

Waterville Estates Village District

Commissioners Meeting October 24, 2020

Non Public Session

The non-public session was called to order at 1026 hours. Present were John Herlihy, Sean Tole, Gerry Panuczak, Judy Kinney, Corey Smith, and Mike Hering.

Mr Smith presented a document (attached) airing concerns regarding his position description and ability to effectively take vacation. Following discussion, it was agreed that Mr Smith should have the ability for uninterrupted vacation. It was also agreed that Mr Smith would provide copies of his personal contract and the District Personnel Policies. Following receipt of said documents, it was conceptually agreed that Mr Smith should be able to roll over up to one year of vacation, providing that this change does not conflict with language in his personal contract or Personnel Policies.

Following discussion, it was agreed that the Commissioners will present Mr Smith with objectives at the beginning of each Fiscal year, beginning with Fiscal 2021, and begin formal performance appraisals of Mr Smith's performance at the conclusion of each Fiscal year, beginning with 2021.

Following discussion, it was agreed that Mr Smith would present a list of projects that need to be completed to bring the Community Center and Ski Area/Lodge to aesthetic and safety compliance at the November 14, 2020 Commission meeting. Further, it was agreed that Mr Smith could authorize additional resources within budget to begin addressing and completing these projects.

Following discussion, it was agreed to remove the inappropriate performance letter from Mr Smith's file. Additionally, Mr Smith will present to the Commissioners suggested changes to his position description that will bring it more in line with the actual responsibilities for Commissioner's review.

The non-public session was concluded at 1140 hours.