

Mayor Madsen and Town Council Members: Channing Stott, CJ Stott, and Tyson Dewolf,

Although you have all received a formal apology letter from me, I would like to apologize again for my unknowing, unintentional mistake. Because of your choice to terminate me, I feel that I must address some concerns that I have, since I was never afforded any type of consultation with you. Not one of you have said one word to me or contacted me since the Mayor's call after your meeting on November 4th.

For those who may be privy to this other than those it is intended for, I'll explain my mistake. I inadvertently misnamed a file on my computer for a town council meeting and closed portion of that meeting. Subsequently, I mistakenly uploaded the closed meeting portion to the Utah Public Website instead of the second part of the open meeting intended. The file was taken down about 12 hours or so after it was uploaded, 8 of those hours being overnight. I immediately removed the file, spoke to the individual who brought the mistake to light, asking for forgiveness, and stressed the importance of his strict confidential treatment of the matter. I also asked if there were other individuals that he had informed of his finding. He said he had told only the town council member and promised that he would keep the information to himself. I then proceeded to write my formal letter of apology. I'm not sure what more I could have done to rectify the situation. To my knowledge there has been no adverse effect resulting from my unintended mistake.

I would like to ask if any of you know of any employment situation where the employee is afforded "one strike you're out" policy. I would think that most reasonable people would expect that with no prior offences, never being written up, disciplined, or even told of wrong doings, at least a conversation with their employer would transpire on how they could improve. Especially when the employee has done a good, even excellent job executing their duties for 5 years of employment. You, Mayor, have repeatedly mentioned what a good job I was doing and even commented on how you felt I was very smart. What changed?

Some of the accomplishments and work performance I have exhibited include:

- Cleaned up pre-existing messes, (too many to mention) left by the prior town clerks. For which I was awarded a nice bonus.
- Organized town files that were in disorder.
- Never missed a Town Council Meeting in 5 years. (All of you have missed multiple)
- Written thorough minutes. (Of which the Mayor has complimented me)
- Prepared annual Budgets and reported them timely.
- Had no findings on yearly financial audits. (Which wasn't the case before my employment)
- Conscientiously and promptly acted on Council or citizen's requests or inquiries.
- Delivered detailed packets to Council days prior to meeting instead of the 24 hours required.
- Never delinquent on paying a town invoice and got prior approval from council to do so.
- Promptly sent in quarterly and annual reports and annual financial reports with no penalties or incorrect information. (Which also wasn't the case before)
- Promptly found solutions to problems or issues the Treasurer and Mayor brought to me because they had trouble figuring them out.
- Sent out billings, timelier than had been before my employment, giving citizens more time to pay.

There are more items I could mention, but I feel it unnecessary. I have never claimed to be perfect and I'm the first to admit I'm a human that makes human mistakes. Because of my history of good performance, you would have thought more consideration would have been given before such a severe judgement was enacted. Good enough it seems that the Mayor never, in my 5 years of employment, reviewed any of the employee's work. She must have felt confident in my performance.

It was very cruel and callous treatment to inform me that a Class B Misdemeanor charge would be coming, that resignation or termination would not stop it, and that one week of administrative leave would be enforced, then not contact me after that week transpired. Not only was I not contacted when the week was up, but another, another, and yet another went by until I received written notice of my termination. You all know how upset I was over this mistake, how sorry I was, and the turmoil of sleepless nights I was and am still experiencing. Not to mention these weeks extended over a trip to attend my daughter's wedding and Thanksgiving with our family at her house. Mayor, you know what this daughter has been through in the recent past, and this should have been a time of utter happiness and joy for her and her family's healing and future. Because I received no word after that supposed week of administrative leave, I was weighted with this overhanging burden and was not able to be the happy supportive mother I would have liked to have been. The whole trip had this looming shadow of gloom over it. I believe that anyone would feel this was very torturous treatment.

Your letter of termination stated that I failed to administer my duties as Meadow Town's Recorder/Auditor and Town Clerk. You know that's not true. I made a mistake. Oh, and by the way Mayor, item 2 of your letter, stating that I failed to post approved minutes for the October 19, 2021 meeting for approximately 13 days after the time allotted for posting minutes, was incorrect. Draft minutes must be available, which they were, but they aren't required to be posted until 30 days after the meeting. It seems you may have been grasping at straws to find something to add to make this termination seem justified. I have also made you aware that uploading these audio files are not an easy task, as the website times out before the file can upload. All audios would have been uploaded within the 3-day requirement had the system worked correctly. I have also made calls to the State Public Website official concerning this problem and they advised me to just keep trying, as I have done. Also, if it is so important to post the audio recording of the meeting within 3 days, why are we and only one other town in Millard County even posting them? I wonder if those other clerks are terminated.....?? It just seems unfair that because I was trying to follow procedure, I got this discriminating treatment.

I guess in Meadow Town there is no forgiveness..... or is there for some?

There have been multiple violations of Meadow Town Ordinance and Utah State Law by this Council. I'll mention a few.

- Councilman Dewolf's purchase of a truck amounting in over \$5,000.00 without a motion to do so, and without getting 3 telephone bids. Violation of Meadow Town Ordinance 1-10-2 and 3, and the Public Open Meetings Act.
- The voting of the Mayor by phone during September 18, 2018 meeting.
- Mayor's Assignment of Clerk and Treasurer Duties differs from Meadow Ordinance 8-1-9.
- Mayor's knowledge of her spouse operating a business without Business License for 2019-2021 as required by Meadow Town Ordinance 3-1.

