

**Minutes of the Special Board Meeting
Manson Parks & Recreation District
November 1, 2010**

Attending: Mrs. Byquist-Freels, Pat Hautenne, Len England, Lyle Bland, Cindy Smith, Diana Ellsworth, Manson Parks Attorney Mark Carroll Guest list attached

Call to order: Board Chairman Shannon Byquist-Freels at 6:00 p.m.

Flag Salute

Board Chairman Mrs. Byquist-Freels read a prepared statement to all in attendance.

“This Board has never planned to or talked about hiring Lanny Armbruster as Manager of the Parks. It has never come up in a public meeting or in executive session. If it did come up I for one would not personally support it, he has moved on with his life and the Parks has moved on with theirs. He was hired for a period of 90-days to give support and information to our new manager and only for that reason and it was only for that reason. That 90-day period has ended.”

Board member Mrs. Smith stated that she has been on the Board since March and it has never been an issue and she can assure everyone that it is just not going to happen.

Public Comment: Public Comment was 60 minutes for a complete version of Public Comments you may request a copy of the audio.

Mr. Bender gave his history between the board and the public. Mr. Bender stated that he was disappointed that after the furor calmed down the old board decided to re-open the same old wounds. What is best for the Parks system needs to be considered. The problems have been going on for well over a year. This cannot go on. Mr. Bender asked the Board for a full explanation of why they would like to get rid of Wai. He stated that Wai is a genuinely intelligent person and a fine person. He asked that they considered what is best for the community. It is time to move forward.

Mr. Cameron questioned why this is even coming up, he stated that he has asked various board member and they stated they were happy with Wai. Mr. Cameron explained that he is excited about the results Wai is getting. He asked what the problem is.

Mr. Carroll Manson Parks Attorney explained that this is a business decision to renew Mr. Petersen’s contract. It is a contract decision for the board to make.

Mrs. Byquist-Freels: Personnel matters cannot be discussed in public. They are private. She understands that everyone may want to know, but the Board just cannot do that.

Mr. Hautenne: The Boards hands are tied. They cannot discuss it.

Mr. Bland further explained that there is a 90-day review, a 180-day review, and a defined job description.

Mr. Spencer: What metrics are being used to measure Wai’s performance?

Mr. Bland: Each Board made a list of priorities.

Mr. Spencer asked what the specific priority’s are for Mr. Petersen’s job.

Mr. Bland: The Board performed a walk-around at all the Parks with Mr. Petersen. The Board would like the Manson Parks to become a model entity, and want to help the community with growth and vitality.

Mr. England asked for a show of hands if they are pleased with how their Parks are being run this year. Almost every person raised his or her hand in support for how the Parks were being run. Mr. England then asked those who were not happy with how the Parks is run to raise their hand. No one raised his or her hand.

Mr. Sharp asked if the better question might be who was there to support Wai Petersen?

Mr. Bender stated he would suspect they all were there to support Wai and they would all like to know if his contract will be renewed. If not, why?

Mr. Charlton stated that Wai Petersen as the CEO of the Parks should have an accurate idea of the goals. If he has not been given these how is he supposed to meet those if they are not clear. Mr. Charlton felt the goals of an organization are not a private matter. These are goals and objectives set in place by the Board. He said what he thinks he is hearing is there is not clear set of goals among the different Board members.

Dawn Vaughn asked the question is there a clear set of goal, something tangible? Is there a set of goals other than the 90-day reviews? Has there been two-way conversations?

Mrs. Byquist-Freels: Yes there is a clear set of goals and those goals have been gone over them with him, and they are tangible.

Community member Mrs. Johnson stated she has lived in Manson for over twenty-five years and she has never seen such improvement in the Parks as there has been this year.

Mr. Jacobs: If there is not stability in the goals and the Board then this not a good combination. If this does not happen, they cannot succeed and then good things cannot happen. Having an annual turnover of managers and Board will not allow this to happen.

Mr. Christopher: Can the measured goals be shared?

Mrs. Byquist-Freels: No.

Mr. Christopher asked if the criteria might be shared.

Mrs. Byquist-Freels: No.

Mr. Rau stated he would like to ask the Parks Attorney a question. He asked if the attorney was satisfied with the job performance criteria.

Mr. Carroll stated he could not comment or share personnel performance. He was not hired to work on that matter. The issue before the Board is whether they will renew Mr. Petersen's contract.

Mr. Rau : Can you provide the criteria that is used to meet measurable goals?

Mr. Hautenne stated that in January, the Parks Board went through a list of goals and each Board member then prioritized the items.

