

RESOLUTION NO. 2016-06

**RESOLUTION OF THE CITY OF GRANT,
WASHINGTON COUNTY, MINNESOTA, CENSURING COUNCILMEMBER
LARRY LANOUX**

WHEREAS, the continued behavior by Councilmember Larry Lanoux has created great concern by the Councilmembers regarding his leadership and ability to interact with City staff; and

WHEREAS, these concerns include the following:

1. Deceitful conduct with City staff.
2. Unauthorized and wrongful removal of governmental property from the City's office.
3. Outbursts of anger in public toward other City Council members and City staff.
4. Outbursts of violent and erratic behavior against City Council members including Jeff Huber which caused injury to Mr. Huber's eye.
5. Outbursts of anger directed toward City staff creating an unsafe, unfriendly, unsecure and intolerable environment in the workplace.
6. Disregard for City procedures and protocol.
7. The filing of complaints against staff which were dismissed without investigation.
8. Continued unauthorized entry into City Hall despite the specific directive of the City Council.
9. Unauthorized electronic communications with City Clerk without copying the Mayor.

WHEREAS, Councilmember Lanoux's conduct prompted a report by the City's Administrator / Clerk to the City Council on January 27, 2015 notifying the Council of a breach in the security of the City's files and documents; and

WHEREAS, the conduct prompted a follow up request by the City's Clerk / Administrator

for immediate and effective City Council action to 1.) protect the public, private and confidential documents she is responsible to maintain, and 2.) remedy the intolerable working environment created for all staff working at the City's office as created by Councilmember Lanoux.

WHEREAS, Councilmember Lanoux's conduct has prompted a number of reports to the Washington County Sheriff's Department by staff and Council members.

WHEREAS, the City Council believes it has an affirmative duty to maintain the safety, security and availability of its public record and provide a safe workplace for the employees working in the City's office, free of the kind of behavior Councilmember Lanoux has exhibited.

WHEREAS, the City Council has determined that Councilmember Lanoux's conduct is unbecoming of the office of Councilmember in the City of Grant.

NOW, THEREFORE, be it resolved that by the City Council of the City of Grant, Washington County, Minnesota as follows:

1. A formal censure of Councilmember Lanoux is hereby issued by the City Council for his inappropriate conduct.
2. Councilmember Lanoux shall have no physical contact with the City's office located at 111 Wildwood Road, Willernie, Minnesota, for a period of ninety (90) days from the date of this Resolution, pending review by the City Council upon the expiration of the ninety day period.
3. All correspondence from Councilmember Lanoux to City employees or City staff, in writing or by any form of electronic communication, shall be copied to the Mayor.
4. Councilmember Lanoux shall refrain frequent, disordered, burdensome communications and demands to city employees and City staff.

5. In the event Councilmember Lanoux violates this Resolution of the City of Grant, the City Attorney shall, without further direction from the City Council, file a civil action against Councilmember Lanoux seeking injunctive relieve compelling his immediate compliance with the directive of the City Council.

6. If Councilmember Lanoux complies for a period of 90 consecutive days, censure will be lifted by notice to the City Council.

WHEREUPON the following members voted in favor: Mayor Carr, Council Members Lobin and Huber

WHEREUPON the following members voted against: Council Member Lanoux and Sederstrom

This Resolution was declared duly passed and adopted and signed by the Mayor this 5th day of January, 2016

Tom Carr, Mayor

ATTEST:

Kim Points, City Clerk