

The City of Eldridge, Iowa met in open session at the Eldridge Community Center at 7:00 p.m., September 28, 2021. Roll call vote showed Mayor Martin O'Boyle, council members Bruce Cheek, Frank King, Brian Dockery, Bernie Peeters and Adrian Blackwell. Also, present were Mark Ridolfi, Sue Cheek, April Rus, Ashley Lacey, James Martin, Annette Snyder, Jacob Rowe, Tisha Boussetot, Keith Schneckloth, Melanie Schneckloth, Karen Rathjen, Pam Meggers, Nadine Palmgren, Gigi Seibel, Tracy Harris, Chris Porter, Ryan Iossi, Daniel O'Flaherty, Scott Haycraft, Angie King, Lisa Kotter, Jason and Lacey Daedlow, Brad Kruse, Tabitha Kramer, Heather Khoury, Hany Khoury, Dan Collins, Rob White, Judi Sarafin, Jeff McDaniel, Barb O'Brien, Jim Roseman, Art Eggers, Kim Rivera, Chris Bisby, Kathy Carroll-Duda, Niki Zrostlik, Abby Petersen, Sarah Watson, Dustin Zeschke, Greg O'Brien, Jody Coffman, Seth Porter, Michael Meloy, Ashley Atkins, Derek Hamilton, Tony Rupe, Joe Sisler, and Denise Benson.

Agenda – Cheek made a motion to move item A. under Old Business to item C, second by King. Cheek and King voting ayes, Blackwell, Peeters and Dockery voting nay. Motion failed. Motion by Peeters to approve the agenda as presented, second by Blackwell. Dockery, Peeters and Blackwell voting aye, Cheek and King voting nay. Motion approved.

Motion by Blackwell to adjourn into Closed Session at 7:12 p.m., for Iowa Code Ch 21.5 (l)(c) Potential Imminent Litigation and Iowa Code CH 21.5 (l)(i) Employee Professional Competency.

Motion by Peeters to return into Open Session at 8:19 p.m., second by King. Roll call vote showed Blackwell, Peeters, King, Dockery and Cheek voting aye, no nays. Motion carried.

Motion by Peeters to confirm that no action was taken during closed session, second by King. Motion approved unanimously by voice vote.

Motion by Peeters to accept the Rules of Protocol and Decorum, second by Blackwell. Motion Approved unanimously by voice vote.

Public Comment – Kathy Carroll-Duda of Geneseo read a letter she had written supporting Lisa Kotter while she worked in Geneseo, and Kathy was Mayor. Chris Bisby of Geneseo read a letter from Martin Rothschild a Geneseo Alderman supporting Lisa Kotter. Kim Rivera of Geneseo read a letter from Douglas Crow also supporting Lisa Kotter as he was an Alderman in Geneseo when Lisa worked there. Angie King read several letters from businesspeople who had worked with Lisa Kotter on different projects supporting Lisa Kotter. Michael Meloy Attorney for Lisa Kotter spoke to the Council regarding the investigation report and how Lisa Kotter wants to be re-instated as City Administrator. Lisa Kotter also spoke to the council wanting to be re-instated as no finding were found in the investigation report. Sue Cheek read a letter that written by Dean Ferguson a resident in Eldridge in support of Lisa Kotter. Ashley Atkins asked the council the outcome of the investigation report she filed against Ray Nees. Ryan Iossi spoke to the council regarding these are not the first complaints regarding Ray Nees. Barb Palgrem of Geneseo spoke as she was the mayor when Lisa Kotter was hired in Geneseo, she was against Kotter employment and said all department heads had left the city when Lisa Kotter worked for Geneseo.

Presentation of Report from Investigator Regarding Complaints Filed. Jeff McDaniel the Cities Attorney spoke to the Council that if they had any questions of the report, they should ask Annette Snyder during this time. Several Councilman asked questions for clarification of the report.

#### Old Business –

- A. Consideration of Status of Paid Leave of Absence of Building Inspector. The recommendation from Annette Snyder was to give Ray Nees a one-day suspension without pay, a stern written warning and to have no contact with Ashley Atkins or this could result in termination. Motion by Cheek to suspend 30 days without pay, and the stern written warning, and to have contact with Ashley Atkins or this could result in termination. Motion dies for lack of a second. Motion by King to hold over until a future meeting to clarify the language in the report and to see the language that would

be used in the letter for Nees personal file, second by Cheek. Motion approved unanimously by voice vote.

- B. Consideration of Status of Paid Leave of Absence of City Administrator. Motion by Cheek to remove City Administrator from Paid Leave of Absence, second by King. King retracted his second as he stated he did not think Cheek understood the motion. Motion by Cheek to keep the City Administrator on Paid Leave of Absence, second by King. Roll call vote showed Cheek, Blackwell, Peeters, King voting aye, Dockery voting nay. Motion carried.
- C. Consideration(s) of Continued Employment Status of City Administrator. Motion by Cheek to bring City Administrator back for 90 days and follow by review, second by King. Roll call vote showed Cheek and King voting aye, Dockery, Blackwell and Peeters voting nay. Motion failed. Motion by King to bring the City Administrator back full time, second by Cheek. Roll Call vote showed King and Cheek voting aye, Blackwell, Peeters and Dockery voting nay. Motion failed. Motion by Peeters to terminate employment of City Administrator, seconded by Dockery. Roll call vote showed Dockery, Peeters and Blackwell voting aye, Cheek and King voting nay. Motion carried. Motion by Dockery to terminate with 6-month severance pay package per the City Administrator contract, second by Peeters. Motion approved unanimously by voice vote.

Motion by Dockery to adjourn the meeting at 10:50 p.m., second by Peters. Motion approved unanimously by voice vote.

Martin P. O'Boyle  
Mayor

Denise Benson  
City Clerk