

The Park Board is able to approve the hiring of park employees **in the absence of a town manager** but the position listed on this agenda is not a new hire. This is an *internal transfer*. The Personnel Policy Manual clearly states that departments function under the administrative guidance and control of the Town Council along with the Town Manager who is responsible for the day to day management and operation of the Town. The policy also states the council's rights include, but are not limited to: *transferring employees*. At the January 8, 2020 Town Council meeting, the Council approved President Swets to sign for *personnel moves* and *transfers*.

This maintenance foreman position, for lack of better words, is a shared position along with public works hence why this is an internal transfer and not a new hire. It will include the inspection and upkeep of park equipment, trimming trees and bushes, general park maintenance, being on call for snow plowing, water main breaks, and branch and leaf pick up and Christmas in the Park, assembling and moving picnic tables and setting up Safety Village programs, etc. The purpose of this position is to help Chip so that he can focus on bettering our park programs which are severely lacking.

We reached out to Chip as a courtesy and to get his input on this *internal transfer* as well as included him in the interviews. Chip first refused the request from the Council to participate in this process. He was then told it was mandatory that he participate and did so unwillingly. Mike and I asked on several occasions for Chip's input and he has refused to cooperate with us. This type of behavior from a department head may have been allowable under the previous administration but it will not be acceptable under this new leadership. We did receive a paper from Chip dated January 17th but some of the qualifications listed for each candidate seem misplaced with other

candidate's qualifications. I would like to hope this was done in error and not deliberately showing any bias.

I am requesting that this item be removed from the agenda as the Town Council has the authority to make internal transfers. This is a domino effect decision and we are not willing to have either the Public Works Department or Parks Department fail because of potential biased input from a department head. We are trying to work together for the best interest of our town and it's really unfortunate that we couldn't work as a team on this decision.