

07/30/2026

Town Of Mineral Council Members
312 Mineral Ave. Mineral, VA. 23117

Dear council,

I am writing this letter to request that our current Mayor and Intern Town Manager, Pam Harlowe, consider resigning immediately.

I am making this request as a concerned resident and employee of the Town Of Mineral regarding the leadership of our Mayor and to respectfully request that the Town Council consider whether they remain fit to represent and serve the town in this position. Over the last 9 months I have witnessed patterns of ineffective leadership and negligence that have negatively affected the operations of our town's local government.

My concerns include:

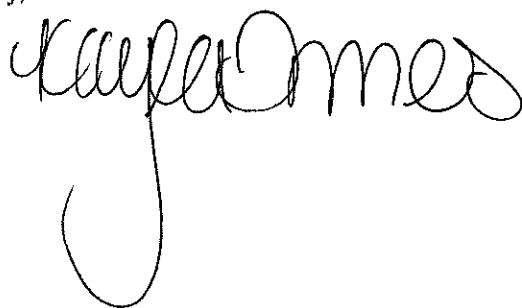
- Lack of consistent presence in the Town Office, making it difficult for employees and residents to receive the proper leadership and oversight expected from the office.
- Failure to make meaningful progress on important town matters despite having the adequate time to do so.
- Decisions regarding the hiring and termination of Town Office employees that I believe warrant careful review for compliance within the laws, policies, and established procedures.
- Leadership decisions that appear to be influenced by personal vendettas rather than the best interest of the town residents and employees.
- Residents not receiving utility bills in a timely manner and town bills going unpaid for a duration of months. This has caused unnecessary confusion and inconvenience.
- Employees receiving incorrect or shorted paychecks which has negatively impacted staff and raises concern about the administration and oversight of payroll.
- Hiring decisions that have resulted in individuals being placed in positions without the necessary qualifications and experience to effectively perform essential duties which has contributed to operational problems such as payroll and billing errors.

The Mayor's responsibility is to lead with integrity , transparency, fairness, and accountability. When those qualities do not exist in who was elected, it impacts not only the town employees but also the residents who rely on competent and ethical local government.

I respectfully ask that the Town Council review these concerns, investigate any allegations of improper hiring or termination practices, payroll and billing issues, and determine whether there is continued confidence in the Mayor's leadership. I urge Council to take whatever action is authorized under the town's charter and applicable law, including requesting the Mayor's resignation if appropriate. I hope to not create unnecessary conflict, but to see our town governed by leadership that places professionalism, fairness, and the best interests of our community above personal agendas.

Thank you for your time and consideration.

Respectfully,

A handwritten signature in cursive script, appearing to read "Kauplet Jones". The signature is written in dark ink and is positioned to the left of the date.

7/30/2024