

Minutes of Recreation Commission
Meeting Date: June 26, 2017

Call to Order: Meeting was at the Camp Kiwanee Main Lodge. Call to order was at 6:13 p.m.

In Attendance: AnnMarie Bouzan, Diane Cohen, Brian Smith, Brian Fruzzetti, Rachael Gross, Lan Woodward, and MaryBeth Mackay. John Zucco was present remotely.

(Please note that John Zucco was volunteering at Senior Hill Golf Course in Stoughton, MA)

Also in Attendance: Residents Mr. and Mrs. Jim Hickey, Mr. and Mrs. Bruce Young, Joanne Blauss, Jim Flanagan, Madi Storey, Cameron Bain, Gregg Poth, Chris Fruzzetti, Joan Fruzzetti, and Town Administrator Michael McCue

Lan Woodward, Administrative Assistant, will take the minutes.

Executive Session

The Original Meeting of June 26, 2017 was for Executive Session. Please note that MaryBeth Mackay requested to waive the Executive Session. It was then under Open Meeting.

Guests signed in for attendance records.

There was question raised regarding Recreation Commissioner John Zucco's ability to participate in voting when he would be joining the meeting remotely. After discussion, Town Administrator Michael McCue stated that according to Town Council he would advise the Commission to not allow John Zucco to vote. The Recreation Commission members discussed this and looked it up online. Diane Cohen stated that the guidelines regarding remote attendance. AnnMarie Bouzan asked for a motion to allow John Zucco to be able to vote remotely. Diane Cohen, Rachael Gross, Brian Fruzzetti, and Brian Smith all voted in favor and AnnMarie Bouzan voted against this motion.

Motion passed to allow John Zucco to vote remotely.

A letter from Town Administrator Michael McCue to MaryBeth Mackay dated June 22, 2017 was read, job description, and job issues were discussed.

It was noted that MaryBeth Mackay's job position started on 03/30/17 and still under probation. Issues that are a concern were discussed such as:

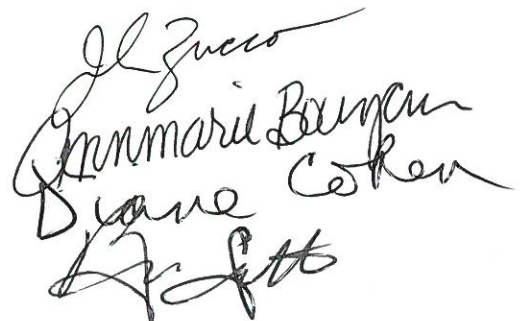
Camp Software

Desks

Cove Payments

Dumpster Rental

Cove Supplies for Event



Paperwork Reporting to Unibank

AnnMarie Bouzan and Diane Cohen met with MaryBeth Mackay on 05/27/17 to discuss, address tasks, helped provide information, requirements and prioritize so that we could gear up for the Summer session.

On 06/08/17, AnnMarie Bouzan and Michael McCue met with MaryBeth Mackay regarding assigned tasks and progress concern.

On 06/12/17 there was notice of lack of progress pursuant to the 06/08/17 meeting.

On 06/19/17, AnnMarie Bouzan, Michael McCue, and Rachael Gross met with MaryBeth Mackay to check the progress on tasks provided and were concerned that there was little progress on google calendar, recreation would like one created to show Lodge Events, Cove, Camping, and also Maintenance dates. They also checked to make sure the budget reports have been processed, but had not been yet. The emergency call list had been a concern. The original list had been mutually decided MaryBeth Mackay, Caretaker Gregg Poth, and Michael McCue. There were a total of 5 missed calls.

It was discussed that there had leadership concerns.

There was discussion that staff would call the Recreation Director with questions and event issues and no calls were returned to the staff members. There were also unanswered texts.

There was a complaint regarding an event in June. The customer had concerns and the Recreation Director did not address with the customer.

Chair AnnMarie Bouzan asked for comments/suggestions.

Rachael Gross discussed that a lot was mentioned during the interview process and she is concerned about facilities management, lack of administrative skills, scheduling. She feels as though what was transmitted during interview was inaccurate.

Town Administrator Michael McCue added that as comments were made that MaryBeth Mackay should be given the opportunity to respond.

MaryBeth Mackay mentioned that she has a bunch of programs listed in her notes.

Rachael said that they reached out to MaryBeth Mackay and offered her help if she needed it.

Town Administrator Michael McCue recommended that Ms. Mackay continue with her list in defense.

She mentioned that when she started she had no computer, no email, no desk, not given a tour, no access to files, and she had to create her own calendar. She said it is supposed to be a 35-40 hour job and it is not easy being on call. She mentioned she does not have the best service at home and she goes in and out of zones. She feels that she has an hour to handle call backs. She wanted to mention the alarm company had called more than 5 times so she had answered some of the calls. She mentioned that she was now doing tours of the lodge. She also mentioned that she didn't have a listing of events.

AnnMarie Bouzan discussed that she was welcomed, was given a tour, was also brought to town hall for introductions, and discussed the ordering of a desk, computer, email and that she was surprised that this issue had been brought up at this meeting and never before when they had met with concerns, issues.

