

**BIG RAPIDS CHARTER TOWNSHIP BOARD
SPECIAL MEETING WEDNESDAY, AUGUST 14, 2024
BIG RAPIDS CHARTER TOWNSHIP OFFICES
14212 NORTHLAND DRIVE, BIG RAPIDS MI 49307
4:30PM
APPROVED**

PLEDGE OF ALLEGIANCE.

CALL TO ORDER: 4:30pm ROLL CALL: Bean, Saez, Marek, Teceno, Everett, Bechaz present. Geib, absent.

Geib arrived at 4:31pm.

PUBLIC COMMENT:

ADDITIONS TO AGENDA:

Items of Business:

1. Hostile Work Environment Complaint from Fire Department

Eric Williams in attendance per board request. Eric suggests an open meeting enough so that people in attendance know what's going on, and then can discuss policy.

Bean - doesn't believe the complaint is about an individual, about the Township Fire Department not doing anything about the complaint.

Emily Buys - complainant - yes, originally about one person, and not being responded to regarding the complaint.

Eric confirms questions with Emily. Emily resigned 7/11. Eric confirms resignation makes no complaint about the workplace, and she met with the Supervisor and addressed issues after resigning. She did not feel the complaint was acted on. Underlying nature of complaint discussed; rumors regarding another employee in the Fire Department. Eric asks if the conduct was a form of harassment and she says yes. Eric asks if she was aware of the harassment policy, she was not. Eric asks if it fits into one of the categories mentioned in Township Harassment Policy making it a legally protected status.

Clerk to provide Emily with a complaint form for the Township and Emily estimates to have it turned in by Friday. Step one is to conduct an investigation and for the appropriate people to review and respond. Board can then assess and discuss with Eric steps moving forward.

Bean has now requested a copy of all complaints received at the Fire Department for the Board.

Eric and Emily left, 5:02pm.

Bean discusses with board concerns on multiple complaints submitted.

Geib - severe problem with Leadership, at some point they are not holding up morals or duties of Township board.

Bean - I would like to request the board's approval to take action. I requested complaints on the 11th, received nothing, another on the 22nd, received nothing and noted disciplinary action taken including suspension or termination. Received no response from Chief. I would like permission to speak with the City about our options.

Saez motioned for Bean to speak with the City of Big Rapids regarding our options for the Fire Department. Teceno supports. Motion passed unanimously on a roll call vote.

Saez motioned to adjourn the meeting at 5:37pm. Supported by Everett.

PUBLIC COMMENT:

ADJOURNMENT: 5:37pm

Big Rapids Charter Township will provide necessary and reasonable auxiliary aids and services, such as signers for the hearing impaired and audiotapes of printed material, if individuals with disabilities, upon five business days notice to the township. Individuals requiring auxiliary aids or services should contact Hannah Saez, Big Rapids Charter Township Clerk, 14212 Northland Drive, Big Rapids, MI 49307- call 231 796 3603 or fax request to 231 796 2533.