

VILLAGE OF SOUTH RANGE
SPECIAL MEETING
August 24, 2026
6:00 PM

A Special Meeting of the Village of South Range Council was held on Monday, August 24, 2026 at the Village of South Range Community Hall; 45 Trimountain Avenue; South Range, MI 49963.

The meeting was called to order at 6:00 PM. The following council members were present: President Eakin, Trustee Marier, Trustee Parolini, Trustee Korby, and Trustee Balma. There were 12 guests in attendance. Others present: Clerk Schwandt and Deputy Clerk Dorsey.

PERSONNEL REVIEW:

President Eakin stated that the purpose of the special meeting was to conduct a personnel review concerning Deputy Clerk/Public Works employee Steven Dorsey. President Eakin advised Dorsey that he could request that the personnel discussion be conducted in closed session. Dorsey chose to proceed with the discussion in open session.

The Council reviewed concerns that had been presented regarding employee attendance, tardiness, timekeeping, communication, and periods during scheduled work hours when Dorsey's location or work assignment had been questioned. Concerns were also discussed regarding the division of Dorsey's duties between the Public Works Department and Clerk's Office.

During the discussion, Dorsey stated that he understood he had been directed to primarily assist Public Works following a recent staffing change and to assist the Clerk's Office when needed. President Eakin stated that Dorsey had not been directed to work solely in Public Works and that his previously established split responsibilities between Public Works and the Clerk's Office were expected to continue.

Council members discussed the need for employee concerns to be addressed directly and promptly with the employee and properly documented. Several Council members expressed concern that some of the information presented at the meeting had not been sufficiently verified prior to the meeting and that Dorsey had not previously been given an opportunity to address each concern as it arose.

No formal disciplinary action was taken against Dorsey during the meeting.

PUBLIC COMMENT / DISCUSSION:

Members of the public participated throughout the personnel discussion and expressed concerns regarding how the personnel review had been handled. Comments included concerns

that allegations should be verified before being presented publicly and that an employee should be given an opportunity to address concerns as they occur.

D. Hayrynen questioned whether the matter should have first been handled through the Personnel Committee and encouraged the Council to improve communication and follow established procedures when addressing employee concerns.

S. Sabatini asked questions regarding Village vehicle use and employee sick-time procedures and suggested that clearer policies would help supervisors and employees understand what is expected.

Additional public discussion focused on the need for written procedures, proper documentation, clear supervisory responsibilities, and consistent enforcement of personnel policies.

TIMEKEEPING AND PERSONNEL PROCEDURES:

The Council discussed current employee timekeeping practices, work schedules, supervisory responsibilities, attendance, use of sick and vacation time, documentation of employee concerns, and communication between Village departments. Discussion emphasized the need for clearer and more consistent procedures regarding employee timekeeping, scheduling, supervision, and personnel matters.

These items, along with possible changes to the Village's timekeeping system and personnel procedures, will be further reviewed and discussed at a Personnel Committee meeting before recommendations are brought back to the Council.

With no further business brought before the Council, Trustee Korby made a motion to adjourn the special meeting at 7:04 PM, with support from Trustee Parolini.

Roll call: Ayes: President Eakin, Trustee Marier, and Trustee Balma.

MOTION CARRIED – Meeting adjourned.

Submitted by: Sydni Schwandt, Village of South Range Clerk

Sydni Schwandt