Mr. Rau stated those would be the Parks operation goals, not employee goals. What is the basis that has been used? He would like to know the basis for how you are managing this operation.

Ms. Elia stated a contract is a written business agreement. The issue may not only be about performance. She stated that as she understands contracts it is a business arrangement, there are specifics and unless everyone in the room has read the contract then they should not jump to conclusions. It may be about performance or it may not.

Mr. Bland stated that in the 90-day review the board crafted specific descriptions and expectations as well as recommendation were given. And what Wai could do to meet those expectations.

Mr. Rau asked if those expectations could be shared.

Mr. Bland replied: No he could not.

Mrs. Cochran asked: Why can't you share what your expectations are? She stated they were not asking how Wai performed those tasks. They are asking what the expectations are.

Mrs. Byquist-Freels stated that one thing the Board had expected was 40-hours per week.

Mrs. Elia stated to Mrs. Cochran that she had not read Mr. Petersen's contract and she could not know what all it entailed.

Ms. Elia was asked if she had read it and she then stated that she has, as it is public record.

Mr. Getty stated he had not heard that they were not renewing the contract. He has heard the contract is up and they had better renew quick. He asked why this was not done a month ago so that it could have been in place.

Mr. Bland explained that if the contract were not renewed then contract renewal would automatically occur. Mr. Bland explained that in his mind the contract as it is for an employment contract is a single page document and is not sufficient.

Mrs. Byquist-Freels asked that the record show that at this time, the Board was to go into Executive session but the Board will extend the Public Comment time.

Mrs. Heather Teague, a teacher at Manson High School, explained that she enjoys the atmosphere at the Parks now and the improvements that have been made. She stated that she understands everyone is working as a team and the improvements are a team effort. She has enjoyed the structure and the new programs such as the children's cooking classes. She likes that Wai has a presence at the school and attends AAU practices and games as well as helps the coach's at practice. Mrs. Teague stated that Wai also has a strong report within the community. He sets a good example to students as a good leader. She asked that the Board Members please consider this and ask themselves, "Is the community happy?" And as for the 40-hours, as a friend of the Petersen's, she knows that there were times he did not have a day off in the summer for a long time.

Mrs. Ireland explained that she understands that they may be concerned with 40 hours a week, but sometimes it just does not work out that way. Sometimes it is sixty or seventy hours a week. When he is up at the school he is connecting with the kids and that helps the connection with the Parks. She explained that as the Elementary School Principle she knows that sometimes your 40 hours does not just come at the office. It could be in the evenings or in the grocery store or at any time when you are out in the community. That networking when you are out in the community is important also.

Mr. Cochran stated he would like to build on what Mrs. Ireland started. He stated that as a parent and a coach, he is happy that Wai is down at Singleton in the evenings at the Parks helping with the kid's. This never happened in the past with any other Manager. He feels that those hours are important.

Mrs. Vaughn stated that Mr. Petersen participated with her Lunch Buddy program where he was mentoring a student. She stated that now because of Wai, this student is interested in college and sees things differently because of him. She felt that Mr. Petersen's job is not just about clocking in and out. It is about his appearance and presence in the community.

Mrs. Cochran stated as a parent she would rather see the Parks Manager out in the community with the kid's than in an office from nine to five. He wants what is good for our kids and he wants great programs.

Mr. Bender stated that one thing the board should consider is the community. He asked for a show of hands of those who think Wai is a good guy and is supported by the community. Nearly every hand was raised. Mr. Bender asked the Board to consider the Public's opinion.

Mrs. Jones asked if the manager has always had a contract. After the first year will there has always been a need to have the manager's contract renewed each year.

Mrs. Byquist-Freels replied No. This was a new contract and she cannot really speak to that.

Mrs. Jones asked if this would be normal? Would a contract be required each year.

Mrs. Byquist-Freels replied No she did not think it would be.

Mr. Bland replied that it would be up to the discretion of the Board.

Mr. Barnes explained that since Wai has been the Manager, the Parks and School are finally starting to collaborate. He feels Wai is a great guy and he supports him.

Mr. Jones, a local fishing guide, explained that he is dependent on the smooth running of the Parks as part of his business. He stated that he would like to see more transparency. He feels the Parks situation needs to be fixed and everyone needs to get together as a community.

Mrs. Ustanik stated that she has found Mr. Petersen to be a very responsive and interactive participant to the Manson Advisory Board. Mrs. Ustanik stated that she is very appreciative of Wai's work. It appears that there has been a lot of improvement in the last year and she would hate to see that change.

