HARWOOD CITY COUNCIL
-Special Meeting-
Harwood City Hall

Agenda

Thursday, April 14, 2016 – 12:00 p.m.

A. CALL TO ORDER – ROLL CALL

B. REVIEW & REMEDY LETTERS OF COMPLAINT

C. ADJOURN

NOTE, all meetings are audio recorded

108 Main Street
Harwood ND 58042
Phone: 701-281-0314

Mayor
Bill Rohrich
bigwilly1029@msn.com
701-306-5456
Portfolios:
- Media
- Law Enforcement/Security
- Equipment/Vehicles
- Personnel

City Council
Lori Peyerl
lpeyerl@far.midco.net
Portfolios:
- Park Board
- Community Matters
- Forestry
- Planning & Zoning

Dick Sundberg
dsccm@yahoo.com
Portfolios:
- Public Works:
  - Water & Sewer
  - Streets & Drainage
  - Emergency/Flood

Jennifer Spiesz
jjspiesz@msn.com
Portfolios:
- Finance
- Animal Control
- Heath & Public Safety
- Fire & Rescue Liaison

Ed Ployhart
jettwayinc@aol.com
Portfolios:
- Buildings & Grounds
- Waste
- Special Assessments

City Auditor
Sherry Morris
auditor@cityofharwood.com

Public Works Superintendent
Bernie Stasch
publicworks@cityofharwood.com

Deputy City Auditor
Cayla Mosser
deputyauditor@cityofharwood.com
- Utility Billing

April 14, 2016

TO WHOM IT MAY CONCERN:

My family has been a part of this community for many years. As someone who cares deeply about the community, I decided to seek a spot on the City Council. I have done the best job I can as a member of the Council and still have many concerns as to the operations and decisions being made by certain people. I have made those opinions as clear as possible, not with any intent of striking fear, simply opinion based on observation and fact. With that being said, I feel I have done as much as I can utilizing the skills that served me well in becoming a successful business owner and utilizing my long-term knowledge of the community. However, the time commitment to effectively continue on in this position is significant, unnecessarily stressful and not conducive to my schedule. Based solely on my many family and business obligations, I have decided to resign from my position as Council Member effective immediately.

Ed Ployhart

BERNIE STASCH

1104 44th St. SW, Apt. 205
Fargo, ND 58103

April 4, 2016

Mayor Bill Rohrich
c/o Harwood City Hall
P. O. Box 65
Harwood, ND 58042

RE: Formal Complaint on Councilman Ed Ployhart

Dear Mayor:

It was come to a point where I am unable to keep quiet about the harassment from Councilman Ployhart that includes personal attacks against me. I ask that the following issues be addressed:

1. Personal Family Issues. It was necessary to take a few days off to be with my mother who is on Hospice and in her last weeks. Ed told city employees that he'd talked to my sister and that my mother wasn't that sick to justify taking time off. I want my personal life to be private and not discussed by Ed, the council or any city employee.

2. Prairie Development. Ed has made many false claims directed toward me regarding his development. As Director of Public Works I worked closely with the Engineer to ensure it was done correctly. I have an email from Ed saying he wants me fired because I'm interfering with his development.

3. Calling me a Liar. Ed has made many comments to myself, co-workers and residents implying I lied about various issues, e.g., my family, his development, about the city responsibility to employee a licensed operator and what it takes to get Todd licensed.

I am asking the Mayor and City Council to stop Councilman Ployhart from attacking me personally and that his development problems not result in a personal attack towards me.

I appreciate your time.

Sincerely,

Bernie Stasch

Cayla A. Mosser
508 Chapin Drive
Harwood, ND 58042
March 15, 2016

Harwood City Council
Mayor Bill Rohrich
City of Harwood
108 Main Street
Harwood, ND 58042

RE: Formal Letter of Complaint against Councilmember Edwin Ployhart

Dear Harwood City Council:

I was recently in attendance at a regular City Council meeting on March 7th, 2016 which took place at Harwood City Hall. During this meeting I was harassed, discriminated against, belittled and embarrassed in front of my co-workers, superiors and residents of the City by Councilmember Edwin Ployhart.

