



**SPECIAL COUNCIL MEETING**  
**Held on December 19, 2023**  
**In Person & Virtually,**  
**Commencing at 9:00 a.m.**

**IN ATTENDANCE:**

Mayor: D. Anderberg  
Councillors: M. Barber, D. Green, G. Cleland, S. Nodge  
B. Wright, and W. Oliver  
Staff:

**1. CALL TO ORDER**

Mayor Anderberg called the meeting to order at 9:01am.

Mayor Anderberg circulated a waiver of notice to the public for the Special Meeting of Council.

**2. AGENDA APPROVAL**

**OLIVER:**

That Council for the Town of Pincher Creek approve the December 19, 2023, Special Council meeting agenda as presented.

**CARRIED 23-640**

**3. NEW BUSINESS**

**4. CLOSED MEETING DISCUSSION**

**WRIGHT:**

That Council for the Town of Pincher Creek agree to move into closed session of Council on December 19, 2023 at 9:05am in accordance with section 17 of the Freedom of Information and Protection of Privacy Act.

**CARRIED 23-641**

**CLELAND:**

That Council for the Town of Pincher Creek agrees to move out of closed session of Council on December 19, 2023 at 9:16 am in accordance with section 17 of the Freedom of Information and Protection of Privacy Act.

**CARRIED 23-642**

**4.1 CAO Contract - FOIP S. 17**

**NODGE:**

That Council for the Town of Pincher Creek provide a notice of intent to terminate employment to the Chief Administrative Officer of the Town of Pincher Creek, Angie Lucas, of Council's intention to terminate her employment, without cause, due to a change in leadership being required.

**CARRIED 23-643**

Handwritten initials in blue ink, appearing to be "DA", written over a horizontal line.

**NODGE:**

That Council for the Town of Pincher Creek agree that the Chief Administrative Officer, Angie Lucas, be immediately put on a leave of absence with pay.

**CARRIED 23-644**

**WRIGHT:**

That Council for the Town of Pincher Creek agree that the Mayor, Don Anderberg, be authorized and directed to sign the Notice of Intention to Terminate Employment of the Chief Administrative Officer on behalf of Council and the Mayor or his delegate be authorized to deliver the Notice to Chief Administrative Officer, Angie Lucas.

**CARRIED 23-645**

**GREEN:**

That Council for the Town of Pincher Creek agree that the Mayor or his delegate be authorized to engage the service of legal representatives and other agents to assist in all matters covered in this Resolution and related to the employment of the Chief Administrative Office, Angie Lucas.

**CARRIED 23-646**

*Mayor Anderberg called a recess at 9:21am*

*Mayor Anderberg called the meeting back to order at 9:35am*

**GREEN:**

That Council for the Town of Pincher Creek close the public meeting of Council for the Town of Pincher Creek on December 19, 2023 at 9:36, under FOIP s. 17, to discuss the CAO contract, with Mayor Anderberg, Councillors Barber, Cleland, Green, Nodge, Oliver, and Wright present.

**CARRIED 23-647**

**OLIVER:**

That Council for the Town of Pincher Creek agrees to move out of closed session of Council on December 19, 2023 at 9:43am in accordance with section 17 of the Freedom of Information and Protection of Privacy Act.

**CARRIED 23-648**

**OLIVER:**

That Council for the Town of Pincher Creek accept the waiver of hearing with Council from Angie Lucas received, December 19, 2023.

**CARRIED 23-649**

**OLIVER:**

That Council for the Town of Pincher Creek agree that the appointment and employment of Chief Administrative Officer Angie Lucas, with the Town of Pincher Creek be terminated effective December 19, 2023 without cause, for a change in leadership.

**CARRIED 23-650**

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**OLIVER:**

That Council for the Town of Pincher Creek agree that the Chief Administrative Officer Angie Lucas, be paid severance pay according to her employment contract with the Town of Pincher Creek and in accordance with legal advice.

**CARRIED 23-651**

**OLIVER:**

That Council for the Town of Pincher Creek agree that Doug Henderson be appointed as the Acting Chief Administrative Officer effective December 19, 2023, with all the powers, duties, and responsibilities of the Chief Administrative Officer.

**CARRIED 23-652**

*Mayor Anderberg called a recess at 9:45am*

*Mayor Anderberg called the meeting back to order at 10:00am*

*W. Catonio joined meeting at 10:00am*

**WRIGHT:**

That Council for the Town of Pincher Creek close the public meeting of Council, under FOIP s. 17, on December 19, 2023 at 10:00 am with Wendy Catonio, Director of Finance and Human Resources, Mayor Anderberg, Councillors Barber, Cleland, Green, Nodge, Oliver and Wright present for the purpose of discussing CAO contract.

**CARRIED 23-653**

**OLIVER:**

That Council for the Town of Pincher Creek agrees to move out of closed session of Council on December 19, 2023 at 10:33am in accordance with section 17 & 24 of the Freedom of Information and Protection of Privacy Act.

**CARRIED 23-654**

**5. ADJOURNMENT**


**WRIGHT:**

That this meeting of Council on December 19, 2023 be hereby adjourned at 10:33am.

**CARRIED 23-655**

  
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MAYOR, D. Anderberg

*Special Council Meeting  
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CAO, A. Lucas D. Henderson

**APPROVED BY RESOLUTION  
OF THE COUNCIL OF THE TOWN OF PINCHER CREEK,  
THIS 22<sup>nd</sup> DAY OF JANUARY 2024      S E A L**

**NEXT REGULAR MEETING OF COUNCIL TO BE HELD ON  
MONDAY JANUARY 22, 2024 AT 6:00 P.M.**