

April 13, 2023
Baldwin, Michigan 49304

Regular meeting of the Board of County Road Commissioners of the County of Lake was called to order at 9:04 a.m. by Commissioner Haslock.

Present - Richard Haslock, *LCRC Commissioner*
Joan Runnels, *LCRC Commissioner*
Gary Truxton, *LCRC Commissioner*
Jessica LaPointe, *LCRC Finance & HR Manager*
Leroy Williams, *LCRC Manager*
Shawn MacDougall, *LCRC Road Foreman*
David Leusby, *LCRC Shop Foreman*
Bill VanDyke, *LCRC Engineer Tech*
Al Dailey, *LCRC Finance Assistant*

APPROVAL OF MINUTES:

Motion made by Runnels to approve the March 8, 2023 meeting minutes. Supported by Truxton. Yeas- Haslock, Runnels and Truxton. Nays - 0. Motion carried.

Motion made by Runnels to approve the March 24, 2023 meeting minutes. Supported by Truxton. Yeas- Haslock, Runnels and Truxton. Nays - 0. Motion carried.

APPROVAL OF PAYABLES:

Motion made by Runnels to approve the Accounts Payable Voucher # 5162 for \$72,462.84, Accounts Payable Voucher # 5165a for \$19,405.63, Accounts Payable Voucher # 5165 for \$187,788.14, Payroll Voucher # 5161 for \$73,375.85, Payroll Voucher # 5167 for \$81,219.14, Payroll Voucher # 5164 for \$74,048.35, FSA Voucher # 5160 for \$4, 983.67, and FSA Voucher # 5166 for \$1,679.04. Supported by Truxton. Yeas- Haslock, Runnels and Truxton. Nays - 0. Motion carried. Roll call vote.

PUBLIC COMMENT:

Seth Wenger - Insurance renewal.

REPORTS FROM MANAGEMENT:

FINANCE & HR MANAGER:

MACDOUGALL -

A few weeks ago we were dealing with mud and now we are receiving complaints about dust.

Tree work on Bar-X; got help from Great Lakes taking down the trees close to the powerlines.

SMITH -

ABSENT.

LEUSBY -

Ranger bid auction will start April 18th; then we will be seeking bids for a long reach loader.

Truck and Trailer Specialties will be ready to install the ad on equipment to the new blade truck in a few weeks.

OLD BUSINESS:

None.

NEW BUSINESS:

Bill Henn and Gayle Cummings, MCRC SIP, spoke of the Open Meetings Act and the potential policies that could be imposed.

Motion made by Truxton to approve the active shooter training protocol. Supported by Runnels. Yeas- Haslock, Runnels and Truxton. Nays - 0. Motion carried.

Motion made by Truxton to hire GFL to clean brine facility. Supported by Haslock. Yeas- Haslock, Runnels and Truxton. Nays - 0. Motion carried. Roll call vote.

COMMISSIONERS PRIVILEGE:

Haslock -Glad everything is moving along well.

Truxton - None.

Runnels - None.

April 13, 2023

MEMORANDUM TO: Lake County Board of Commissioners

FROM: Leroy Williams Jr.
Manager
Lake County Road Commission

Commissioner Rick Haslock
Commissioner Joan Runnels
Commissioner Gary Truxton

SUBJECT: Addressing the numerous accusations and dishonesty levied against me by Commissioner Joan Runnels. Some of the accusations I've been accused of are as follows:

- Having Custodial/Maintenance, Shawn Coffey record our board meetings
- Mailing out my initial memo addressing her illegal write-up of me not performing my duties as the Manager, to all 15 townships and the local newspapers
- Insinuating to the other Commissioners that I'm the one responsible for keeping rifts going between her and myself

DISCUSSION: To be clear, the accusations Commissioner Runnels has levied against me are absolutely false and without merit.

Since my initial memo, which was written on November 23, 2022, Commissioner Runnels has called for a Special Board meeting to have me terminated and/or have the Finance/HR Director, Jessica LaPointe, assume my role as the Lake County Road Commission Manager.

Any misinformation relayed to her regarding me, she responds as if it is true until it has been proven false.

As an Elected Official, Commissioner Runnels has been over stepping boundaries. She calls or texts me nights, weekends and even including this past holiday with complaints about the roads, even when said roads are not dangerous to the motoring public. She does not take under consideration that I'm not always the person on call.

ACTION: At this point, I have no other choice, but to consult with an attorney.

**Road Commission Employee Complaint
Concerning Lake County Board of Commissioner Joan Runnels**

I, Shawn Coffey, a Lake County Road Commission (LCRC) employee am submitting a written statement of complaint.

There are several reasons I felt compelled to submit this report for the record.

1. Retribution for bringing my concern of a wrongful write up against Leroy Williams submitted by Joan Runnels to the Lake County Board, as well as her contempt for me recording the public LCRC meetings and posting them to Facebook.
2. Commissioner Runnels' disregard for following LCRC policies and procedures. Using her seat as LCR Commissioner inappropriately by not following the chain of command to deal with LCRC operations and disciplinary matters.
3. As the only LCRC employees being reported by Joan Runnels publicly at LCRC meetings I am feeling targeted and harassed.
4. Based on several public accusations against me (see below), I believe there to be a pattern of harassment and/or personal targeting of my professional integrity and reputation which greatly impacts my workplace relationships and creates a hostile work environment.

On this date 2/9/23 Road Commissioner Joan Runnels brought the following Lake County Road Commission workplace allegations against me, Shawn Coffey, to the Lake County Road Commission public meeting based on phone call complaint she received. She did not disclose the identity of the person calling her with the complaint. I, nor any of my supervisors, were aware of an issue against me prior to Commissioner Runnels allegations at a public meeting which I believe was out of place for a commissioner and professionally negligent of following proper Lake County Road Commission Human Resource/Workplace disciplinary procedures.

Her public statements as recorded of video were:

1. He, Shawn Coffey, told fellow employees to not use oil dry unless they cleaned it up themselves.... It's part of his job... It'd be dangerous or slippery.
2. He, Shawn Coffey, removed a bench, that is used to take off shoes.
3. They, LCRC employees, are worried about repercussions (regarding reporting workplace issues to management instead of calling in complaints to Commissioner Runnels).

Regarding me recording public Lake County Road Commission meetings and posting recordings to Facebook on this date 2/23/23 Road Commissioner Joan Runnels publicly alleged that:

1. Him, Shawn Coffey, recording before and after LCRC public meetings is eavesdropping.

Wednesday, April 12, 2023

2. He, Shawn Coffey, recorded a private conversation before a Lake County Road Commission meeting between her husband Robert Snedeker and the Lake County Road Commission Manager Leroy Williams.
3. He, Shawn Coffey, posted the above private conversation recording on Facebook and that is illegal.
4. He, Shawn Coffey, is recording people without permission.
5. He, Shawn Coffey, is not supposed to video record before the meeting.
6. He, Shawn Coffey, shouldn't be posting private conversations on Facebook.

I submit this account of the above incidents as I believe it to be the proper way to file my complaint and have these matters documented. Additionally, I believe there to be a pattern of Commissioner Runnels wrongful allegations damaging my reputation, which may also violate the Lake County Road Commission policy of handling workplace matters.

Sincerely,

Shawn Coffey, Sr.
LCRC Employee

A handwritten signature in cursive script that reads "Shawn Coffey". The signature is written in black ink and is positioned to the right of the typed name and title.