
WASHINGTON TOWNSHIP MUA - Regular Meeting
Closed Session
February 17, 2010

The Closed Session portion of the W.T.M.U.A. Meeting began on February 17, 2010 at 8:47 pm.

Members Present:	Messrs.	Akin, Strawn**, Cullen, Napolitano
Alt. Members Present:	Messrs.	Kramer*
Members Absent:	Messrs.	Popper
Alt. Members Absent:	Messrs.	None

*arrived at 9:00 pm

**left at 10:15 pm

Topics Discussed:

Executive Director Position

About a month ago, Mr. Cullen and Mr. Aiken discussed how much the E.D. had to accomplish and what might be the issues affecting job performance. Items such as if he was overworked, had enough help, was the Committee not making decisions, was Mr. Costic not doing the job were discussed. If Mr. Costic had strong employees that he could lean on would the situation have progressed to the point of him issuing his email. The Board members were concerned about what could be happening to make Mr. Costic write his email. Is there issues with employee effectiveness or employee relationships with Mr. Costic.

Mr. Costic agreed that personnel issues were a primary issue with the day-to-day operations. Personnel issues seem to be escalating and may require some dramatic consequences. The Board advised that they are available to help as requested, but questioned if the E.D. was able to follow through with the actions that need to take place to bring the situation under control.

Mr. Costic advised that between the MUA projects underway that seem to continually need his attention and the micro managing required with some of the personnel, there is not enough time to give either his full attention. Additionally, the relationship between the operators and the E.D. has deteriorated because they blame the E.D. for the lack of interest from the Board in negotiating the contract that expired at the end of 2009.

A manager between the E.D. and the operators was discussed as well as the fact that the majority of the employees are in a different work site than the E.D. Poor performance needs to be addressed with training, documentation and follow through. An example is the counseling of the Water Operator that has not continued. The involved Board members assumed that this was resolved since they have not been contacted by the E.D. to continue the counseling. It is not up to the Board to resolve the employee issues but rather be a resource for the E.D. to turn to.

Mr. Costic advised his frustration with sending emails to Board members to bounce ideas about reorganizing the staff and not getting a response and the lack of interest in the Employee

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Association negotiations. It was agreed that J. Waller would set up a meeting with Mr. Kramer, Mr. Strawn and two representatives from the Association for next Tuesday at 8:30 in the evening. During negotiations is the time to remind them that this is not a great job market and changes can be made. Need to break the belief that staff can't be terminated. Agreement should be 2 years or less.

Mr. Costic needs to come up with ideas to address the employee issues and the Board to provide will provide input. Mr. Costic's email regarding reorganization will be resent.

There are still a lot of broader issues the Board needs to address like the WMP, the Ag Board and what Mr. Costic's priorities are. It was agreed that the Board will receive the Meeting Agenda and Director's Report by close of business on the Friday prior to the meeting. The Board will determine three things on the priority list that are high priority with the employee issues being number one. Additionally the Meeting Agenda's will be smaller. Meetings will be controlled to ensure that topics stay on track and items are not "over thought". Recommend that the E.D. provide the problem and the solution for each topic. Additional meetings will be scheduled for either the third Monday of the month or the second Wednesday. Mr. Akin will advise his availability and J. Waller will initiate the resolution with the additional meeting schedule for next meeting.

Motion was made by Mr. Cullen, and seconded by Mr. Napolitano that the closed session portion of this meeting be adjourned.

AYES: Messrs: Akin, Cullen, Kramer, Napolitano
NAYS: None
ABSTAIN: None

Closed Session Meeting adjourned: 10:35 pm

Respectfully submitted,

E. Jill Waller