

MOUNTAIN LAKES DISTRICT
COMMISSIONERS SPECIAL MEETING VIA ZOOM VIDEO CONFERENCING
July 17, 2020
UNAPPROVED

Call to Order: Chair Bob Long called the meeting to order at 10:14 am. He read a statement that the Board was authorized to meet electronically due to the declared state of emergency (COVID-19), that the meeting had been properly noticed and information given to the public on how to join the meeting via Zoom Video Conferencing, and that all votes would be by roll call, in accordance with the provisions of the Governor's emergency order.

Roll Call: Bob Long was present with Mike Roberts; and Mark Johanson was present with Linda Johanson.

Public Present: Polly Bonanno, David Martella, Randy Berenson, Robert Roudebush, Laura Sjolander, Bill Clark, Mike Bonanno, and Don Drew (Water/Maintenance Manager). Christine Fillmore of Drummond Woodsum joined the meeting in progress.

Employee Benefits: Bob Long shared a "Vacation/Sick Time Worksheet" for Commissioner review and consideration for potential changes to the MLD Employee Manual. The worksheet showed a potentially serious liability to the District for accumulated employee vacation and sick time owed, offered possible solutions to reduce the current liability over time, and recommended maximums for future accumulations.

Mark Johanson suggested the sentence: "A maximum of 40 hours of new vacation time may be carried over from year to year." be changed to "to the following year only." under the Potential Changes for Discussion section in the worksheet and a similar change to the wording in the Sick Time Changes section. Concerns were raised about employee loss of future vacation time if they could only use accumulated vacation time and carryover was limited. After discussion, the meeting was paused to allow Bob Long to contact Christine Fillmore, District legal counsel, who was consulted when the worksheet was prepared. Christine Fillmore joined the Zoom meeting; after further discussion, it was confirmed that employees' future paid time off benefits would be affected by the requirements to reduce accumulated time. At that point, the Commissioners agreed to table the issue pending clarification of how to write new policy changes to ensure against the loss of paid time off benefits and assuage employee concerns, while at the same time reducing the amount of the District's future liability. **Bob Long will work with Christine Fillmore to create a new draft of Employee Manual changes for consideration.**

Office Restrooms Opening: The Commissioners considered a suggestion to open the Office restrooms for public use. The Commissioners heard public input on the issue, then discussed the applicable state "Re-Opening Guidelines", noting staff and safety concerns with the cleaning/disinfecting requirements in order to open the restrooms for public use. After further discussion, Bob Long moved to keep the Office and the Office restrooms closed to the public. Mark Johanson seconded. Roll Call Vote: Bob Long – Aye; Mike Roberts – Aye; Mark Johanson – Aye; motion passed

OTHER BUSINESS:

- **Planning Board Meeting:** Mike Bonanno asked the Commissioners to allow the Planning Board to meet in person if they followed social distancing guidelines including wearing masks if required. He specifically asked if the August 6 meeting could be a special exception to the existing decision that all District meetings be held via Zoom due to the COVID-19 pandemic. After discussion, Bob Long moved to continue holding all District Board and Committee meetings via Zoom until further notice. Mike Roberts seconded. Roll Call Vote: Bob Long – Aye; Mike Roberts – Aye; Mark Johanson – Aye; motion passed

Bob Long moved to adjourn; Mark Johanson seconded. Roll Call Vote: Bob Long – Aye; Mike Roberts – Aye; Mark Johanson – Aye; motion passed. The meeting adjourned at 11:45 am.

Respectfully submitted by,
Kristi Garofalo