

**ADJOURNED SPECIAL MEETING OF THE COUNTY BOARD**  
**May 31, 2022**

The Board of Commissioners of Freeborn County met in the Freeborn County Boardroom at 9:00 a.m. on Tuesday, May 31, 2022. Members present: Commissioners Shoff, Belshan, Edwin, Forman and Herman

The meeting was opened with the Pledge of Allegiance.

The Freeborn County Board of Commissioners met for a special board meeting to discuss matters pursuant to Minnesota Statute 13D.05, Subd. 2(b), for preliminary consideration of allegations or charges against an individual(s) subject to its authority as well as expressly authorized by statute or permitted by the attorney-client privilege by Minnesota Statute 13D Subd. 3(b) for three County employees.

Attorney Steve Hovey of Austin, Minnesota addressed the Board on behalf of Jaci Koeppen and Scott Woitas. Pursuant to his clients' requests, they declined to have the meeting closed and requested that the meeting be made public.

Attorney Scott Lepak, attorney for Freeborn County addressed the Board and recommended that Board go into closed session to discuss the remaining employee as authorized under Minnesota Statute 13D, Subd 3(b), attorney-client privilege.

Commissioner Herman offered the following motion;

**MOVED**, to enter into closed session.

Motion seconded by Commissioner Forman.

After discussion, a vote was taken and the Chair declared the motion approved.

At approximately 9:03 a.m. the Board went into closed session under Minnesota Statute 13D.05, Subd. 2(b) and Minnesota Statute 13D Subd. 3(b).

The Board reconvened at approximately 9:59 a.m. and attorney Lepak indicated the Board has concluded the closed session relating to the preliminary consideration of allegations or charges against an individual subject to county board authority, discussions have taken place and the Board in the closed meeting indicated they were able to reach a determination on the next actions in regards to Alex Hannegrefts-Dahlen.

Commissioner Herman offered the following resolution;

**RESOLUTION 22-163**  
**To Terminate Alex Hannegrefts-Dahlen**

**RESOLVED**, to terminate employment of Alex Hannegrefts-Dahlen effective immediately.

Resolution seconded by Commissioner Forman.

After discussion, a vote was taken with Commissioners Forman, Herman and Shoff voting yay. Commissioner Edwin voting nay with the following dissent: *"I think further discussion should have been had on other forms of what we could have done and also there was some items that we weren't able to hear at our closed session meeting"*. Commissioner Belshan voting nay with the following dissent: *"A reprimand would have been more appropriate"*. The Chair declared the resolution approved.

Attorney Lepak stated that the County has issued a Notice of Intent to Terminate Employment to Jaci Koeppen. Under due process the employee has the opportunity to present to the County Board her version of events and her requests to the Board. She is represented by counsel and at this time the employee and her representative may present to the Board.

Steve Hovey approached and made statements on behalf of Ms. Koeppen and argued the basis for the termination and asked that the intent of termination be denied and that she be reinstated to her position.

Attorney Lepak approached and instructed the County Board to engage in deliberations and gave direction. Commissioner Herman addressed questions to Ms. Koeppen and she responded.

Commissioner Belshan offered the following resolution;

**RESOLUTION 22-164**  
**To Take No Action regarding Jaci Koeppen**

**RESOLVED**, to take no action for termination or discipline for Jaci Koeppen.

Resolution seconded by Commissioner Edwin.  
After discussion, Commissioner Belshan withdrew his resolution.

Commissioner Forman offered the following resolution;

**RESOLUTION 22-165**  
**Verbal Reprimand and Reinstatement of Jaci Koeppen**

**RESOLVED**, that the Board wishes to have this open and public board meeting serve as a verbal reprimand of Jaci Koeppen's behaviors on the incident of March 3<sup>rd</sup> and 4<sup>th</sup>, 2022 and that Ms. Koeppen shall be reinstated to her position effective immediately.

Resolution seconded by Commissioner Herman.  
After discussion, a vote was taken and the Chair declared the resolution approved.

Attorney Lepak then moved on to the third action involving employee Scott Woitas. The County has issued a Notice of Intent to Terminate Employment to Scott Woitas. Under due process the employee has the opportunity to present to the County Board his version of events and his requests to the Board. He is represented by counsel and at this time the employee and his representative may present to the Board.

Attorney Steve Hovey approached and made statements on behalf of Mr. Woitas and argued the basis for the termination and asked that the intent of termination be denied and that he be reinstated to his position.

Attorney Lepak approached and instructed that the County Board to engage in discussion, deliberation and determination. Commissioner Forman addressed questions to Mr. Woitas and he responded.

Commissioner Herman offered the following resolution;

**RESOLUTION 22-166**  
**Verbal Reprimand and Reinstatement of Scott Woitas**

**RESOLVED**, to reprimand Scott Woitas for his behaviors on March 4<sup>th</sup>, 2022 and be reinstated to his position.

Resolution seconded by Commissioner Forman.  
After discussion, Commissioners Herman withdrew his resolution.

Commissioner Herman offered the following resolution;

**RESOLUTION 22-167**  
**Reinstate Scott Woitas**

**RESOLVED**, that Scott Woitas be reinstated to his position effective immediately.

Resolution was seconded by Commissioner Belshan.  
After discussion, a vote was taken and the Chair declared the resolution approved.

Chair, Commissioner Shoff adjourned the meeting at 10:42 a.m. until 8:30 a.m. on Tuesday, June 7, 2022.

By: \_\_\_\_\_  
Christopher N. Shoff  
Chair

Attest: \_\_\_\_\_  
Thomas Jensen  
Clerk/Administrator