

**SANDS TOWNSHIP SPECIAL MEETING
SANDS TOWNSHIP OFFICE COMPLEX
October 23, 2024**

1. CALL TO ORDER & PLEDGE OF ALLEGIANCE – D. Walch called the meeting to order at 6:30 PM.

2. ROLL CALL: Darlene Walch, Lee Yelle, Justin Yelle, David Kallio and Carolyn Kerkela

ABSENT: None

PUBLIC IN ATTENDANCE: Ken Contois, Larry Hogan, Carol Contois

3. AGENDA: Approved as Presented

4. PUBLIC COMMENT:

Ken Contois asked for clarification on who was his boss. He asked for communication regarding the truck and staff. He also voiced concerns regarding another employee and the hiring process and discipline of employees. He questioned decisions made regarding garbage pickup and feels his seniority should place him above other employees.

Larry Hogan thought he should have been consulted regarding decisions made for garbage collection. He voiced concerns over the decision to have North Country Disposal run the route.

Darlene stated seniority does not play a role when staffing. She also noted Ken was on vacation, and not called regarding the changes in garbage collection until he returned.

Jim Ledford submitted comments via Ken Contois regarding his thoughts on operations in the department, including hiring, communication, operations, and the new truck.

5. New Business

a. Sanitation Department – Staff, Policies & Procedures: Discussion followed on several documents (General Employee Manual, Sanitation Department Standard Operating Guidelines, Policies, etc.) that outline guidelines and procedures. Documents should be updated and enforced.

At 7:17 Ken Contois requested a closed session to discuss his actions; request was pulled by Ken before closed session began.

Actions, behavior and insubordination of Ken Contois was addressed, with discussion following on appropriate actions and communication.

Further discussion followed on the need for subs in the department and giving them regular hours, the need for a written schedule for both garbage collection and the

transfer station, updates and clarifications of the township documents and procedures, and the upcoming new truck.

9. PUBLIC COMMENT – Sanitation staff thanked the board for having the meeting to address concerns.

10. ADJOURNMENT: D. Walch declared the meeting adjourned at 8:10 PM.

Carolyn Kerkela, Clerk

Darlene Walch, Supervisor