Select Board Meeting

**Executive Session**

August 4, 2021

6:29 pm meeting Executive Session called to order by Neil Oleson.

Select Board members present: Terry Green and Neil Oleson.

Select board members absent: Mike Bedini

Others present: Christine Dobbert, Vicki Winchell, Kyle Kuczynski, Jon Oleson, Doug Miller

The board requested two highway department employee’s attend tonight’s meeting in Executive Session to discuss frequent absences.

Kyle Kuczynski was scheduled to attend first. Jon Oleson stayed during Executive Session for Kyle at Kyle’s request. Kyle was asked to attend this meeting to discuss numerous Monday absences at work. Kyle informed the board he was having some conflict with how Jim was supervising him. When Kyle’s frustration would build, he would call in sick on some Mondays. Neil discussed with Kyle how he should have come to the board if he is having issues with Jim otherwise it puts Kyle in a bad light when he has frequent absences, and no one knows why. Neil added how it is difficult to plan the day/week out for projects to be completed when 20% of the crew is absent. Terry emphasized the need for Kyle to come to the board or Christine (and she can bring to the board) with any problems he has so that it can be addressed immediately. Kyle and Jon gave several examples of concerns they both have. Neil highlighted with Kyle the need for reliability in this type of position. Neil will discuss the issues with Jim to see what can be alleviated. Terry asked if Kyle felt he would have better attendance now that his concerns were brought up to which Kyle replied “yes”.

Doug Miller was asked to attend the meeting to discuss some frequent absences as well. Doug did not really have any work-related issues and said that his sick time used was for health-related issues. Doug was understanding of the boards concerns regarding frequent absences and will try to not have a pattern of calling out.

Terry Green made a motion to adjourn Executive Session at 7:24 pm. Neil Oleson seconded. Unanimous.