Councilmember Ployhart has made a hostile work environment and it has become unconducive to work at the office knowing he could stop in at any time and reprimand me for standing up for what I believe is right or writing this letter. Councilmember Ployhart was in the office on Friday March 11th, 2016 and I felt sick to my stomach. I was unable to continue my work while he was here. He was talking about me to another co-worker while I was in the office. I heard Councilmember Ployhart over say that he wanted Sherry Morris to "take back" her retirement so that I wouldn't be needed in the office and then he would have grounds for termination. I felt like he was trying to intimidate me so that I would stay in fear. He refused to talk to me directly this day and I am glad he did because I don't know if I would have been able to address him and I was still emotionally drained and afraid of what he would do.

In addition to having a hostile work environment I feel my personal safety is in jeopardy. I keep looking over my shoulder when I am driving around town because I don't know where he could be. I feel scared all the time knowing, he could stop into the City Office and just "blow-up". I am nervous to be alone in the office and 99% of the time have someone on speed-dial that I can call just in case he was to show up. I was terrified to submit this letter because of the retaliation I could face by speaking up about what happened to me during the meeting on March 7th, 2016.

Furthermore, Councilmember Ployhart has emotionally harassed me and discriminated against me because I am a woman. I feel because I do have a voice and an opinion that he can speak down to me and not treat me like an equal. He has lied to my face about numerous topics and talked about me behind my back to my co-workers, supervisors and other city residents. This situation is putting me into an emotional downward spiral and I will not tolerate it.

In conclusion, I am requesting the following:

- A formal apology from Councilmember Ployhart acknowledging the formal complaint and submitted directly to the Mayor & other councilmembers for review.
- Councilmember Ployhart and his wife Peggy Ployhart to not be allowed to communicate with me unless its regarding city business (via: in person, email, mail, phone, fax, text or any other form of communication).

If these issues are not resolved, I don't think I can continue to work for the City of Harwood, even though I love working for the city, my supervisors and co-workers & feel good about the work I am doing here.

Sincerely,

Cayla A. Mosser

Dear Harwood council members, Mayor Rohrich, and city employees:

As I mentioned before I won't be able to attend the meeting today due to the bad timing.

My opinion on the situation is that Councilman Ployhart owes Bernie and Kayla an apology. When a council member speaks to city employees that way, it is a direct reflection not only on us as representatives of the City of Harwood, but also the residents; however, I think this is, and has been all along, an issue for HR, and that it is Mayor Rohrich's portfolio to deal with the situation.

After a lot of discussions and prayers, I did not turn in my petition to run for Mayor/Council. Although I really wanted to be a good representative for the City and work together with residents and other clubs to create unity within the city; it is instead all of these negative actions that are tearing us apart, which has now become the norm. I think the BEST thing for the city at this point is to basically start fresh with Council Members/Mayor, that aren't constantly dealing with old school bullying, and meetings filled with stories of the past, and opinions on projects based on their history. THE ONLY reason I didn't run for Mayor was because after being on the council for only 2 years, I was frustrated out of my mind with the "Good ol Boys Club" and the fighting in the meetings, that I have no desire to have that negativity in my life anymore. Everyone seems to want what they want, for whatever reason they have, but the core opinions don't seem to be coming from a place of doing what the majority of residents would want you to do.

Respectfully,

Jennifer Spiesz, EA
Harwood City Council Member

Fellow Councilmembers:

I'm not able to attend the meeting today. Here are my thoughts on the situation.

I feel that Ed should apologize to Bernie and Cayla. He needs to handle city business in a more professional way. It should never have come to this point; the meetings should be more controlled. When Dick was acting as mayor, he was able to keep the meeting on task and orderly.

It's up to the mayor to keep the meetings running smoothly to avoid these issues.

Lori Peyerl