstrate a considerate, friendly, and constructive attitude toward fellow employees, Town Council, and elected officials. In other words, employees are expected to act in a professional and respectful manner when interacting with other employees, town officials or with the public.

The on-going conflict is no longer permissible in the workplace as it has a serious detrimental effect on the work which is being performed on behalf of the public. The Council has, with much consideration, determined that both Ms. Hamilton and Mrs. Stevens will be given a 90-day period to improve the relationship. If the situation does not resolve after the ninety (90) day period, each, or both may be subject to all disciplinary measures available under Town policy, including, but not limited to, a reduction of hours. This grace period is given by the generosity of the Council. After 90 days, both will be evaluated on work performance and interaction with each other, other town employees and officials, and the public. The final determination regarding employment status will be made by the Council at that time.

TM Greco was instructed to inform both parties by hand-delivered letter to be signed by both the Council President and Town Manager.

With no further business CM Fryman made a motion to adjourn. Seconded by CM Jackson. Meeting adjourned.

Susan D Greco

Minutes submitted by Susan Greco, Town Manager.

Doug Baker

Becky Dugan

Charlie Caldwell

[Signature]

[Signature]