Mrs. Smith, Manson Parks Board member, explained that the Board has worked very hard to make improvements. He has not done it on his own. They have done it as a team. This Board has no hidden agenda. She ran for the Parks Board because she was sick of the bickering and she wanted to do something to help the community after the wonderful support she received when she was sick and this was her way to help pay the community back for the support she received. Mrs. Smith stated there is no hidden agenda. Their agenda is to make the Parks the most beautiful place and be supportive of the wonderful community we live in.

Mr. Phil Thomas, Manson teacher and former Board member, stated that he hopes the Board takes into considerations why they are all there. As elected officials, you represent us. He asked that they consider the public's views because they do represent us. Mr. Thomas stated that we elected you to make these decisions but that he would hope that they would listen to what is being said tonight.

Mr. Bloch, also a former Parks Board member, said that obviously the number of people in attendance show that they endorse the teamwork between the Parks Board and Wai.

A Kiwanis member of six years stated she was glad to see Mr. Petersen take an interest in the community. Mr. Petersen has attended two Kiwanis meetings and he is a very good representative for both the Parks and the community.

Mr. Lamar stated there is support for both the Parks and Mr. Petersen. He would like to see things hold together.

Mr. Hautenne thanked Mr. Lamar, owner of Lake Chelan Building Supply, for his recent support of the Parks in the form material donations for the repair of the Old Swim Hole. The Board members and community members thanked Mr. Lamar for his support.

Mr. Cameron stated he likes the positive changes and the results he sees as well as Wai's work ethic. The Board you mentioned 40-hours a week, results are what matter.

Mr. Teague former Board member stated there are always problems working with people. As a retired teacher, he knows this. You need to take the time to make this work, as it should.

Mrs. Cochran stated we keep hearing 40-hours, he probably works 80 hours sometimes in the summer, and it seems it would average out.

Mrs. Chillas asked if most businesses wait until the last minute to review an employee contract. Can we expect this next year?

Mrs. Byquist-Freels stated she would hope not.

Mr. Spencer reminded the Board members that the Boards success or failure is tied to their managers.

Executive session for one hour to discuss the Manson Parks Director's Contract renewal: At 7:00 p.m., the Board members went into Executive session for one hour to discuss the Managers contract renewal.

At 8:00 p.m. Board member Pat Hautenne returned to the meeting to give the public in attendance notice that the Board would be extending the executive portion of the meeting another half an hour and invited Mr. Petersen to join this portion of the Executive Board session.

Reconvene to Public Meeting: at 8:32 p.m., the Manson Parks Board reconvened from the Executive Meeting.

Mr. Bland moved for the Board to initiate an extension of employment to Mr. Petersen for a period of 30 days while the Board works on a new agreement .The Board will cancel the current agreement as they feel it is an inadequate agreement. Seconded by Mrs. Smith, motion carried. (5-0)

Mr. Bland clarified that for that thirty-day period Mr. Petersen will be working without a contract but for the same rate of pay and the same benefits.

Mrs. Byquist-Freels explained that the Board has to terminate the old contract and then they will present him with a new one. Mr. Petersen has been hired for thirty days. In the next thirty days, the Board will present a contract. Mr. England and Mr. Bland will work on this contract; the remaining three Board members will then be given an opportunity to review this contract.

Mr. Bland explained that Mr. Petersen would then have the option of accepting this contract. He will be presented with the contract within the thirty-day period and then it will be up to him to accept or not.

Mr. Lovato, Editor of the Lake Chelan Mirror, asked how the public would know when a new contract has been presented. Will a meeting be called?

Mr. Bland stated they hope to have it done by the regular meeting. If not, a special meeting will called.

Mr. Puglisi, from Kozi Radio,asked if the Board would share what parts of the old contract were unacceptable.

Mrs. Byquist-Freels: No, it goes to personnel. Mrs. Byquist-Freels then gave Mr. Puglisi a copy of the manager's old contract at this time.

Mr. Sharp asked if Mr. Petersen would receive the same salary.

Mrs. Byquist-Freels replied they do not know they did not discuss that tonight.

Mr. England explained that he and Mr. Bland would be meeting to discuss that when they work on the contract.

Mrs. Vaughn asked what was to keep them from offering a new contract with \$10,000 to \$15,000 less.

Mr. England assured Mrs. Vaughn that there was no discussion on doing anything like that tonight.

Mr. Bender congratulate the Board for making progress and for taking into consideration the public and

Mr. Bender stated he feels they are making progress.

Mrs. Byquist-Freels thanked Mr. Bender and stated that it looks like he stands alone.

Meeting adjourned at 8:40 p.m.