Lan Woodward mentioned that she had copies of the listing of events and had sent along to her when requested by MaryBeth Mackay. She also noted that she had reached out to MaryBeth Mackay for help with the tours since she was booked with tours until August 29th. Lan Woodward had not heard of these issues until the meeting as well.

Rachael Gross just wanted to mention that she realized this is a new position along with a new Recreation Commission, but the job requirements are not being met.

Camp Software was discussed. There was about 3-4 weeks that passed with no information. Rachael Gross offered to help and within 3 emails we had demos in place.

Rachael Gross mentioned to MaryBeth Mackay that she can always reach out for help. She feels that there are resources are not being used.

MaryBeth Mackay said that she did extensive research.

Diane Cohen was concerned at the demo meeting with the software company. No notes were taken, no participation. MaryBeth Mackay said she doesn't need to take notes she remembers everything when she's at lectures.

MaryBeth Mackay feels that the camp is not ready. She also noted that she gave up a successful job to come here and that she is thrown out all these tasks.

Diane Cohen said she has reached out to MaryBeth Mackay to help.

Bruce Young feels that a lot of MaryBeth's tasks should be the AA's responsibility so that MaryBeth Mackay can have more time to handle her job.

MaryBeth Mackay said she was not given access to Facebook Media in a timely manner.

Rachael Gross said she was given full access at the first meeting.

MaryBeth Mackay said she has established great relationships with media, local blogs and that she is capable of doing this job.

Town Administrator Michael McCue added that he would recommend dismissal, but also take into consideration everything that has been said at this meeting.

AnnMarie Bouzan then asked Michael McCue his opinion. Town Administrator Michael McCue said he would recommend dismissal.

AnnMarie Bouzan asked John Zucco, Brian Fruzzetti, and Brian Smith if they have an opinion?

Rachael Gross asked if John Zucco was still there? He responded yes.

Michael McCue said that the decision is based on the entire board.

Brian Fruzzetti said he is listening to what is being said. He sits at every meeting and questioned himself how much is in her job description. He understands that the Cove is important and feels it should have been priority. But he believes it is salvageable she is here and that's his two cents. He has no issues with MaryBeth Mackay and that she tries her best.

What about the tasks that aren't done? Rachael Gross said that is her concern.

Brian Smith has been around the lodge quite a bit. He's not sure on operations of things every day, but does understand we need time, stuff is involved and we want to get it right.

AnnMarie Bouzan asked John Zucco his thoughts.

John Zucco said that in regards to certain things, if you have things that need to be done, you have to make it happen. It's all part of a job, day to day operations, software, you have to at some point say that's what needs to be done.

MaryBeth Mackay was asked how she felt? MaryBeth Mackay feels that she likes everyone and she feels some staff need more guidance than others. Chris Fruzzetti works really hard.

Diane Cohen asked MaryBeth Mackay if she feels that staff members can turn to her for guidance? MaryBeth Mackay said she likes to walk around and talk to people.

Rachael Gross mentioned that you make things happen as Mr. Zucco said. She is disappointed, she would like to see Camp Kiwanee succeed. It takes time, but not much time to do these tasks.

MaryBeth Mackay said she is trying to do her best.

AnnMarie Bouzan noted that what she envisioned happening is not. She feels that maybe MaryBeth Mackay is overwhelmed and does not have a handle on the whole job. The tasks just keep piling up.

Brian Smith said moving forward, are you the right person for this job?

MaryBeth Mackay said she is doing her very best. She said with facilities it takes years of experience and she is not going to jump into any decisions.

MaryBeth Mackay said she is the right person for this job.

Brian Smith asked if she felt that she could handle this job, is there a confidence?

MaryBeth said yes.

Diane Cohen asked MaryBeth Mackay is she felt comfortable on leadership answers?

AnnMarie Bouzan said she should not be added to all the numerous emails.

Rachael Gross asked John Zucco for feedback.



John Zucco said that you get paid for a job and you do that job and you need to figure it out yourself. The Commission are all volunteers, but they are not there doing this job. If things need to be done, make sure that they are done.

Rachael Gross motion for dismissal.

Diane Cohen 2nd motion for dismissal.

AnnMarie Bouzan in favor of dismissal.

John Zucco motion to go to end of MaryBeth Mackays probation period in 5 months to revisit.

2nd motion Brian Smith.

Brian Smith in favor or motion to go to the end of probation period in 5 months to revisit.

Vote 3-3.

Since it was a 3-3 vote, the motion does not carry.

Town Administrator Michael McCue suggested meeting with a member of the Commission along with himself and MaryBeth Mackay to discuss the next step.

Joanne Blauss suggested having a member from both sides of the vote meet with MaryBeth Mackay and Michael McCue to be more transparent. Members then agreed to have Diane Cohen and Brian Smith to meet with both Michael McCue and MaryBeth Mackay.

Meeting Adjourned at 8:01 p.m.

Caretakers Meeting to follow.

