

## Village of Sheffield

Village Board Meeting

Executive Session

Recording

Monday, June 11, 2018

### **Roll Call for Executive Session**

PRESENT: Barron, Cernovich, Lanxon, Salzmann, Skiles ABSENT: Osborn

ALSO PRESENT: Steve Endress and Adrienne Ries (who then left during Board discussion)

Trustees Barron and Skiles voiced their concern Superintendent Pickard. Trustee Skiles also raised her objection to Pickard's rumored treatment of Randy Hasbrook and also treatment of her when she was in the Village office.

Endress and Lanxon both stated that they have had no one come to them with complaints.

Cernovich stated that the Board is aware of Pickard's temper and Pickard has been warned. Cernovich encouraged Skiles to go to Endress if she has any problems with Pickard.

Endress further explained that he manages employees a different way and that he trusts Pickard and Ries' judgement and will not act upon rumors.

Skiles asked for verification of benefits promised to Clerk Ries at hire.

Cernovich stated that the reality is he and the majority of the board support the employees.

Endress reminded Skiles that when there is a lack of trust there can not be a relationship between Trustee/Employee. Endress said that there may not be any action, but he would always listen to any complaints brought before him.

Trustee Lanxon cautioned the board that Teamwork wasn't just for the employees, it also applies to the trustees. Lanxon encouraged the board to create a united front and he is certain that Clerk Ries is working and trying make corrections to reports and not ignoring the concern.

Endress feels the Village is better with Pickard and Ries than without them. Endress also assured the Trustees that if there are any Red Flags they will be addressed.

Skiles questioned checks out of sequence. Lanxon offered to have Ries come in to explain. Endress said he would check with the village treasurer, and verify reconciliation process and report back with any issues. Any trustee concerns of financial reports will be verified with the July 2018 audit.

President Endress and Trustee Cernovich reminded the board that it is the duty of the board to oversee and set policy not micromanage.

President Endress said Pickard is doing what the board needs him to do.

The Board returned to Regular Open session to continue the meeting.