

**Hazen City Commission
Special Meeting
March 23, 2018
Hazen City Hall**

Present (in person): Commissioner Stern and Commissioner Wolf.

Present (by telephone): President Obenauer, Commissioner Haack, Commissioner Pillar.

Others Present (in person): PW Director Brousseau, and Auditor Erhardt.

The meeting was called to order at 3:06 PM by Commissioner Wolf.

Agenda: Commissioner Stern moved to approve the agenda, second by Commissioner Pillar. Motion unanimously carried.

SAFETY CONCERN/EMPLOYEE DISCIPLINE

Commissioner Stern informed the commission that PW Director Brousseau had received an incident report relating to safety of staff members. The reported incident involves operating the garbage truck in such a manner as to cause the employee riding on the back of the truck to strike the mirror of a vehicle parked on the street. There was no injury to the employee and/or no property damage to the vehicle on the street. Commissioner Stern explained that a similar concern, relating to the same employee, was reviewed approximately a month ago and the employee received a written reprimand. Based on past concerns and this most recent incident Commissioner Haack and Commissioner Stern discussed reasonable disciplinary action to remedy these concerns. President Obenauer had concerns about possible future incidents and the need to protect staff from harm. Commissioner Haack agreed the commission must take steps to ensure staff safety and feels that a limited suspension and limited operation of equipment is a reasonable route to take. Commissioner Wolf asked, if the employee is not operating equipment, what duties are to be performed. PW Director Brousseau said there is maintenance and shop work that needs to be completed. Commissioner Pillar asked, at whose discretion will the emergency need to operate equipment be determined, and it was agreed that this will be at PW Director Brousseau's discretion. Commissioner Stern moved to suspend employee Morast, for one (1) day, without pay, to place the employee on probation for a period of thirty (30) days, and to limit use of equipment to an emergency basis, as determined by Director Brousseau, second by Commissioner Haack. On roll call vote; Stern, "Aye", Haack, "Aye", Pillar, "Aye", Wolf, "Aye", Obenauer, "Aye", motion carried. Director Brousseau and/or Auditor Erhardt shall notify the employee of the commission's action.

There being no further business the meeting was adjourned at 3:19 PM CT.

Approved: _____
Jerry Obenauer, President

Attest: _____
Monte J. Erhardt, Auditor