



Mayor
Elise Partin

Mayor Pro-Tem
Tim James

Council Members
Phil Carter
Hunter Sox
Byron Thomas

City Manager
Michael Conley

Assistant City Manager
Wesley Crosby

CITY OF CAYCE Special Council Meeting October 13, 2025

A Special Council meeting was held at 6:00 p.m. in Council Chambers. Those present included Mayor Pro Tem Tim James, Council Members Phil Carter, Hunter Sox and Byron Thomas. City Manager Miike Conley, Assistant City Manager Wesley Crosby, Deputy Municipal Clerk Amanda Rowan and City Attorney Will Dillard were also in attendance. Mayor Pro Tem James advised that members of the press and the public were duly notified of the meeting in accordance with the FOIA and called the meeting to order.

Council Member Thomas gave the invocation and Mayor Pro Tem James led those in attendance in the Pledge of Allegiance.

Mayor Pro Tem James asked City Attorney Dillard if the Council Meeting was legally called. City Attorney Dillard confirmed that the meeting was properly called. Mayor Pro Tem James asked if the matters that were listed on the agenda were legal for Council to discuss an Executive Session. City Attorney Dillard confirmed that they were.

Executive Session

- A. Receipt of legal advice relating to claims and potential claims by and against the City and other matters covered by the attorney-client privilege, relating to communication between City elected official and City employee and to Council procedure and governance

Council Member Sox made a motion to move into Executive Session to discuss the matter above. Council Member Carter seconded the motion which was unanimously approved by roll call vote.

Reconvene

After the Executive Session was concluded, Council Member Sox made a motion to reconvene the Regular meeting. Council Member Thomas seconded the motion which was unanimously approved by roll call vote. Mayor Pro Tem James announced that no vote was taken in Executive Session other than to adjourn and resume the Regular meeting.

Possible Action by Council in follow up to Executive Session

Mayor Pro Tem James stated that the Special Council held that evening was legally convened to receive information pertaining to communications between a member of Council and a member of staff regarding the Council procedures as well as the Council governance. He stated that while matters of Executive Session were not disclosed, it was important to share some type of information that would allow the audience to better understand possible motions that they might hear. He introduced Mr. Ryan Hicks and stated that he was suggested by the City Attorney to serve as the attorney in this matter. He stated that City Attorney Dillard might be a potential witness in this matter, so therefore he had recused himself to the side and invited attorney, Mr. Ryan Hicks to attend the meeting.

Council Member Sox made a motion to engage Mr. Ryan Hicks of White and Story, who had been referred by the City's appointed City Attorney, to conduct an investigation into communication between City elected official and City employee and Council procedure and government governance, and for findings to be returned to Council on October 27, 2025, at 5pm in a special called Council Meeting. Council Member Carter seconded the motion.

Council Member Carter stated that since this issue had come to his attention, it was quite apparent that Council needed to take some sort of action. He stated that they understood the gravity of the incident that had transpired, and now they had a clear understanding of not only what took place after the prior week's Council Meeting, but had documentation that indicated a series of events that must be addressed and, if necessary, appropriate action taken.

Council Member Sox stated that Council had a duty to protect the integrity of their government and the people who made it work every day. He stated that he was committed to fully investigating any wrongdoing and holding any member of Council accountable when conduct falls short of the standard that their citizens expect and deserve. He stated that it was not about politics but about doing what was right for staff, for the citizens and the City as a whole. He stated that the forthcoming investigation reflected Council's responsibility to act in good faith, uphold integrity of their governance and ensure that Cayce continued to move forward with transparency, professionalism and respect. He stated that was what they were there to do, and that was what they would do.

Council Member Thomas stated that he had said many times that the "C" in Cayce stood for community, but it also stood for culture, the culture they create. He stated that sitting on Council set the tone for how the City operates and it impacted how employees were treated and how residents viewed their local government. He stated that citizens expected them to lead with integrity, to work together with civility and to hold each other accountable when serious concerns were raised. He stated that everyone deserved a harmonious working environment.

Mayor Pro Tem James stated that it was unfortunate that a matter like this comes before City Council, yet he thought it was even more important and imperative that a

Council respond in an efficient and expeditious manner. He stated that the citizens and employees, expect and deserve that matters such as this warrant a fair, impartial manner of due process, and that due process was exactly what Council was requesting, and we look for that to be accomplished by whom has been hired and introduced that night. Mayor Pro Tem James stated that he believed that Council should also strongly consider in the future of a civility oath that will hold each Council Member accountable as they move forward. He called the question which was unanimously approved by roll call vote.

Adjourn

Council Member Sox made a motion to adjourn the meeting. Council Member Carter seconded the motion which was unanimously approved by roll call vote.

There being no further business, the meeting adjourned at 9:32 p.m.

Tim James, Mayor Pro Tem

ATTEST:

Amanda Rowan, CMC, Deputy Municipal Clerk