- Mayor's beginning construction of property on 5 N. 100 W. before building permit was obtained as required by Meadow Town Ordinance 9-1.
- Mayor's knowledge and refusal to address Treasurer not depositing funds every 3 days, as per Utah Code 51-7.
- Mayor's knowledge and refusal to address unfair and discriminatory treatment of citizens by the Treasurer, as she neglects imposing late penalties timely and consistently as required by Meadow Town Ordinance 8-1-9. **Town Council Members, Mayor, and Treasurer being beneficiaries of this action.** This neglectful action has resulted in financial loss to Meadow Town and an unfair loss of refund of deposits to citizens.
- Treasurer's actions of the last two mentioned items, delinquency of State Auditor reports and reconciliations, and misplacement of customer payments.
- Holding public meetings with under three council members, excluding the Mayor as per Utah Code 10-3-504 on September 15, 2020.
- Water connection being supplied without building permit to Council Member CJ Stott, as required by Meadow Town Ordinance 8-1-4.
- Councilman Channing Stott's behavior unbecoming of a Town Council Member exhibited in email to concerned patron of Meadow Conoco in November of 2020. He told her, and I quote, "He next time come through our town you just keep on driving. We don't want you commi ass stopping here and infecting us with your COVID crap. We believe in heard immunity and we have all had it and now have no issues. But if you want to believe in it that's your right. But you have no right to tell us how to live where we live. You damn liberals can't ever just do your own thing. So move on and you can kiss our ass. Live in fear and do us all a favor and drive off a cliff." (Grammar and spelling errors left uncorrected)
- Councilman Channing Stott's knowledge of his family's intentional illegal subdivision. (They were aware of the lot requirements from a previous purchase.)
- Councilman Channing Stott's vulgar chastisement (including multiple G D M F'r language) of town employee because employee was bringing code violation of Channing's family members to light. (This enlightenment helped the individuals from being prevented from using the property as they wished, due to the illegal subdivision.)
- *Councilman Channing Stott's exhibiting behavior unbecoming of a Town Council Member with the calling of a citizen out to the parking lot after a meeting, using vulgarities, obscenities, and insults.*

There are many more infractions that could be cited. Misuse of public funds is highly scrutinized and taken very seriously by State Officials, as is violations of Town Ordinance and Utah Code. I realize that we, in a small town, are not proficiently educated in every code. Service is given most times by a desire to serve our little town. Because of this, many violations are (hopefully unknowingly) committed.

My question is, why was I terminated for a mistake when you have knowingly allowed the Treasurer to neglectfully violate code causing financial loss and unfair treatment of citizens without any action? Where is the action against the Treasurer/Planning & Zoning Clerk for not posting agenda's, minutes, and recordings timely? It feels like discrimination to me. Or was there no action against her because you all benefited from her actions?

My point in bringing these things up is because apparently, there is a double standard. The above-mentioned items, many of which, by Meadow Ordinance are class B misdemeanors or even felonies, have been forgiven with no retribution. However, my unintentional mistake resulted in a no-second chance dismissal.

I would have expected that more charity and forgiveness in the treatment of me would have been considered. Especially because of the other leadership positions that members of this Council hold in our community.

There was a myriad of other options available as a discipline measure. I could have been given verbal and/or written warning, put me on probation for further mis-actions until the closed meeting issue was concluded, docked my pay for a period, suspension of a period, or many other types of disciplinary actions. I would have been agreeable to any of these, as I openly own my mistake. Instead, you chose to publicly humiliate me and deface my character by termination. This kind of news travels fast in our small area. I have already had individuals, county wide, express wonder over what I could have done to deserve such treatment. I'm sure my mistake has mushroomed into much more than an unintentional act.

Mayor, you made it sound like the lawyer, other circumstances, or the law was forcing your hand in my dismissal. Knowing State Code, no lawyer would have told you that I had to be terminated. I know that it was the Council's decision alone, to take this drastic measure.

The termination letter also stated I was an "at-will" employee. For the record, I did not sign anything agreeing to be an "at-will employee" as stated in Utah Code 1-3-1005. Nor did I voluntarily waive the procedure required by Section 10-3-1106. I had no understanding that I was an "at-will" employee.

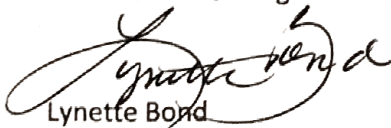
I will warn any future town employee of your tactics and their vulnerability to criminal charges. I will also stress that they consider if serving Meadow Town is worth the risk.

Although I didn't solicit employment with Meadow Town and was asked by you, Mayor, if I would consider it, I truly have enjoyed my service to Meadow Town as the Clerk and will miss serving the citizens in this capacity.

Up until now I have had all your backs. I'm disappointed that you didn't have mine. I hate that I have been pushed to sound so cruel. Again, I will openly admit that I am not perfect and would never profess to be, but.....

There is right and there is wrong, and your treatment of me was wrong.

With Overwhelming Sadness,

A handwritten signature in black ink, appearing to read "Lynette Bond". The signature is fluid and cursive, with the first name "Lynette" being more prominent than the last name "Bond".

Lynette Bond

Former Meadow Town Clerk