

# NORWOOD TOWN BOARD OF TRUSTEES

Meeting on: Wednesday, July 17, 2024

Special Session scheduled at: 6:00 p.m.

Meeting at: 1670 Naturita Street, Norwood CO 81423

## SPECIAL MEETING MINUTES

### Call Regular Meeting to Order

- Mayor Candy Meehan called the special meeting to order at 6:00 pm.
  - Trustees Present: Shawn Fallon, Niven Drybrough, Michael Grady, Morgan Rummell and Candy Meehan
  - Staff Present: Randy Harris,
  - IT - Jason Laflamme,
  - Town Attorneys – David Reed and Diane Long
  - Other Attendees Present: Amanda Pierce, Becky Hannigan

OTHER ATTENDANCE: Multiple community members via Zoom. Those in person are asked to sign in on the sign in sheet.

### Open Session

- Michael Grady voiced concerns about adherence to the Open Meeting Law and asked that our board be vigilant when responding. Additional comments to be made in executive session.
- Motion to enter executive session I made by Candy Meehan at 6:13 pm for Board Review of Language contained in CRS 31-4-212, CRS Section 24-6-402(4)(b) Conferences with an attorney for the local public body for the purposes of receiving legal advice on specific legal questions.  
Seconded by Shawn Fallon.  
Motion carried 5 / 0.
  - Motion amended by Candy Meehan to include CRS 31-4-212 and CRS 24-6-402(4)(f) Personnel Matters Related to Former Town Clerk Amanda Pierce & Former Deputy Clerk Becky Hannigan.  
Seconded by Niven Drybrough.  
Motion carried 5 / 0.

### Executive Session I

- a. Board Review of Language contained in CRS 31-4-212
- b. CRS Section 24-6-402(4)(b) Conferences with an attorney for the local public body for the purposes of receiving legal advice on specific legal questions
- c. CRS 24-6-402(4)(f) Personnel Matters Related to Town Clerk Amanda Pierce & Deputy Clerk Becky Hannigan.

### Adjourn Executive Session I and Return to Open Session

- Motion to exit executive session I and return to open session made by Candy Meehan at 7:55 pm for Board Review of Language contained in CRS 31-4-212, CRS Section 24-6-402(4)(b) Conferences with an attorney for the local public body for the purposes of receiving legal advice on specific legal questions and CRS 31-4-212 and CRS 24-6-402(4)(f) Personnel Matters Related to Former Town Clerk Amanda Pierce & Former Deputy Clerk Becky Hannigan.  
Seconded by Niven Drybrough.  
Motion carried 5 / 0.

## Board Business

- Motion to amend open session made by Candy Meehan for CRS 24-6-402(4)(f) Personnel Matters Related to Former Town Clerk Amanda Pierce & Former Deputy Clerk Becky Hannigan at the request of the effected parties Amanda Pierce and Becky Hannigan.  
Seconded by Niven Drybrough  
Motion carried 5 / 0.
  - Possible Action/Decision on Personnel Matter
    - a. Amanda Pierce and Becky Hannigan Presentation
      - i. Under Colorado law, affected personnel can request discussions to be held in public session. Amanda Pierce and Becky Hannigan requested this, leading to the amendment of the agenda.
      - ii. Amanda Pierce and Becky Hannigan presented their conditions for returning to their positions, including joint return, back pay, hiring an interim town administrator, involvement in hiring process, restarting partnerships, and resignation of Candy and Shawn from the Board of Trustees. Amanda and others expressed concerns about accusations made against them without due process or clear reasons for their firing. Amanda highlighted the personal impact of the situation on her family, emphasizing the need for a fair and timely resolution.
      - iii. The board was presented with options: discuss the proposal, motion to approve or reject, or take it under advisement. Board members expressed their views on the proposal, with some preferring to defer the decision and others wanting to approve it immediately. It was discussed that would conditionally require Shawn and Candy to resign. It was clarified that the motion does not force them to resign; they must agree to it. It was also clarified that Candy had no restrictions on being able to vote on this motion.
        - 1. A motion was made by Michael Grady to approve all terms presented by Amanda and Becky, emphasizing the importance of Morgan Rummell seconded. Motion failed 2 / 3their roles for the community's health.
        - 2. A motion was made by Candy Meehan to table the discussion until the next executive session, where interim letters of interest and mediation options would be considered.  
Shawn Fallon seconded. Motion failed 2 / 3
      - iv. A proposal was made to involve a mediator to resolve the issues between the board and the affected employees. Several participants emphasized the need for clarity, transparency, and due process in addressing accusations and employment decisions.
      - v. Discussion on the administrative steps needed to reinstate Amanda and Becky if they are placed on paid leave and addressing personnel issues through mediation.
      - vi. Discussion on whether employees should receive documentation prior to the mediation session.
      - vii. Clarification on whether individuals are bound by executive session rules, especially those no longer employed.

- Motion to enter executive session II made by Candy Meehan at 8:47 pm for CRS Section 24-6-402(4)(b) Conferences with an attorney for the local public body for the purposes of receiving legal advice on specific legal questions and CRS 31-4-212 and CRS 24-6-402(4)(f) Personnel Matters Related to Former Town Clerk Amanda Pierce & Former Deputy Clerk Becky Hannigan.  
Seconded by Niven Drybrough.  
Motion carried 5 / 0.

## **Executive Session II**

- a. CRS 24-6-402(4)(f) Personnel Matters Related to Town Clerk Amanda Pierce & Deputy Clerk Becky Hannigan.
- b. CRS Section 24-6-402(4)(b) Conferences with an attorney for the local public body for the purposes of receiving legal advice on specific legal questions

## **Adjourn Executive Session and Return to Open Session**

- Motion to exit executive session II and return open made by Candy Meehan at 9:54 pm for CRS Section 24-6-402(4)(b) Conferences with an attorney for the local public body for the purposes of receiving legal advice on specific legal questions and CRS 31-4-212 and CRS 24-6-402(4)(f) Personnel Matters Related to Former Town Clerk Amanda Pierce & Former Deputy Clerk Becky Hannigan.  
Seconded by Niven Drybrough.  
Motion carried 5 / 0.

## **Board Business**

- Action/Decision on Personnel Matter
  - a. Amanda Pierce and Becky Hannigan
    1. A motion was made by Michael Grady to reinstate Amanda Pierce and Becky Hannigan with back pay and mediation by 07.28.2024 with modification to their proposal.  
Nive Drybrough seconded. Motion carried 5 / 0.

## **Adjourn**

- Motion to adjourn made by Morgan Rummell at 10:00 pm  
Seconded by Candy Meehan.  
Motion carried 5 / 0.

Minutes taken by Candy Meehan, Board approved with corrections at Board of Trustees meeting September 11, 2024.

For further information, contact Town Hall at 970-327-4288. If special accommodation is necessary per ADA, contact 970-327-4288 or via email pierce@norwoodtown.com prior to the meeting.